Offer Negotiation

In general, employers put a lot of thought into offers and get them approved through multiple channels. In many engineering companies, offers for fresh grads in a given role will be consistent with slight variations based on factors like prior internship experience with the company or special skills.

Also, don’t forget that salary isn’t the only factor in accepting or comparing offers. There are many non-salary perks that may enter the equation:

- The job duties/responsibilities
- Geographic location and cost of living
- Work environment / Corporate culture
- Career path within the company
- Vacation time
- Comp time (time off or time-and-a-half for overtime worked)
- Participation in the company’s 401(k) plan
- Immediate vesting in the company’s savings plan
- Stock or equity in the company
- Insurance: Health, Dental, Vision, Life
- Continuing education or tuition reimbursement
- Relocation reimbursement
- Signing bonus
- Flexible work schedule
- An expense account
- Parking and/or meals reimbursement
- Personal use of frequent flyer miles
- Subscriptions to professional publications
- Dues for professional organizations

Remember to take a step back, think about what is most important to you, and talk to people you trust, e.g. family, mentors, EOC Career Services, etc. If you still feel the need to negotiate, keep reading!

When should you negotiate?

- Only at offer stage
- Only if you have done your homework and have specific reasons why you have leverage, e.g. another offer, special skills, unique work experience, research on standard offers for the position type/location shows the offer is low, or similar.
- Only after practicing your pitch. Your phrasing and tone must be considerate, clear, and compelling.

Reminders

- Bring specific reasoning to the table to have an effective negotiation. Do NOT try to bluff your way to a higher number. Similarly, remember that if you are negotiating because of another offer, you should be prepared to show that offer for verification if asked.
- Feel free to contact Career Services for advice on how to make your pitch to companies.

Contact Career Services at coe.careers@ttu.edu with any questions.