

## Negotiating Your Salary in a Tight Job Market

*A few tips to remember when negotiating your salary in the current job market:*

1. Do your homework. Research the industry/sector and company to determine what type of salary range and benefits the employer typically offers (this may have changed since last year!).
2. Don't make compensation the first thing you bring up (or your central focus). Sell the potential employer on your abilities, make them "want you" and then talk about money (assuming you've already identified that the position is in your salary ballpark).
3. Demonstrate and articulate your value to your potential employer. Be unique, let the employer know how you can increase revenue, cut costs, and solve problems. Focus on their needs and how you can make their job easier.
4. Consider requesting a 90-day salary review if you want the job, but the salary is a little lower than you had anticipated. Ask for the review as part of your hiring agreement. Knock their socks off in the first three months and then discuss adjusting your compensation based on your track record to date. Every situation is unique, so use your discretion when utilizing this tactic.
5. Everything is negotiable. Remember, your salary is not the only offering on the table. If your starting salary isn't acceptable, you can also explore performance-based bonuses; ask for tuition reimbursement, a flexible work week, a budget to attend professional development seminars, additional vacation time, or the option to telecommute part-time.

Remember, even though the current job market is tight, top candidates are always in demand whether the economy is good or bad. However, your ability to market yourself and articulate your successes is key to getting the job--and salary--you desire.