

Choosing between offers

The purpose of this exercise is to give you some practice at choosing between job offers. The four fictional job offers below are for entry to a large corporation's graduate management training scheme. The actual work that you would do for each company would be the same, only the conditions would be different.

The basic details of each offer are presented below in a format which enables easy comparison. Clearly, real offers will not be as simple to compare. The offers also contain notes about the company or the position.

Take a look at the four offers and decide:

1. Which of the offers would suit you best overall;
2. Whether there any aspects of the chosen offer that wouldn't suit you;
3. If there is anything listed in one of the other offers that you would like to try to negotiate into the offer you have chosen.

In all cases you should give reasons for your answers.

Offer 1

Starting salary	£20, 000
Location	Training comprises of four six-month placements around the UK
Perks	Final salary pension, private healthcare
Start Date	As soon as possible
Notice period	Two months
Notes	Large, fast moving company. Would start along with 10 other graduates

Offer 2

Starting salary	£18, 000
Location	Based at Head Office, which is 200 miles from your home town
Perks	Relocation package, performance-based bonuses at year end
Start date	Next month
Notice period	Three months
Notes	High pressure environment. Success based on meeting targets.

Offer 3

Starting salary	£15, 000 rising to £19, 000 on successful completion of first year
Location	1 year at Head Office, then small branch office in your home town
Perks	Good pension scheme
Start Date	Next month
Notice period	One month
Notes	Will be part of a small team.

Offer 4

Starting salary	£23, 000
Location	London-based with periods (1-3 months) at different offices (UK and abroad)
Perks	Company car, option to relocate to an overseas office in the future
Start Date	Next month
Notice period	Four months
Notes	After completion of training, working mainly on your own.