

Negotiating Your HR Job Offer

Before the date you must get back to them, call the employer and say:

"I'm still very interested in the position, and I believe I can bring X, Y and Z to the organization. I'm wondering, is it possible to enhance the offer in terms of compensation?"

YES

If they give you what you want:
Thank them and say you get back to them by the deadline..

If you feel you can get more:
Say "I really appreciate that. It's certainly helpful. Would you also be able to consider _____?"

You can either accept the offer or

MAYBE

If they say they'll get back to you:
Ask when you should expect to hear back or when you should call them back..

If they ask, "what do you have in mind?":
Ask "What do you think is possible? Or give them a range of what you're looking for.

NO

If they say no:
Say "In lieu of _____, would you consider _____?"

If nothing more is offered:
Say, "Well, I'll call you as promised by _____."

For more proven HR interview success strategies go to:

HRInterviewSecrets.com



Valuable HR Job Offer Items You Can Negotiate

- Base salary
- Sign-on bonus
- Your start date
- Your HR job title
- Scope of your role
- Timing of your first salary review
- Annual performance bonus (amount & eligibility)
- Guaranteed minimum annual bonus for your 1st year
- Weeks of vacation
- Relocation cost reimbursement, short-term housing
- Buying your home (or covering the cost of your home sale)
- Loan to purchase home
- Tuition reimbursement
- Stock Options
- Restricted Stock Grants
- Discounted Stock Purchases
- Reimbursement for home office expenses (e.g. internet services)
- Company car and/or mileage reimbursements
- Type of laptop, tablet, phone
- Office Size / Location
- Flexible work schedules or work from home arrangements
- Leadership training, conferences
- Payment of professional membership dues & certifications (e.g. SHRM)
- Paid subscription to *HR Magazine*, *HR Executive*, *Workforce*, *Wall Street Journal* or other business journals
- Mentoring & Coaching
- 401(k) & Health Benefits (Most are covered by benefit plans & non-negotiable, but some may be available as payments in lieu of actual benefits)
- Deferred compensation
- Profit sharing
- Financial, tax, and/or estate planning services
- Subsidized or financial assistance for day care or school tuition for children
- Gym membership
- First- or business-class air travel (on very long flights)
- Tax gross-up for taxable benefits
- Severance pay and termination provisions
- Career assistance for spouse or partner

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