



## Quick Tips: Talk Salary When

### **BASIC TIPS:**

- Most recruiters advise you to bring up salary during a second interview since the first interview is focused on getting to know you, your experience, leadership skills, and potential strengths you would bring to an organization/job. A second interview is usually a more appropriate time to discuss salary once you know more about an organization, and the recruiter(s) know more about you.
- Sample questions to ask include: What does this position pay? Is salary negotiable? What does the total package include?
- Remember, a job opportunity is not just about the salary you will earn. You want to understand the total package being offered which could include medical and dental benefits, retirement and savings options, moving expense reimbursement, and more.
- It's also important to clearly convey your enthusiasm for the job you will be performing as well as the organization you will be joining.
- An initial job offer may not always be final. Depending on how competitive your field is, some companies are willing to negotiate an offer depending on your experience, specific skills, and other potential competing job offers you have. However, most entry level jobs are typically not negotiable.