Non-academic Job Offer Negotiations

1) Salary/Wage

Money is one of the reasons you take a job. Are you satisfied with the proposed offer? What is the length of your contract and probation period? How long until a pay raise?

2) Benefits

- Medical, life and disability insurance
- Vacation days and pay
- Sick days
- Personal days
- Vehicle mileage, gas and insurance
- Continuing education and professional training
- Professional or club memberships

Benefits will depend on your terms of employment. Whether you are fulltime, part-time, casual or contract makes a difference.

3) Other Benefits

- Stock options
- Signing bonus
- Performance review bonus
- Incentives
- Discounts on hospitality services
- Severance package

These benefits are usually more applicable to higher paid management positions.

4) Moving Compensation

- Flights
- Moving van fees and shipping
- Hotels or temporary accommodation
- Closing costs of buying or selling a home

Relocation costs are not always covered, but if you or your position is in demand then take advantage. Companies understand that it’s pricey and time-consuming to move. They just might need to be reminded of it.

Other Negotiable Issues:

- Starting Date
- Decision Date
- Secretarial Support
- Technician/Support Personnel
- Job Responsibilities
- Work Schedule
- Location

Sources:

Salary Negotiation: The Only Guide You'll Ever Need
By BioSpace.com

Tooling Up: Salary Negotiations, Part 2
By David G. Jensen (citing Laurie Weingart, Carnegie Mellon University)
http://sciencecareers.sciencemag.org/career_magazine/previous_issues/articles/2006_07_21/nodoi.8697294374341289644