



Buying Time

We discuss the various options you can exercise when dealing with an offer that expires on a given deadline.



Most companies do not want candidates to shop around once an offer has been extended. They will force a candidate to make a decision either way, often by putting an expiration date on the offer. Most companies are merely posturing and will let you accept the offer even after the deadline passes while very few may indeed pass you over and proceed with other candidates in the pipeline.

It all depends on the headcount available and the quality of your candidacy. So what do you do if you cannot make up your mind?

The dilemma is that if you express haziness about the opportunity or your intent to explore other options, the recruiter may not receive it well. A recruiter has to meet his quotas, and if he knows you will sign given the right numbers, he will advocate your case aggressively with the compensation committee.

As a principle, we strongly advise against making false statements or excuses just to buy yourself time and see if your other interviews pan out. Rather, you should let the recruiter know upfront that you want to take your time and then commit rather than making a hasty decision. You are not obligated

to reveal what other companies you are waiting on or if you intend to shop around. Keep your cards close to your chest. As always, send an email if you find having this conversation difficult over the phone.

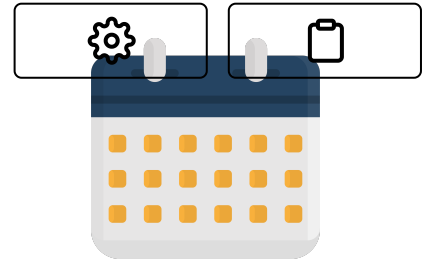
Hey Alex - I am super excited about the offer and a chance to work at company X. It is indeed one of the top places I want to work at. However, this is a significant professional change for me, and I would appreciate some time to think it through and make sure the opportunity is the right fit for me in the long term, as I expect my next gig to last several years. In the meanwhile, I may ping you with any questions I might have. Once again, thank you for breaking the good news, and I look forward to speaking with you soon.

In case you have family and kids and a long commute to the new workplace, you can write a response as follows:

Hey Alex - Thank you for the great news! I am absolutely stoked about the opportunity. However, this would be a big change for me both professionally and personally. I might have to relocate and given that my wife also works, I want to make sure that we can successfully handle the challenges of a job switch and that my family is on board. I'll be in touch with you if I have any questions and will keep you posted as I make a call. Once again, thank you so much.

If you find yourself pressured by the recruiter to make a decision but are unsure or waiting on the outcomes of your interviews at other companies, you are, in essence, not sold on the opportunity being presented. You should convince yourself one way or another by seeking more data points. Specifically, you can ask the recruiter for the following:

- Set up a meeting with the team you will be joining.
- Set up a meeting with the hiring manager to inquire about the role, project, tech-stack, roadmap, etc. and the expectations from you
- More time to complete informal checks with your friends already working at the company about the culture, work-life balance, career advancement opportunities, etc.




Once you have more insight into the pros and cons of the opportunity, you will feel lighthearted, letting it go in favor of waiting for others or you will be convinced of it as a great fit and accept the offer. Either way, making a decision will be that much easier, and you might also just end up hearing from other recruiters in the meantime.

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