

Negotiating Pay

Money

What to prepare, and what actually moves an offer.

General guidance; norms vary by country and industry.

1

Research the range

Published salary data and job adverts for the same role and region.

2

Let them state a number first

Where possible. Ask what the range for the role is.

3

Anchor at the upper end

With a specific figure and a reason, not a round guess.

4

Negotiate the whole package

Pension, bonus, holiday, remote working, title, review date.

5

Get it in writing

Before resigning from anything.

WHY IT COMPOUNDS

Rises are usually percentages of your current salary
So a higher starting point compounds for years
As do pension contributions based on it

General education. A £2,000 higher start compounds into far more than £2,000 over a career.