**LET’S TALK ABOUT REMUNERATION**

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Remuneration is a direct compensation for the work carried out by the employee for his employer. It may consist of different elements in cash or in kind.

Remuneration is one of the key topics of the recruitment process. Generally speaking, recruiter will guide the discussion on this item. However, it is key for you to have an idea of the remuneration that you are expecting.

Knowing your value is linked to your level of self-confidence. It would help you to better position yourself during recruitment.

It is key to determine what you mean by remuneration: only cash? Cash and benefits? Training possibilities? Career development?

Some companies may pay less salary but may provide you with training opportunities (like certifications) and/or mobility opportunities.

You should have in mind a career path for the next 5-year (even if you may change in the future).

Packages could be as follows (non-exhaustive list):

* Salary on a 12-month basis or on 13-month basis
* Salary + performance bonus (% of annual gross salary) that depend on company performance and personal contribution
* Salary + bonus (optional) + benefits

Types of benefits (in cash, in kind or other):

* Lunch vouchers
* Number of holidays
* Car lease
* Car/fuel/transportation allowance
* Pension plan
* Health insurance
* IT equipment
* Training
* International mobility
* Career development
* Overtime paid or transformed into additional holidays
* Work flexibility (flexible hours, work from home)
* Social events
* Access to specific services (concierge service => dry cleaner, …)
* Shares of the company

Be aware that some benefits are less taxed (lunch vouchers whereas other are more taxed (annual bonus).

* In Luxembourg, minimum salary is based on your education level:

https://guichet.public.lu/en/entreprises/ressources-humaines/remuneration/paiement-remunerations/salaire.html

* There are some salary benchmarks available for Luxembourg:

<https://www.hays.lu/en/salary-guide-luxembourg>

<https://www.roberthalf.be/en/luxembourg/salary-guide-grand-duchy-luxembourg>

<https://www.glassdoor.com/Salaries/luxembourg-salary-SRCH_IL.0,10_IS5499.htm>

Some companies have fixed salary grids (in function f job/experience/education) whereas some companies have not defined package. There can be room for negotiation.

Your number should be realistic based on your profile/needs.

You need to have a clear understanding of the global package to make your own computations (your level of taxation will depend on your country of residence and of your personal situation – kids/married).

Always talk in yearly gross amount.

To determine your expectations, you may answer the following questions:

* What do I mean by remuneration?

**I expect a salary, with lunch vouchers, work flexibility and career development (training) (apart from the health and pension plans).**

* What do I expect for my career on a short-term, medium-term and long-term perspectives? In terms of job content, trainings, type of clients/missions, professional development, work environment?

**For the short term, I would like an environment with good opportunities to develop different projects and learn a lot. Long-term, I would like to be in a role related to design/architecture of applications/software.**

* How many years of experience do I have: in this specific domain/in other sectors?

**In this sector, I have no experience. In teaching, I have 5 years of experience.**

* What is my education level?

**I have a master’s degree in Teaching (for primary – 6 to 12 years old) and I’m currrently finishing the training bootcamp from NumericAll.**

* What are my skills (hard and soft) in the domain?

**I am someone with good empathy and able to work in team (I understand how we should negotiate with others and talk to solve our differences). I know how to contact and speak to people, however I do not want to have the role to contact with clients.**

* What are my transferrable skills (hard and soft)?

**Persistence and patience. I know how long it can take to develop, like I did to teach my young students.**

* What is the added value that I can bring to the Company?

**????**

* What are my financial needs (rent/loan to pay, monthly charges, …)?

So, what is your number? Please explain your reasons. This would help you to structure your discussion on this topic. Save the document on your Personal file in the Drive.