Offer Negotiation

When considering negotiating an offer, it is important to remember that, in general, employers must get offers approved through multiple channels before sending them to a candidate. In some cases, offers for fresh grads in a given role will be consistent with slight variations based on factors like previous internship experience with the company or special skills. Also, don’t forget that salary isn’t the only factor when reviewing or comparing offers. There are many non-salary factors 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
- Student loan repayment
- Relocation reimbursement
- Signing bonus or other yearly 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

When weighing offers, 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. to get an unbiased opinion.

When should you negotiate?

- Only after you have received a written offer from the company.
- 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 rather than trying 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.