

NEGOTIATING ON SALARY

Congratulations on your job offer! Now it's time to reflect and evaluate your options. Owens Career & Transfer Services is a valuable resource available to help you navigate this process.

EVALUATE THE JOB OFFER

Are you excited about this opportunity? Does it meet your career goals? Do you like the job content?

- Salary Compared to Industry Average
- Health Coverage
- Paid Vacation and Leave Time
- Start Date
- Retirement/Stock Options
- Transportation Costs (location)
- Employee Perks
- Professional Development Opportunities
- Mentoring Program
- Signing Bonus or Other Bonus Program

DO YOUR RESEARCH

[LinkedIn Salary Tool](#): Explore how salaries vary by industry, company size, education level and field of study.

[Glassdoor](#): Research salaries at specific companies based on job title and years of experience.

[NACE Salary Calculator Center](#): Research jobs based on your Owens Community College education.

[Indeed](#): View salaries and read company reviews submitted by current and former employees.

[Salary Cost of Living Expert](#): Cost-of-living and location comparisons.

[Negotiating Your First Salary](#): A helpful guide for students and recent graduates.

KNOW YOUR WORTH

Once a job offer has been made, it is appropriate to discuss salary. As with all interactions with an employer, be courteous, direct, and honest when negotiating. Negotiation is an acceptable part of the hiring process, especially if the salary does not fall within your target range. Other reasons to negotiate include: a competing offer from another organization, an offer lower than the industry average, a high cost-of-living index, or unique skills/experience you can offer the employer.

Example: *"Given my skills and qualifications, I am seeking a salary closer to (give desired amount)."*

You and the employer can then negotiate until a figure that both parties agree upon is reached.

OTHER CONSIDERATIONS

Keep in mind that salary is just one component of an overall compensation and benefits package. Many employers have non-negotiable formal pay structures or fixed entry-level salaries. In these instances, employers may be willing to negotiate benefits, signing bonuses, vacation time, relocation costs, and flex-time schedules. The only way to know if an employer is willing to negotiate is to ask.