

NEGOTIATING SALARY

SIUE CAREER DEVELOPMENT CENTER

Career
Development
Center

Research:

Your salary should match typical pay for your experience & location, unless you have an outstanding qualification that exceeds the maximum qualifications

- <https://www.salary.com/>
- <https://www.jobsearchintelligence.com/etc/jobseekers/salary-calculator.php>

Thoroughly evaluate the job offer and have a clear understanding of the job description

Be realistic & understand your leverage

Consider Benefits!

Salary isn't the only compensation:

- Flexible schedules - health insurance - vacation time - child care - tuition reimbursement - training, professional development & certificate - mentoring & coaching - health & fitness.
- Consider positions based on long-term career goals, & work environments

Build Your Case

- Know your expectations & needs to understand the salaries you can accept
- Give specific examples of value you can give employers
- Help them understand why you deserve what you are requesting

What's Your Number?

Best practice - offer a salary range, not a specific number.

Be prepared to face resistance and answer tough questions:

- Why do you deserve this salary?

Stay positive, not pushy!

- Negotiations should never be hostile or emotional.

Start with Questions:

- Is this offer negotiable?
- What additional benefits are available besides pay?
- How was this salary calculated?
- What is the outlook for salary raise and promotions?
- How do you evaluate employee's success?