



Lambda



Offer Negotiations - Tips from Silicon Valley

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Agenda

- **Who I am and why I care about this**
- **A disclaimer, because lawyer (!)**
- **Why Negotiate**
- **When to Negotiate**
- **Tips!**
- **Q&A**

About Me

- Not technical by training
- Been in Silicon Valley since 2002
- Worked many places, negotiated some offers better than others! Along the way, got smart about it.



Lambda



YAHOO!

YAHOO!

YAHOO!

Disclaimer: offer negotiations = last step.
Steps 1-100+ come before & matter more.

Examples of steps that matter more ...

- ✓ Having a skill in demand (like coding, DS, or UX!)
- ✓ Learning all you can here
- ✓ Growing your non-technical skills
- ✓ Interviewing and communicating well
- ✓ Getting the offer in the first place

Why negotiate? 1 of 3.

HEY
RECENT
GRADS!

**SURVEY FINDS
IT'S #WORTHASKING
FOR A HIGHER SALARY.**



How common is
salary negotiation
for new grads?



■ New grads are NOT negotiating
■ New grads are negotiating



34%
of women
negotiate



44%
of men
negotiate

90%

of employers have
never retracted
an offer because
an entry-level
candidate tried to
negotiate.

74%

of employers have
room to

INCREASE

their first offer by
5-10% during
negotiations.

80%

of students and grads who
NEGOTIATE
are at least partially successful.

Success Rates for
Non-Salary Benefits



Why negotiate? 2 of 3.



Jim Accepts
\$45,000

He receives a 1%
raise each year.

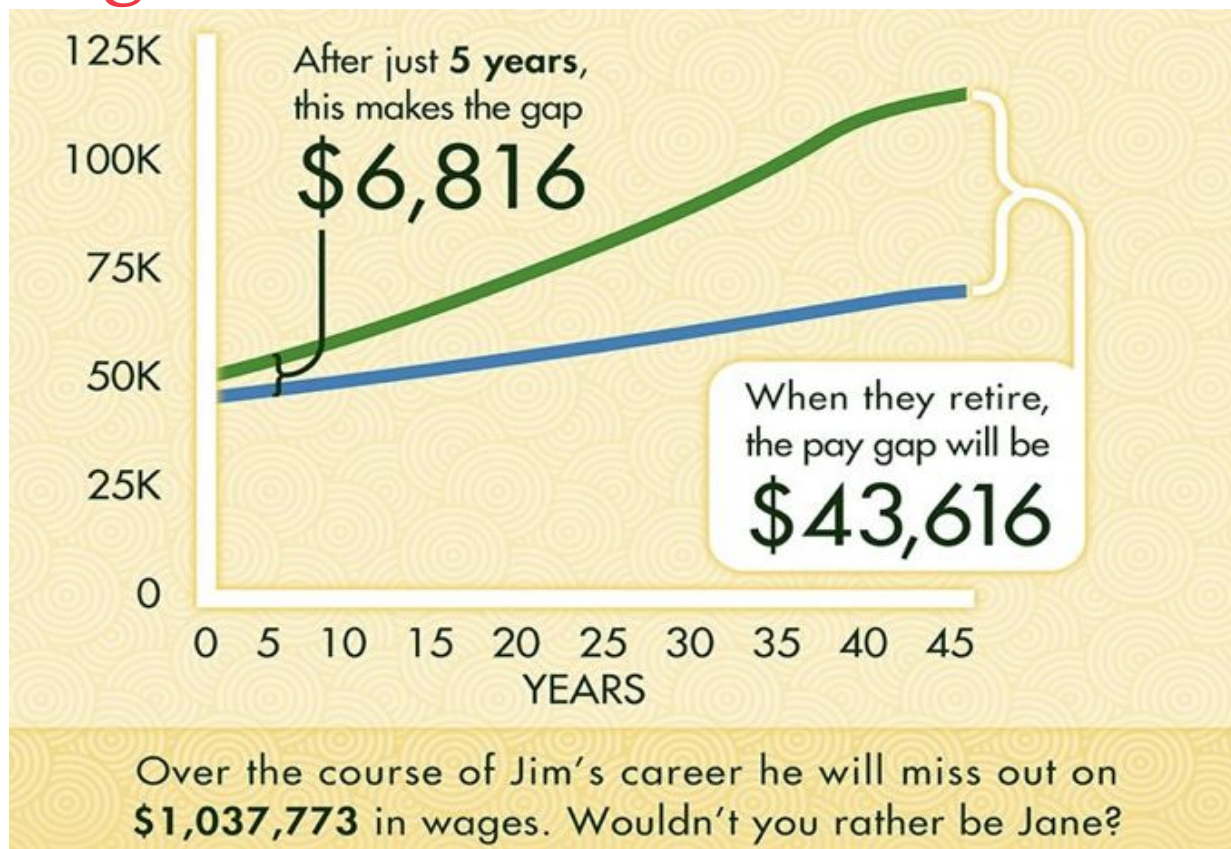
A JOB OFFER IS MADE FOR
\$45,000



Jane Negotiates
\$50,000

She receives a 1% raise yearly and
negotiates a 4% raise every 3rd year.

Why negotiate? 3 of 3.



The biggest salary negotiation mistake is
not negotiating at all!



som^{ee}cards
user card

Common objections & understanding them

- *But it's hard.*
 - And negotiation is inherently uncomfortable. But you can do hard things! Getting the offer in the first place is much harder!
- *But I like the offer already.*
 - And that's awesome! You'll like it even more if it's a little higher, and it'll incent you to do even better and stay longer!
- *But they'll rescind the offer.*
 - And the practical risk of this is very low, to non-existent if you follow the tips and stay positive and excited as advised here.
- *But I want to start right away.*
 - And that's leverage for you! The sooner you can start the more valuable you are.
- *But this is not what I'm good at.*
 - And it's practice! Soon you'll be advocating for yourself and your team in other ways.

