Salary Negotiation

Why should I try to negotiate my salary?

- It is not uncommon for employers to offer you the lowest salary possible. Companies may try to lowball you in order to save money and to give themselves room to negotiate. Remember, you are selling your skills in return for appropriate payment.
- A higher starting salary likely means setting yourself up for higher salaries at future jobs as well.
- Employers will not rescind a job offer if you try and negotiate.

Best Practices

Don't negotiate with everyone

Only negotiate with your top-choice employer where you would be comfortable accepting a quality offer.

Make a good case for yourself

- If possible, find out what other people in similar roles have been paid to compare with the job offer you received. Is the salary you were offered too low or competitive with others in the field? Resources like Glassdoor can help you find this information.
- Have you interned with this company before? That means you are already familiar with its culture and may be ready to jump into your work with less training. It also means you probably enjoyed working for this employer and are likely to work there for longer.
- Do you have any unique skills or experience in this professional area that set you apart from other candidates? Express what you can do for the company. Highlight past internships or side projects that show how your skills can be an advantage for this employer.

Be enthusiastic and courteous

If an employer has made you an offer that means they have enjoyed their interactions with you. Continue to be respectful and kind to your recruiter! They will be the ones fighting for you.

It is also important to make it clear that you are excited about working at this company. Make it clear that you are not a lost cause and would accept a good job offer.

Negotiate simultaneously

Think carefully about which parts of the employment package are most important to you and make your requests at the same time. This gives your recruiter options if they aren't able to offer some of the things you want. It may be helpful to rank your requests in order of importance.
Don’t ask for the impossible

Companies have budgets for different levels of seniority, often without much wiggle room. Your goal should be to get to a higher point in their set salary range. Doing research on websites like Glassdoor can help you figure out whether the offer you received is competitive or not.

What can I ask for?

Base salary
When asking for a higher salary, provide them with a specific number. Your employer may come back with another offer if they aren’t willing or able to pay what you have requested.

When negotiating base salary, keep in mind that different cities have different costs of living. If you plan to move, make sure to factor in how your salary needs will change in a new location.

Signing bonus
Companies may be more willing to negotiate your signing bonus than base salary if their budgets are tight. It is a one-time payment that won’t affect other things like yearly bonuses or future raises.

Flexible schedule/Remote work
This is becoming increasingly popular in the workplace so don’t be afraid to ask their policies and if there is opportunities for you to work remotely.

Location/relocation
If the employer has another location you would prefer to work at, ask about the possibility of being assigned there. If the employer is located in a different city from the one you live in, will they help pay for the cost of relocation?

Support for continued education
Some employers may offer to help pay for a graduate degree. This is a great opportunity if you want to pursue an education that would also benefit the company. Keep in mind that if a company supports your education, it will likely require a commitment from you to return to the company for an amount of time after completion of the degree.

Vacation time
Employers vary in how much time off they offer. Ask about how much paid time off per year you may receive.

Final Thoughts

Salary negotiation doesn’t have to be complicated! Sometimes it’s as simple as saying, “Any chance you could go up to X salary?” or “Any chance you could include relocation fees in the job offer?”

For more help, make an appointment with us in Handshake (utaustin.joinhandshake.com)