Offer Negotiation + Staying Connected

Closing the deal and building a career-long network

Working with KOB Solutions is free for candidates. We are paid by the hiring company. Kerry is here to help you prepare at every step.

The Offer Stage

Receiving an offer is exciting, and it's also the moment where a few decisions can significantly affect your starting position. Here's how to approach it:

> *"If you don't ask, the answer is always no."*

When You Receive an Offer:

☐	**Express genuine enthusiasm**	Thank the hiring manager and express your excitement. Even if you plan to negotiate, lead with gratitude.
☐	**Ask for it in writing**	Always get the full offer in writing before accepting: title, salary, bonus structure, start date, benefits.
☐	**Ask for time to review**	It's completely professional to ask for 24-48 hours to review the offer carefully. Most companies expect this.
☐	**Debrief with Kerry**	Share the details with Kerry before responding. She has context on market rates, what's negotiable, and how to approach the conversation.
☐	**Review the full package**	Base salary is one piece. Consider signing bonus, equity/stock options, bonus structure, PTO, relocation, and start date flexibility.

Negotiation – How To Do it Well

Kerry's advice on negotiation is direct. Ask, but be careful how you ask. The way you negotiate signals how you'll handle difficult conversations as an employee.

- **Be specific:** "I was hoping we could get to $X based on my experience with [specific skill]" is far more effective than a vague "I was hoping for more".
- **Anchor on the role, not your need:** negotiate based on market value and what you bring to the role. Your personal financial situation isn't a negotiating factor for the employer.

- **Know what matters most to you:** salary, title, flexibility, start date? Prioritize before the conversation so you're not negotiating everything at once.
- **Use competing offers carefully:** if you have another offer, it's legitimate leverage, but only use it if you're genuinely considering it. Bluffing damages trust permanently.
- **Communicate competing offers to Kerry:** if you receive another offer while in process with a KOB client, let Kerry know immediately. Timing can make a significant difference.
- **Know when to stop:** there's a point where continued negotiation signals poor judgment. Kerry will tell you if you're at that point.

Negotiation Do's and Don'ts:

✓ Do This	✗ Avoid This
Express enthusiasm first	Lead with demands before showing interest
Be specific with numbers	Give vague requests like "more money"
Justify with market data or skills	Use personal finance need as leverage
Ask Kerry before responding	Accept or reject without consulting Kerry
Negotiate 1-2 things that matter most	Try to renegotiate everything at once
Respond promptly	Leave the company waiting without communication
Keep it collaborative in tone	Make it feel adversarial or transactional

Before You Accept Offer Checklist:

☐	**Confirm title and level**	Is the title consistent with what was discussed? Does it position you well for your next move?
☐	**Verify start date**	Can you realistically give adequate notice at your current role?
☐	**Review benefits carefully**	Health, dental, 401K match, equity vesting schedule, PTO policy.
☐	**Understand the bonus structure**	Is it discretionary or formula-based? What's the target and the range?
☐	**Ask about relocation support**	If applicable, understand what's covered and in what timeframe.
☐	**Get everything confirmed in writing**	Verbal commitments don't survive manager changes or memory lapses.

After You Accept Offer Checklist:

☐	**Thank your references**	Reach out to everyone who supported your search. Tell them the good news and express genuine gratitude.
☐	**Keep us informed of your plans**	Keep us posted on your plans. We want to celebrate your placement and support you in the move.
☐	**Give adequate notice**	Two weeks is a standard; three or four weeks is appreciated at senior levels and preserves the relationship.
☐	**Prepare for onboarding**	Ask your new manager what to read or prepare before day one. Showing up ready signals the same initiative that got you hired.

Stay Connected – Your Network is Your Career

The professionals who advance fastest in biotech and pharma are the ones who invest in relationships continuously, not just when they're searching.

- **Maintain contact with hiring managers even after rejection:** people move, teams grow, and a 'no' today can become a 'yes' in 18 months.
- **Attend networking events regularly:** BioBreakfast, Life Sciences PA, industry conferences. Stay visible in the community.
- **Help those you've worked with:** make introductions, share job leads, be a resource. Generosity compounds over a career.
- **Share relevant articles and insights:** stay top of mind with your network by adding value, not just asking for things.
- **Stay in touch with Kerry:** even after you've started your new role, let Kerry know how things are going. The best career relationships are long-term ones.
- **Continue learning:** AI tools, communication skills, presentation skills, and industry knowledge.

> *"Small changes produce large outcomes." – BJ Fogg, Tiny Habits*

Be yourself. Have fun. Enjoy the adventure. The biotech industry is full of brilliant, passionate people doing work that matters – and you belong here.

> **Ready to explore opportunities? Schedule a 10 min call with Kerry!**
> https://calendly.com/kerryboehner/discussion