

# European Job Market Morning

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**EUROPEAN ECONOMIC ASSOCIATION**

Developing and Applying Economics as a Science in Europe

# PART V

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Negotiations & Offers

# Offers

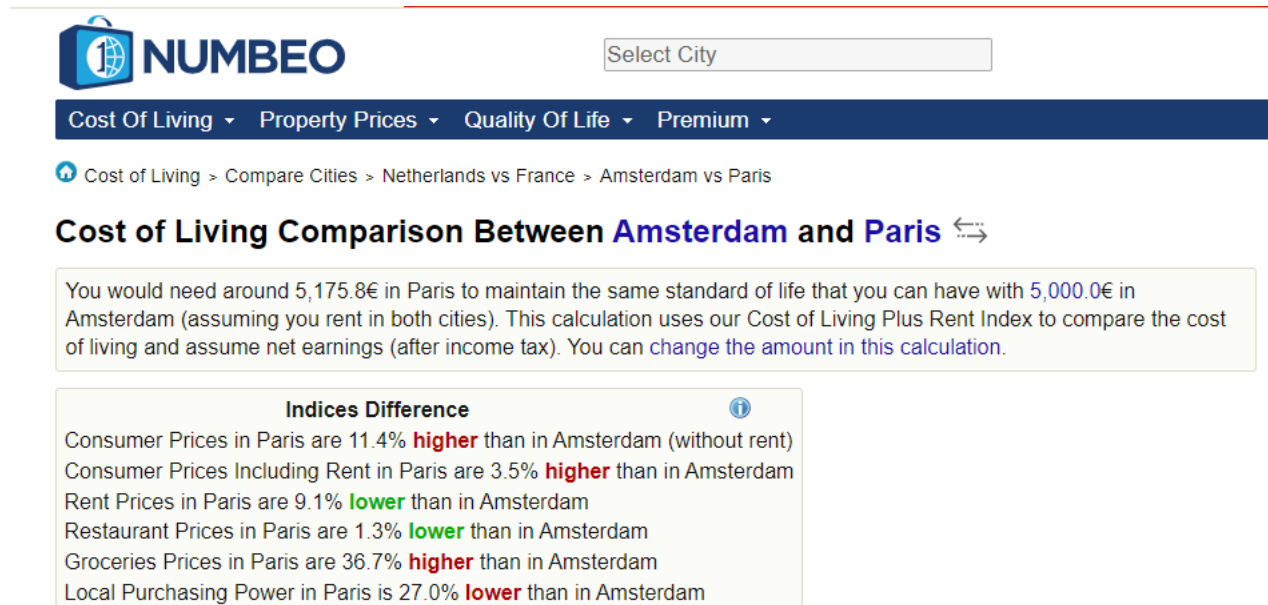
- Offers may arrive at any time after your fly-out.
- They usually specify (a subset of):
  - Salary (trajectory)
  - Teaching load
  - Administrative tasks
  - Research Budget
  - A deadline after which the offer becomes non-binding
  - Possibly other things (tenure criteria, fringe benefits, supervision duties ...)
- As soon as you have an offer: inform all strictly dominated places (so they can move on)
- Also inform all competitive places so they can speed up the process!

# Negotiations

- What is negotiable depends on the country/institution. Most often salary & teaching load
- Negotiations without competing offers are very difficult if not impossible.
- Always negotiate in good faith: never push hard if you expect to reject eventually
- Phrase your demands positively: “If you give me X I will use it for the benefit of the department to...”
- Keep options open: “I will accept on the spot if you offer me X” allows you to still accept later even if they don’t give it to you

# Comparability: Salary

- Offers from institutions in different countries are often hard to compare, esp. in financial terms.
- When comparing salaries, take tax rates into account & check cost of living (e.g., <https://www.numbeo.com/cost-of-living/>)



The screenshot shows the Numbeo website interface. At the top left is the Numbeo logo, and to its right is a search box labeled "Select City". Below the logo is a navigation bar with "Cost Of Living" selected. A breadcrumb trail reads "Cost of Living > Compare Cities > Netherlands vs France > Amsterdam vs Paris". The main heading is "Cost of Living Comparison Between Amsterdam and Paris" with a swap icon. A text box explains that 5,175.8€ in Paris is needed to match a 5,000.0€ standard in Amsterdam. Below this is a table titled "Indices Difference" with an information icon.

Indices Difference
Consumer Prices in Paris are 11.4% <b>higher</b> than in Amsterdam (without rent)
Consumer Prices Including Rent in Paris are 3.5% <b>higher</b> than in Amsterdam
Rent Prices in Paris are 9.1% <b>lower</b> than in Amsterdam
Restaurant Prices in Paris are 1.3% <b>lower</b> than in Amsterdam
Groceries Prices in Paris are 36.7% <b>higher</b> than in Amsterdam
Local Purchasing Power in Paris is 27.0% <b>lower</b> than in Amsterdam

# Comparability: Teaching & admin

- Teaching load is often hard to compare. Thing you can ask to get a sense is
  - # hrs in front of class / year
  - Second-marking
  - Teaching support (for tutorials, grading, etc)
  - Students' expectations
  - Freedom to design course
  - Supervision load
- Admin tasks are a challenge to compare too. Ideally, admin load will be light on juniors. Ask other juniors!

# Comparability: Research budget

- Some universities don't have individual research budget, but a pool of research money: If that's the case, try to find out how much to reasonably expect and for what
- Understand what expenses will have to be made from your research budget (e.g., submission fees, computer purchases, RAs, etc.)
- Understand for which time period this budget is guaranteed
- Due to administrative constraints, some (budget) promises will be soft promises you will not get in writing

# Exploding offers

- Unfortunately, some places make offers with very short deadlines (< 7 days is widely considered an exploding offer).
- If you receive one, discuss options with your advisor(s).
- Always ask for extensions if you need them! Many places will give you some.
- Reneging on an acceptance is frowned upon, but slowly becomes acceptable in the case of exploding offers.
- Be aware of the consequences of your behavior...



# Language requirements

- Find out whether you will need to teach (at some point) in the local language (or if you need it in daily life).
- Some countries: undergraduate level: local language, graduate level: English
- Ask other international faculty how they navigate daily life and if they did make an effort to learn the language.
- During negotiations: Ask department if they are willing to pay for language courses (possibly also for spouse).

# Lastly: Tenure process

- If position involves the possibility of tenure: inquire how the process works
- Sometimes: additional requirements for tenure (e.g., teaching qualification in NL)
- Find out: explicit criteria such as points system? Or wholistic review?
- Make sure to take tenure process (& your preferences!) into account when devising your publication strategy

# In the end...

- It will have been stressful, but it will also have been fun!
- You hopefully will have landed a great job!
- It's a journey worth taking (says someone who took it and watches people take it every year)
- In either case: good luck!

# Further readings

- All resources used/discussed in these slides (and more) can be found here:

<https://sites.google.com/view/econgradadvice/home>

