

# Salary Negotiation Tips

Developers of a vast variety of backgrounds are in incredibly high demand right now, as the tech job market is composed of substantially more [openings](#) than there are qualified candidates. Of course, if you're among these kinds of IT professionals who are weighing an abundance of opportunities, it may be difficult to gauge how you should be fairly compensated when searching for your next job. Between competitive salaries, signing bonuses, stock options, and many other benefits, a quality compensation package encompasses much more than the number on your paychecks.

With the desperate need for developers worldwide, a new position abroad might have you rethinking what you know about salaries: you'll have to remember that an offered salary could differ from what you might be able to earn from a tech company in your native country. Moreover, the salaries you're offered when relocating could differ from those you might be able to get while already in the country. No matter the circumstances, there's no reason to fret. In fact, negotiating a salary and associated benefits can prove itself a worthwhile effort with the combination of these simple tips.

## 1. Get to know the market + where you fit in it

Do a little digging beyond what you already know of your industry. Get some insight from other developers with similar skill sets, and try to size up your own ideal salary and benefits. If you're an emerging professional with few connections in the industry, simply refer to resources like Glassdoor to get an approximate salary estimate of your very own. Use the experience of other professionals as an indicator of fair compensation for your potential position.

In order to negotiate for a competitive salary, you'll also need to have a strong sense of your worth as a professional. When considering your strengths, find ways to advocate for your own abilities in the interview room; and use your findings to back it up. **Remember: research like this is just as important as any other part of your interview preparation.**

## 2. Practice selling your unique skills

According to Indeed, developers specializing in front-end, full-stack, mobile, and back-end programming are among the top hardest positions to fill in the tech industry. With that said, the nature of your work can present you with some leverage in negotiating with a new company so long as you **have up-to-date tech skills** that will keep you in the running for a competitive salary.

**Again, get good at “selling” your best qualities.** Use the knowledge you have about your standing and value in the industry to recognize when a better offer could be made or found elsewhere. State your expectations towards the beginning of the interview process and stay consistent. If some sort of discrepancy appears between your ask and their offer, **lead with the reasons why your expertise is worth at least what you’re asking for.**

### **3. Acknowledge any competition**

Negotiating salaries and benefits becomes a completely different ball game when there are others in pursuit of the same position. It takes an intricate balancing act of not underselling yourself while still trying to negotiate for your ideal salary range.

Be clear about what sets you apart from other candidates, but be mindful of the odds for a successful negotiation based on the other talent being considered. On the other hand, if you know that you are one of very few qualified candidates for a position that is in high demand, let your salary range reflect it.

Of course, when considering an offer that requires relocation, be sure to take any salary adjustments and possible relocation bonuses into account before you begin the negotiating process. **Apply the same research methods to the markets of the country you’re moving to, noting that they will likely differ from that of your native country.**

### **4. Leverage other job offers**

Believe it or not, informing potential employers of your other interviews and offers is one of the best strategic moves you can play when negotiating salaries and benefits. Not only does it indicate your employability, but it creates a sense of urgency to hire you before another company does. If you’ve already received a final offer from another tech company, use that compensation package to help you craft a similar or better ask for any other companies with which you might want to negotiate.

### **5. Ultimately, show your values**

If there is one tip to emphasize, it would be to always keep your integrity on display. At the end of the day, maintaining a good relationship with your employer should be the top priority—not your potential compensation.

By entering the room with a realistic and reasonable salary range in mind, you show your potential employer that you've done your research, value your abilities, and, regardless of the actual number, care about more than just the benefits.

Well worth a watch: [5 Mistakes You Are Making In Negotiating Your Developer Salary](#)