

## PITCHING THE RIGHT SALARY

One of the trickiest subjects for you to negotiate or even address is that of salary. Sometimes you may feel embarrassed even mentioning it; others feel quite confident because they are certain they should be earning more.

So how do you get the result you want without putting your potential employer offside?

### Background Information/Research

Tip number one is to do as much research as possible.

Indeed, it would be foolish not to when so much information is readily available at your fingertips.

You should begin by asking one of our experienced consultants for market specific information.

For further general information on average figures, often the best sources are the specific industry's professional organisations - these are the groups who conduct salary guides on a regular, often yearly basis.

Your immediate peer group is another rich source as you can conduct your own informal survey with other professionals to gain knowledge about expected salaries, job titles and career paths. Buy trade magazines or publications which advertise the type of jobs you are looking for and take note of salaries that are published.

You should be subscribing to these anyway, so you can keep abreast on a whole host of industry information.

For company-specific information, you may need to do more digging. Some companies publish salary information on the careers section of their websites. With others, you may need to inquire further with their personnel departments

### Salary Negotiation

It is important to remember that, even when armed with great salary information, you should always push salary discussions to the later stage of job interviews. Certainly, do not approach the subject in your first interview because you will lose negotiating power if you disclose your requirements too soon. Look beyond salary to the benefits packages being offered such as annual leave entitlement, car allowance, health insurance, education reimbursement, pension schemes and flexible working hours.

It never hurts to ask for more money but be careful about the way you ask.

A very good way to avoid discussing salary at first interview and leave room open to negotiation is to throw the salary question back to a client, e.g. when asked mention that you have been informed by us of the salary scales related to the position and that you would be interested in a competitive offer within that bandwidth.

This is totally down to personal preference, you may feel it necessary to be direct and lay your cards on the table or you and the client may want time to weigh up the options and sleep on it. In any case you will have all salaries and benefits confirmed by us prior to attending any interview and the client will be briefed that you are already aware of the type of package on offer.

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**Remain Professional**

Steer clear of mentioning any other job offers that you may have received. Do not hold people to ransom because it could:

- a) backfire or
- b) damage your future with the company.

One final piece of advice - especially for first-time jobseekers - is that you should never sound too desperate, and do not accept just any job offer.

Discussing money with your employer need not always be the cringe-inducing experience many people assume it to be.

Armed with the right knowledge and a bit of confidence, you might be pleasantly surprised with what you can achieve.