

Course 1: The Strategic Postdoc

Module 2: Applying for and Choosing the Right Postdoc

Session 4: Post interview

Activity 4.1: Preparing to Negotiate

STEP 1: What is negotiable? Review the common negotiation factors below and add any options that might be missing.

Common Areas	Examples
General	<ul style="list-style-type: none"> • Start date • Length of appointment
Financial	<ul style="list-style-type: none"> • Salary • Benefits package (e.g., health insurance, unpaid/family leave) • Moving expenses • Funding source (and it's duration)
Research	<ul style="list-style-type: none"> • Office space • Lab facilities and equipment • Computer/Software • Technical or administrative assistance • Access to core facilities
Work/Life Balance	<ul style="list-style-type: none"> • Work Schedule • Parking • On-site childcare
Ownership	<ul style="list-style-type: none"> • Process for assigning authorship • Will you lead your own project or work with others? • Ability to submit your own grants (typically fellowships or K-awards) • Patents rights
Professional development opportunities	<ul style="list-style-type: none"> • Teaching • Student mentoring/training • Potential collaborations • Funding to attend conferences or workshops
Other Items	<i>Add your own</i>

Directly adapted from, "[Negotiating a PostDoc Position](#)" by the Institute for Broadening Participation

STEP 2: Reflect on the table above and then list **5 items** that you would consider negotiating after receiving an offer. Once you have your list, try narrowing it down to the **3 most important items**.

STEP 3: Use the table below to brainstorm ideas on how to strategically negotiate for the items described in STEP 2.

Item to Negotiate	Your Terms (The ‘Ask’)	Justification
Example: Parental Leave Policy	“I’d like to discuss if there is any flexibility about the parental leave policy. Would you accommodate an additional month?”	I’ve learned that similar positions typically offer more time and options for extensions.

STEP 4: Practice your negotiation pitch! Consider how you would **bundle** your top three choices. Practice your ‘pitch’ by writing 3-4 sentences to lay out your negotiation request. Find a friend or mentor to practice with!