

Interviewing with Pinnacol: Don't worry, we don't expect you to come into our offices for an interview; those are all done over Zoom or on the phone. It's a bummer that we can't meet you face to face, but safety is our top priority.

Step 1 | Application Review: We'll review your resume and determine if it lines up with the needs of the role.

Step 2 | Phone Interview: We'll contact you to schedule a 20-30 minute phone interview with you so we can get to know you better and answer any of your questions.

Step 3 | Plum Assessment Invitation: You'll be invited to take an untimed assessment assignment through our Plum Talent Resilience Platform. Trust us and give it a chance, as it helps measure things like your problem-solving ability. The best part? You'll receive instant feedback and recommendations from Plum — such as career advice and a list of your top talents.

Step 4 | Hiring Manager Review: We'll send your resume and our phone interview notes to the hiring manager, who'll determine how to proceed with the process.

Step 5 | Final Interview: If you're selected for a final interview, we'll schedule one with the hiring manager and other team members. Interviews are typically an hour long, but we may schedule more time if needed.

Step 6 | Offer

What would an offer look like:

If we decide you're "the one," we hope to present you with a job offer that really stands out from the pack. We consider your ideal salary, look at what similar jobs in the Denver area pay and ensure that you and those you work alongside are paid equally for the work you do.

What happens after you accept the offer?

Our offers are contingent on a successful completion of a drug test, and a criminal background check. You'll get an email with all the details from Choice Screening. After the results have come back, we'll contact you about next steps.