

ASSESSING JOB OFFERS



Changing jobs is on record as being one of the most stressful times in your life. Even though it feels great that a company has decided that you are the person they want, there are many factors you should consider before accepting. We've put this list together to help you make sure that your next move is the right one.

MOTIVATION

Are you looking for a new job for the right reasons? For example, do you really want a new job, or do you really just want a salary increase or extra responsibility? If so, talk to your current employer first – you never know what they may be able to offer you.

TIMING

When it comes to the employment market, the only constant is change. Do your homework on how much demand there is for your skill set right now – if the market is flat, then sitting it out in your current role for another six or twelve months could mean a significant increase in salary.

BEING THERE

When you close your eyes and think about spending eight hours a day (or more) with these people, with that company, in that office, in that suburb, at that desk, championing that values system, how do you feel? If the answer isn't a definite 'I'm excited!', then you need to think again. Trust your intuition – it will rarely let you down.

GETTING THE JOB DONE

Are you confident that you know exactly how your average day will be spent? Do you know what your employer expects from you? Are the responsibilities and duties going to provide you with the right mix of challenge and fulfilment?

FAMILY MATTERS

Your work impacts more than just you. If you've been offered a great pay rise but it's a 2-hour commute each day, then you need to make sure your partner understands how this will impact them, and that they genuinely support the move.

THE FUTURE

If you're comparing multiple job offers, consider what each role could offer you not just right now, but in 3-5 years' time. What non-monetary offerings are important to you? For example, professional development opportunities, study leave, flexible working conditions, paid maternity leave, additional superannuation, salary sacrificing etc. Think about which direction your life is going to take, and go for the option which best matches your short **and** long-term goals.

IT'S OK TO ASK QUESTIONS

If the offer is a nine out of ten, and the only thing missing is the seat by the window, or the ability to work a nine-day fortnight, *ask the question*. What's the worst that can happen? At worst, you'll have a nine out of ten job and you won't die wondering about that extra day off a fortnight. And at best, you'll have a perfect ten out of ten match going into your new job!