When to Negotiate the Offer

- ✓ Never bring up salary or benefits on a first interview.
- ✓ Try not to be the first person to bring up salary at all.

Can you please tell me your salary history?

"I've just completed Lambda, and gained valuable hands-on experience through projects and internships. My salary history does not reflect that."

What are your salary expectations?

"I'd like to learn more about the responsibilities of the job, and the benefits you offer."

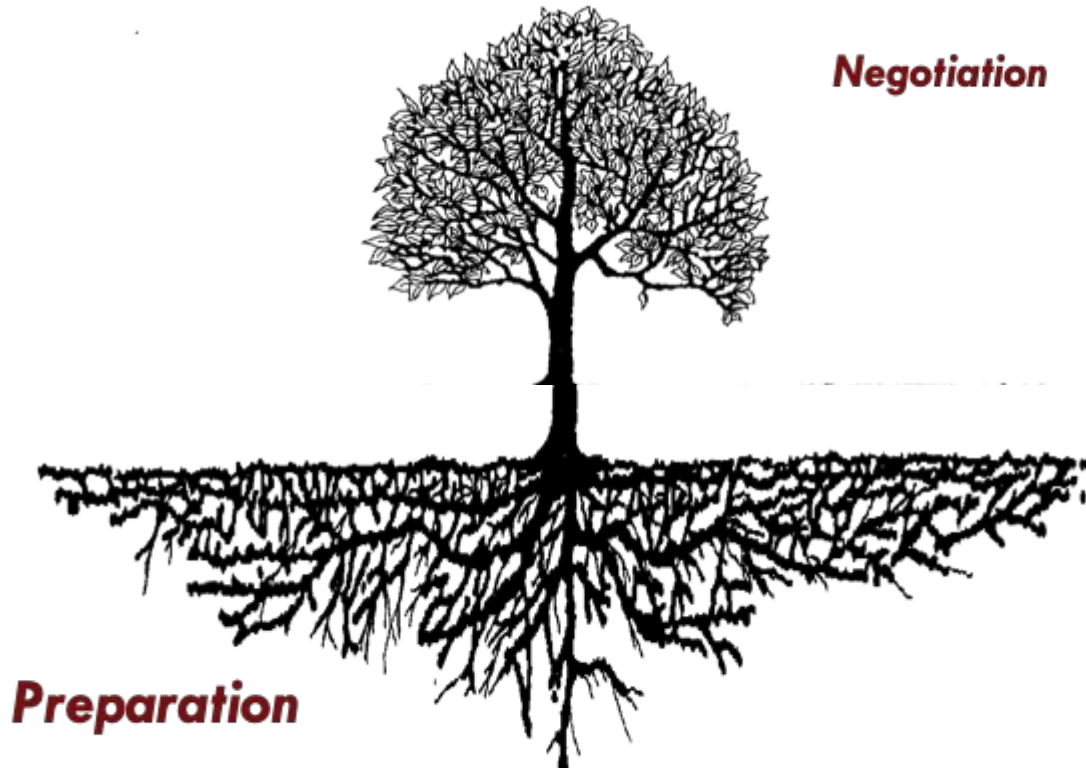
**PROCEED
WITH
CAUTION**

I need to know what salary you want in order to make you an offer.

"I can only evaluate salary in the context of total compensation."

"Do you have a salary amount in mind?"

Tip: Prepare! Know your value and what matters to them (why they are hiring you).



Tip: Be positive.

- ✓ Thank them! For the time, for the offer, for everything.
- ✓ “Thrilled to hear this. I thought this role was a great fit, and I’m excited to hear the team agrees.”
- ✓ Recruiter is your friend. Hiring manager will be your boss.
 - Always, always be positive.
 - Affable not aggressive. Someone people want to help out.
- ✓ Don’t talk about how you need the money (even if you do) or hate job searching (even if you do) or that you have no idea how on earth they thought you were worthy (you are!).
- ✓ Do reference positive interactions with the team. (“Talking with Jane in particular made me realize the project she needs is going to be great to develop in React.”)

Tip: Don't accept on the spot.

- ✓ First, be sure that you understand the entire offer- the salary and the benefits. Ask for clarification if anything is unclear.
- ✓ It is perfectly acceptable and advisable to ask for a couple of days to think it over. “Wow. Acme is my dream company. You’ve given me a lot to think about, and I’d like to get back to you.”
- ✓ Follow-up in writing if they don’t. Some people find email easier. (I do!)
- ✓ Companies know that you can’t make a multi year commitment without thinking about it! They want you to be sure.

Tip: Reply in terms of value to them.

- ✓ Put your analysis and research to use. Use your research to show your interest in the position, company, or progression
- ✓ Focus on the facts and objective criteria
- ✓ Develop a compelling rationale
- ✓ Present multiple packages, potential of better outcome and you appear more flexible.
- ✓ If offer has equity, may be easier to negotiate on that.
- ✓ Explain how you fit their performance goals, products, and conditions

Resources

- ✓ Awesome article from a bootcamp grad:
<https://haseebq.com/my-ten-rules-for-negotiating-a-job-offer/>
- ✓ Book: Never Split the Difference (written by former FBI hostage negotiator)
- ✓ Another great article on the process (check out the Cut generally - great tips!):
<https://www.thecut.com/article/how-to-negotiate-salary-after-offer.html>
- ✓ Email templates