

OPCD Podcast: Episode 8 - “Evaluating Job Offers” (10/16/2014)

Interview with Mr. Timothy Ullmann, *Director of Professional Development in the Office of Professional and Career Development, Harbert College of Business*

Voiceover: Need a little help evaluating all those job offers that are pouring in? Stick around - we’ll talk you through it!

It may not seem like there’s much to consider when it comes to being offered a job. You sought out the company and worked hard to get through the application and interview process. You’re interested in them, they’re interested in you. They have a job and you need a job. So when they extend that first offer then of course the answer is yes...right? Well in some cases it may be just that simple but most of the time there’s a few different factors that need to play a role in the decision making process. Mr. Timothy Ullmann of the OPCD is back with us again this week. He offers a full seminar that covers all aspects of offer evaluation and, in order to make the best decision, he suggests the following.

T. Ullmann: Do some comparison. What is the industry paying for that same position in that location. Is the offer high, is it low, is on target? You’ve got to know your worth.

Voiceover: And making a list of determining factors and prioritizing them can be the best way to be sure your weighing all the options.

T. Ullmann: It might be that location is the most important or salary is next and maybe an organization's commitment to integrity. Rapport with supervisors and colleagues, opportunities for upward mobility, benefits, I mean the list goes on. I would make a short list of about six to seven items and then rack them and stack them from the most important to the least.

Voiceover: Now for most of us salary will be one of the top items on that list. Current surveys show that 2014 graduates will earn, on average, about \$45,000 a year entry level and business was among the top three highest earning degrees. However, the thing to consider may not be the actual sum as much as it is how far that amount will go in the area it’s being offered.

T. Ullmann: Understand where the location is because sixty five thousand dollars in Atlanta is not going to go as far as sixty five thousand in Des Moines, Iowa. The cost of living is cheaper, the cost of transportation is cheaper, just all the way around different types of things. So make sure that if you look at that initial offer and it’s like “wow that looks fantastic,” make sure that you understand the area that you’re going to be living in and what is the cost of living there.

Voiceover: So it’s pretty clear that this may not be such a quick “yes or no” answer. There’s a lot of things to think through before you can make a decision, which brings us to the next question. I need to respond to let the company know I received their offer but I also need time to think about

my options. When is the best time to do that and how can I politely say both “I’m interested” and “I’m still considering my answer?”

T. Ullmann: You always acknowledge receiving the offer the same day. Thank you so much for the offer I'd like a couple of days, maybe two, maybe three, to look at the offer and to evaluate it. It allows you to buy some time. It allows you to do your own research. It allows you to list up your priorities, see how everything matches and perhaps identify some areas that can be negotiated.

Voiceover: We'll be continuing in the topic of offer negotiation next week, but it will definitely play a larger role in your process if you have more than one offer to consider. That's a great position to be in, but it does mean a little more work for you on the evaluation side of things.

T. Ullmann: Weigh both offers equally. Make sure everything is equal in your eyes and then make a determination. In some cases you may want to let another employer know “Hey, I received another offer.” And that's just courteous. That's not hiding anything, it's not being dishonest. That just being forthright and honest “Hey, I've received another offer” and a lot of time employers will come back to you and they may sweeten the pot. But I wouldn't tell them that unless you actually have another offer on the table.

Voiceover: And now that you've have a few tips and tricks on how to handle evaluating offers you know what comes next right? Yep, you got it! Now you need to stop into Lowder 101 and check the schedule to see when the next full seminar is offered. That's the quickest way to get beyond the basics and really start honing your job selecting skills. Like I mentioned, Mr. Ullmann will be back with us next week to talk us through negotiating and accepting that offer and of course if you have questions between now and then, OPCD walk in hours are every day from 11-2. We're looking forward to seeing you back here next week and don't forget you can connect with us on facebook, twitter, instagram and itunes. Hope you have a great week - see ya!