Negotiation Case Study #1

Background

About mid way through a positive job interview the interviewer pops the question. We had practiced different scenarios extensively here and done a hell of a lot of research.

We had agreed between us that a baseline figure of £28k ($45.5k) would be about right.

Negotiation

Interviewer - “What are your salary expectations for this position?”

Her - “Well, first I’d like to learn more about the position and be sure that we’re the best fit for each other.” At this point the interviewer nods and continues on other topics. Later…

Interviewer - “So, if you’re happy with what we’ve discussed so far, I’d like to get back to salary expectations. What would you be expecting for this role?”

Her - “Thanks, I like really like (position) . I would especially like to work on (major project), I noticed looking on your website that you haven’t (missing element) - so I can probably help there. What sort of budget did you have in mind for the role?” Interviewer - “Marcus, the guy who did the job before you, was earning £29k.” Her - “But now you’re looking for someone for more experience and to work on the major client projects.”

Interviewer “Yes, ideally we want someone with more experience and can handle our bigger clients.”

Her - “So your salary for this must be significantly higher than what Marcus was being paid?”

Interviewer - “I would have to check. I’m not really sure what budget (boss)

Her - “That’s fine, let me know what your boss has in mind. I have 3 more years of experience than Marcus and I’m looking for a more senior role than he had, so would expect higher than that.”

Interviewer - “Ok, I need to warn you now. We are on a limited budget and I’ll try my best, but I wouldn’t expect much more than that. (Boss) isn’t likely to be spending too much more money than what Marcus was on. Would you be willing to accept £29k just to begin with?”

Her - “I’m looking for a senior (job title) position. So if that is the role you’re offering and is valued at the right level then I’m very interested. If it’s not then there are probably better people for the position. I have two friends who are looking for (job title) roles. They don’t have as much experience, but would be better if you’re looking at a more junior level.”

Interviewer - “No, we’re definitely interested in you. I’ll talk to (boss) and see what I can get for you. We should be able to get back to by the end of the week.”