



# How to choose between two roles

Let's say that you've been offered jobs, by two different companies. At a glance both jobs offer appealing career prospects and great working conditions. While the salary packages are similar, the first job has a higher base salary and offers an enhanced bonus scheme. Which do you take?

The tendency by most candidates would be to snap up the job that offered the higher salary, but beware. Decisions based purely on financial considerations are not necessarily the wisest.

If you are lucky enough to find yourself choosing between two job offers, try not to choose simply based upon salary. When considering an offer you should ask yourself the following:

## Career path

- What opportunities are there for promotion, transfer, development and training?
- Is further study encouraged and supported through study leave provisions or subsidised fees?
- What is the next step after each job? Is there one?
- What purpose does this role have in your overall career path?
- What skills will you develop and/or gain from each opportunity & company?



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### **People and benefits**

- What are the company values? Are they aligned with yours?
- How well will you be able to relate to your manager and team?
- Will you have a mentor or is there an internal mentoring program?
- What are the provisions for taking leave, flexible work hours and working from home?
- How long will it take you to get to work each day? Is it accessible by public transport? Is parking available?
- What facilities are provided, eg, childcare, canteen, gym?
- Apart from your base salary and superannuation are there other benefits or incentives? These could include performance bonuses, commissions, car or telephone expenses, gym membership, childcare, additional holidays health insurance, etc?

### **Making the final decision**

If after asking the questions above, you are still not quite sure which role is the right one draft a “new job” checklist. List in order of importance factors such as salary, challenge, location, training, career progression opportunities and team structure. Review each job offer against this checklist. Does one meet more of your new job criteria than the other?

Most importantly do not rush the decision. Do not be afraid to ask to meet with the company again to ask further questions.