



Negotiating The Offer

Components To Negotiate

The first thing you need to remember is to be fair and reasonable when negotiating any of the following components of the job offer. You want to make sure you are getting compensated for your value as a professional in the civilian workforce.

Common Components of Negotiation

Salary: Negotiating starting salary is common, make sure you can demonstrate your skills and abilities in order to justify what you are asking for. Make sure you use your research from Step 1 to ask for a starting salary that reflects your industry, location, and experience.

Vacation Time: Take in to account what the vacation time offered by the company generally is and make a reasonable request according to that. Many people don't know they can negotiate vacation time when accepting an offer.

Start Date: Make sure to communicate very clearly why you need a different start date than being offered. As long as your request is reasonable you can make sure your transition from active duty to a civilian career goes smoothly.

Health Benefits: Regarding health benefits you can't often negotiate what they offer but you can negotiate when you start receiving benefits and your monthly contribution.



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Role Specific Components of Negotiation

Sign-on Bonus: Companies provide a sign-on bonus for 3 reasons; a workaround for position salary caps, compete with the competition, and make up for lost income for switching jobs. Sign-on bonuses are typically only paid once and come with requirements.

Performance Bonus: If the company you are applying to offers performance bonuses make sure to negotiate bonus metrics you can measure and track. Performance bonuses can be given at different times for each company.

Job Scope: Negotiating your job scope can have a direct relation to your salary as well some components that can be negotiated are duties, territory, amount of travel, and projects.

Relocation Expenses: Companies that recruit from around the United States may offer relocation expenses that can include the cost of the move and/or rent/mortgage. This will depend on the company and the role you are filling.