



## SEVEN GREAT TIPS FOR NEGOTIATING A HIGHER SALARY

It is general knowledge that employees who make the effort of negotiating their salary usually earn higher than those that don't. As specialist recruitment consultants to the Oil & Gas and Power sector, we represent some of the most talented professionals in the industry in securing their next career move and negotiating competitive remunerations packages on their behalf.

**Here are some tips to consider when negotiating your salary:**

### 1. Ask, but don't demand

This is an important point to note, know your worth and do not hesitate in asking for it. Ideally, you can't lose a job offer just by asking for it – however, the offer could be pulled because of the approach you used. It is important that your request is within 10 – 15% of your ideal salary range, so avoid giving a specific number until the employer is ready to make you an offer. Remember to be enthusiastic, polite and professional during negotiations. If you're too pushy, the employer may get the impression that you're not that interested in the job (or only interested in the money) and withdraw the offer.

If you're interviewing for a position, it is absolutely fine and expected to negotiate from the first offer. The hiring manager is prepared to negotiate from the starting figure, and will typically leave themselves some room for negotiation. So if you don't ask, you will likely leave money on the table.

### 2. Make the request in line with future potential, not past performance

An organization will typically pay more because of your potential to deliver in the future. Therefore when asking for a pay raise use your past performance as a reference and an indication of the future. E.g. I previously delivered X within Y timeframe; given M, I am positive I can deliver Q going forward with your organization. Never make it about your personal situation or what others are getting paid in your position. Talk instead about what you *can* do, and what your future plans are for your position.

### 3. Sell Yourself

Going through the interview and negotiation process, it is important you remind the employer how they will benefit from your skills and experience and the value you will create for the company. Consider this example, the employer is offering N7.5m p.a , but you're looking for minimum N8.6m p.a net salary. Explain how they'd benefit by increasing your compensation. For example: ***"I understand you have a budget and salary cap to worry about. However, I believe that with the procurement and logistics skills and experience I bring to the position, you won't have to outsource the logistics functions to a vendor or full time employee as I can easily take on both roles in my new work function. This alone will translate to more than N3m in savings per year."***

In other words, justify every additional kobo or benefit you request. The proper way to do it is by focusing on the employer's needs, not yours.

#### **4. Be Confident in your request**

When making a salary request, it is vital you use confident body language with matching tones and speech patterns. Overstating a request and trying to justify it over and over will get you nowhere. Rather, keep the request short followed with a simple explanation of why that amount is fair. A strategy you could use is to ask for a few benefits or perks you don't really need, then you can "give in" and agree to take the job without those added benefits if the employer meets all of your other requests. This is a win-win situation as both parties come off the table feeling that they got a fair deal. It is advisable your future employers have a sense of value for their money so that your working relationship begins on a positive and unpressured note.

#### **5. Never threaten**

This is an unspoken rule in pay negotiations. I am yet to see an employee who threatened his employer and got away with both an increase and his job intact. Always ask for the money based on what you can do for the company, and don't make it a requirement of your employment. (This is applicable to both new hires and current employees.) Show your employer that you're reasonable and ready to justify your raise in terms of performance.

#### **6. Consider non-salary options**

If your organization can't raise your pay, it will be better to consider your compensation as a whole. This could see an increase in your benefits package, longer vacations and work time flexibility. An upward nudge on your current work title will satisfy your career progression requirements as that costs the company nothing.

#### **7. Anticipate a refusal of your request**

So long as the approach to your request was proper and your timing right, the worst you will get is a "no". Have that at the back of your mind and don't let emotions run riot when it happens. Remember that a "no" isn't forever. A good question to ask after a "no" is when to revisit the issue, and follow up. A "no" now can be a solid "yes" later. Most importantly you have pre-framed your employers mind and also laid the groundwork for any future request.

***Thinking of a making a career move? Talk to one of our consultants for free advice on identifying new opportunities and for help in transiting between jobs.***

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