

Tips for Candidates: Weighing the Job Offer

A number of factors come under consideration when you're making a decision about a job offer. Obviously there's "the package" – but putting the monetary value of the position aside for one moment, there are other aspects of the job to evaluate.

The Position

- Why is it available, and how long has the position been open for?
- What happened to the previous employee?
- Have you seen a detailed job description? What are the specific responsibilities?
- Can you perform the responsibilities set out for the role?
- Do the daily activities actually appeal to you?
- Is there an opportunity for you to develop new skills?
- Are the goals set for the position fair, realistic and achievable?
- What is the growth potential in this role? Will it be a stepping stone to your next desired role?
How does this position fit with your long-term career goals?

The Company

- Where does the company sit in its own market? Who are its competitors? What is its market share?
- How is business? Is the company growing, maintaining its size or shrinking? What is the potential of the company, and how will that affect your role?
- How experienced/respected are its management, and how long have they been there?
- Does the company have a high retention of people, or is there a problem?
- Is the company culture (and its values) compatible with your own?

The Boss

- How long has this person been in this position, and what are his/her reporting lines (upwards)?
- What is his/her background, including previous work experience?
- What is his/her next likely career step?
- Do you get along with this person, and do you think you could work effectively with him/her?

Other Factors to Consider

- How will this new role fit with your existing (or desired) lifestyle?
- How will you cope with the stress and pressures of the new role, and of changing jobs?
- How long do you think this job will keep you happy?