

# 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

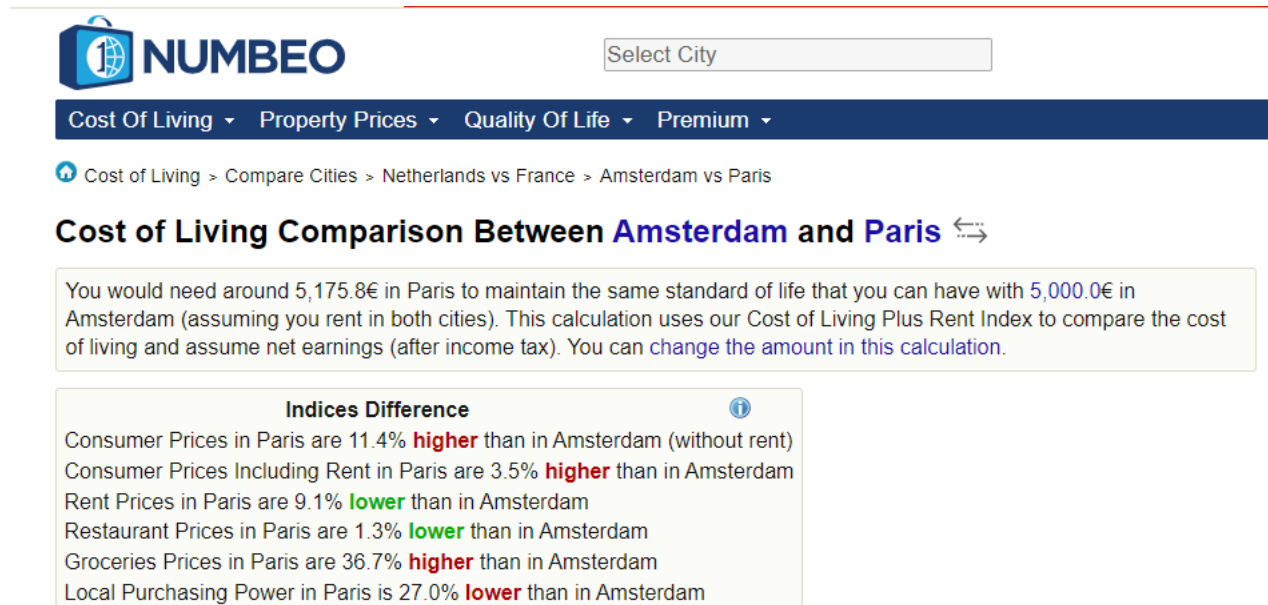
- Offers may arrive at any time after your fly-out.
- They usually specify (a subset of):
  - Salary (trajectory)
  - Teaching load
  - Administrative tasks
  - Research Budget
  - A deadline after which the offer becomes non-binding
  - Possibly other things (tenure criteria, fringe benefits, supervision 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 (a globe icon) and the text "NUMBEO". To the right is a search box labeled "Select City". Below the logo is a navigation bar with dropdown menus for "Cost Of Living", "Property Prices", "Quality Of Life", and "Premium". Below the navigation bar is a breadcrumb trail: "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. Below the heading is a text box stating: "You would need around 5,175.8€ in Paris to maintain the same standard of life that you can have with 5,000.0€ in Amsterdam (assuming you rent in both cities). This calculation uses our Cost of Living Plus Rent Index to compare the cost of living and assume net earnings (after income tax). You can [change the amount in this calculation](#)." Below this is a section titled "Indices Difference" with an information icon. It lists the following data: "Consumer Prices in Paris are 11.4% higher than in Amsterdam (without rent)", "Consumer Prices Including Rent in Paris are 3.5% higher than in Amsterdam", "Rent Prices in Paris are 9.1% lower than in Amsterdam", "Restaurant Prices in Paris are 1.3% lower than in Amsterdam", "Groceries Prices in Paris are 36.7% higher than in Amsterdam", and "Local Purchasing Power in Paris is 27.0% lower than in Amsterdam".

**NUMBEO** Select City

Cost Of Living ▾ Property Prices ▾ Quality Of Life ▾ Premium ▾

Cost of Living > Compare Cities > Netherlands vs France > Amsterdam vs Paris

### Cost of Living Comparison Between Amsterdam and Paris ↔

You would need around 5,175.8€ in Paris to maintain the same standard of life that you can have with 5,000.0€ in Amsterdam (assuming you rent in both cities). This calculation uses our Cost of Living Plus Rent Index to compare the cost of living and assume net earnings (after income tax). You can [change the amount in this calculation](#).

**Indices Difference** ⓘ

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

