



# EVALUATING WHAT'S ON OFFER

Detailed consideration of the job offer can help you to negotiate a better package. Preparing a checklist can also help to ensure your main remuneration objectives are met and that other key issues surrounding the job are clarified.

**No job, however attractive it may be, will contain all or even most of the items we list below. However, it will provide the framework for you to identify your priorities and determine how the job offer measures up. It will also help you to identify where the opportunities or problems lie and so make a more informed decision.**

## CORE PACKAGE

- Base salary
- Salary structure/bands
- Position in range
- London weighting
- Bonus/commission schemes
- Profit share
- Stock options/awards
- Equity share scheme
- Dates and frequency of salary reviews
- Method of salary assessment eg performance and/or cost of living related

## BENEFITS

- Holiday entitlement
- Company car
- Relocation package
- Pension arrangements
- Private health/medical insurance
- Life insurance
- Mobile and home telephone
- Security system
- Sick pay scheme
- Notice period
- Professional subscriptions
- Leisure/sports facilities
- Club membership
- Contract conditions
- Home computer or laptop with software
- Expenses including travel and meals provision

## OTHER FACTORS

- Your title/status
- Scope of the job and your role
- Opportunities for advancement
- Corporate plans
- Location of the job
- Criteria for success
- Quality of the work environment
- Resources (financial and staff)
- Compatibility with boss and colleagues
- Reputation/performance of the company
- The level of autonomy and authority you will be given