

Successfully Negotiating Job Offers Part 2

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Finding information

- <https://www.jobbank.gc.ca/trend-analysis>
- <https://www.jobbank.gc.ca/trend-analysis/search-wages>
- <https://www.payscale.com/research/FiCA/Country=Canada/Salary>
- <https://www.roberthalf.ca/en/salary-guide> (and salary calculator)
- <https://www.glassdoor.ca/index.htm>
- <https://theprofessorisin.com/2016/02/11/how-to-negotiate-your-tenure-track-offer/>





Successfully Negotiating Job Offers

Activity: Research

- Type in an occupation that you are considering or interested in learning more about
- Find your geographic area of preference

<https://www.jobbank.gc.ca/trend-analysis>



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BEFORE YOU NEGOTIATE

You should know...

- hold off on discussing salary until you are actually being offered the job
- It's OK to say you would like some time to think about it and provide a response within 24-48 hours
- Wish/Want/Walk
- Consider the whole offer (not just the pay rate)

The employer's point of view

- Before a job advertisement is posted, the position is approved and budgeted for
- Employers don't want to lose their top candidates and go back to step 1
- Be realistic
- Raises are calculated from base salary
- Return on investment



Things you can negotiate on

- Performance reviews - timing, criteria
- Commission
- Professional memberships
- Vacation, personal days
- Health/country club membership
- Relocation expenses
- Start date
- Lab Equipment
- Spousal/Partner hire
- Teaching Load
- Maternity/Parental leave
- Research Funding
- Sabbaticals



5 things to consider before negotiating

1. Set yourself up for success.....as best as you can!
2. Do you prefer to focus on the short term (i.e. 'winning' a salary increase) or the long term (i.e. preserving the relationship with the employer after negotiations are done)?
3. If you feel nervous, think about who else might be benefiting from your negotiation
4. Have more than one ask in mind
5. It's OK to be transparent

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How to Negotiate

Early in the hiring process

IN A COVER LETTER

- “Regarding my salary expectations, I would hope to be paid the market value of X job with Y years experience. I would be happy to discuss this with you in an interview.”

IN THE JOB APPLICATION

- Put “open” or “competitive” with a note that you’d be happy to discuss in an interview

EARLY IN AN INTERVIEW

- “My salary expectations? They’re simple: a fair market value. Perhaps you could help me there: what is the range you’re thinking of? I’d be glad to tell you if it fits.”



Gaining time and gathering information once asked

- “Well I’m sure you have something budgeted for this position. What range did you have in mind?”
- “I have researched the market, so I have some idea of the market value. Could you tell me the range you have in mind?”
- “Of course X is acceptable. But could we wait and discuss salary when we’re both clear about what the job entails and what I can produce for you?”

Staying quiet...

- Let the employer go first; stay quiet
- When you hear the figure, repeat it, then be quiet
- Count to a number that feels comfortable (6-10), calculate the exact offer and compare it to your expectations
- If this is on email respond quickly (I will consider your email and will respond shortly with my response.
- Often, the outcome will be a higher offer



Image by [GfyCat](#)

If you're not ready to stop negotiating

- “\$45,000...I appreciate your offer. And I'd love to work here. I'm sure you want to pay me a compensation that's fair and will keep me committed and productive. Well, from my research I estimate that positions like this for someone with my qualifications are paying in the range of \$x - \$y. What can you do in that range?”

Accepting an offer!

- “That sounds terrific. I can’t wait to start. I’d like to take some time to look over what we’ve discussed to make sure we haven’t forgotten anything. When would you like my final confirmation?”

CONCERNS

What
feelings
does the
thought of
negotiating
your job
offer bring
up for you?



Image by Giphy

What *fears*
do you have
about
entering a
negotiation?

Common Concerns

- High-maintenance hires (“asking for too much”)
- Imposter syndrome
- Impact of the labour market
- Women and Racialized people facing discrimination
- Losing an offer



Photo: Alex Green c/o pexels

Bias and discrimination in negotiation settings

- 60% of Black women have negotiated a higher salary, they are 67% more likely to have a negative outcome following these negotiations than white men- leading to 1 in 3 feeling underpaid and undervalued for the work they do.
- Racialized individuals may encounter lower salary offers compared to their non-racialized counterparts, perpetuating wage gaps.
- Racial biases may influence how recruiters and hiring managers evaluate the qualifications and potential of racialized candidates, leading to unfair treatment in job offers.
- Hernandez et al. (2019) Delve into the role of race in salary negotiations, indicating that racial minorities may encounter bias and discrimination during negotiations. This bias can manifest in various forms, such as lower salary offers or fewer advancement opportunities, further perpetuating inequities in the workplace.
- [According to Power On Negotiation](#), a consortium program from Harvard University, Massachusetts Institute of Technology and Tufts University, “when women negotiate for higher salaries ... their requests often face a backlash: Relative to men who ask for more, women are penalized financially, are considered less hireable and less likable, and are less likely to be promoted.”

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PRACTICE!

Try it!



1. *Draft* a narrative for an ask you have (Increased pay? More vacation time? Flexibility with work arrangement?).
2. *Practice* speaking it out loud. Pay attention to tone, body language, word choice.
3. *Film* yourself! Then, watch it back. How did it seem to you?

Try it! Writing a value proposition

I accomplished **(INSERT ACCOMPLISHMENT)**
using my **(INSERT SKILL)** which
benefited our company by: **(INSERT RESULT)** .

Source: <https://courses.aauw.org/learn/course/18/play/53:29/know-the-facts>



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RESOURCES

Resources

- <https://careerhub.uwaterloo.ca/>
- <http://www.oprah.com/money/sallie-krawcheck-negotiation-advantages-women-have-over-men>
- <https://salary.aauw.org/>
- <https://hbr.org/2014/04/15-rules-for-negotiating-a-job-offer>
- <https://ucd-advance.ucdavis.edu/post/women-dont-ask-negotiation-and-gender-divide#:~:text=Women%20are%20more%20pessimistic%20about,30%20percent%20less%20than%20men.>
- <https://theprofessorisin.com/2011/08/10/negotiating-your-tenure-track-offers/>



How to find us

- In [WaterlooWorks](#), under “Appointments” tab to book:
 - A one-on-one online/phone **career appointment** on a range of employment topics
 - Academic CV and Coverletters
 - Managing your Online presence
 - Academic Interviews
 - Diversity Statements
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Questions?