The ultimate guide to negotiating your comp
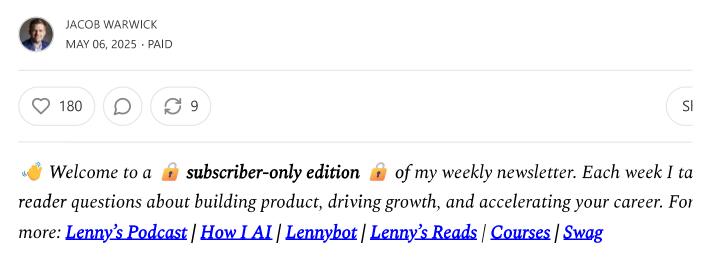
The step-by-step guide that's helped hundreds of leaders secure life-changing compensation

JACOB WARWICK
MAY 06, 2025 · PAID

♡ 180　　💬　　⟳ 9　　　　　　　　　　SI

👋 *Welcome to a* 🔒 ***subscriber-only edition*** 🔒 *of my weekly newsletter. Each week I ta reader questions about building product, driving growth, and accelerating your career. For more:* [Lenny's Podcast](#) | [How I AI](#) | [Lennybot](#) | [Lenny's Reads](#) | [Courses](#) | [Swag](#)

Type your email...	Subscribe

Annual subscribers now get a free year of [*Perplexity Pro, Notion, Superhuman, Linear, Granola, and more*](#). [**Subscribe now**](#).

I'm excited to share the most practical and specific guide to negotiating comp tha ever seen. This approach is targeted at leaders (e.g., senior ICs and managers), but matter your role, anyone can benefit from this incredibly pragmatic, direct, and practical collection of tactics and advice.

A bunch of my trusted friends have been raving about [Jacob Warwick](#), a full-time negotiation coach for executives. Over the last 10+ years, he's guided more than 3,! senior leaders through high-stakes comp negotiations. This post is a synthesis of everything he's learned over the past 15 years. You won't find anything like this elsewhere.

For more from Jacob, check out his [free LinkedIn profile analysis tool](#), which just live on Product Hunt today, his [interview preparation report](#) service, and his indiv

State of the product job market in 2025

There's a lot to be optimistic about

LENNY RACHITSKY
MAY 13, 2025 · PAID

✋ *Welcome to a* 🔒 **subscriber-only edition** 🔒 *of my weekly newsletter. Each week I ta* *reader questions about building product, driving growth, and accelerating your career. For more:* [Lenny's Podcast](#) | [How I AI](#) | [Lennybot](#) | [Lenny's Reads](#) | [Courses](#) | [Swag](#)

| Type your email... | Subscribe |

Annual subscribers now get a free year of [Perplexity Pro, Notion, Superhuman, Linear, Granola, and more](#)*.* [**Subscribe now**](#)*.*

Last year, I did a two-part series on the state of the product job market (see [part 1](#), [2](#)), where we found:

1. A shift toward hiring senior candidates
2. The decline of Scrum
3. The share of remote roles shrinking
4. The share of PM roles based in the Bay Area growing

It's a great time to revisit the state of the product job market, and there's a lot to optimistic about! We're seeing:

1. **Open PM and engineering roles are trending up**
2. **AI PM roles (and AI-related roles in general) are exploding**
3. **Layoffs are slowing**

4. **Capital investment is increasing**

5. **The Bay Area continues to be the center of opportunity**

6. **Remote work opportunities are declining—and are probably near a new base**

7. **There are lots of open PM roles around the world**

A big thank-you to [TrueUp](#) for making this analysis possible through their incred dataset. They continuously scan **every open job at every big tech company and ev top startup**, and then categorize and tag each role. You can browse all open PM ro [here](#), and sign up to get job alerts when new product roles are posted.
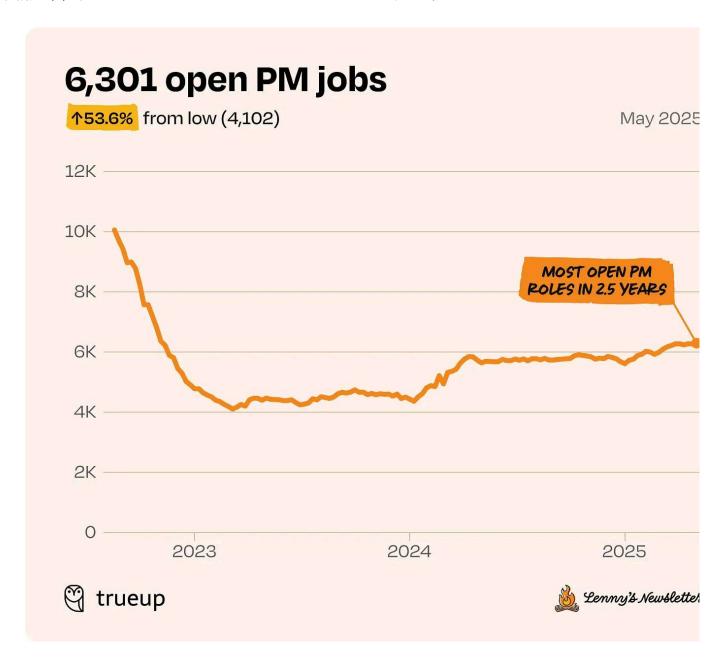
Now, on to the data.

P.S. If you prefer, you can listen to this post in convenient podcast form: [*Spotify*](#) */* [*Apple*](#) */* [*YouTube*](#)*.*

1. Open PM and engineering roles are trending up

In spite of what you're hearing about recessions and AI taking jobs, open roles for product managers and engineers at tech companies are *increasing*.

There are over 6,000 open PM roles globally right now—53.6% above the bottom w saw in 2023, and already up 11% since the start of the year. This is the most open F roles we've seen in over two years.

6,301 open PM jobs

↑53.6% from low (4,102)   May 2025

MOST OPEN PM
ROLES IN 2.5 YEARS

trueup

Lenny's Newsletter

Engineering role growth looks very similar—just scaled up 10x. Open engineering roles saw an uptick earlier this year, and we're currently seeing the highest numbe open roles since late 2022.