

Top Tips! Making a strong offer



HASSON ASSOCIATES

Competitive compensation

Ensure your **salary and benefits package** is **competitive** within the **industry** and aligns with the **candidate's experience, not their previous salary**. For market **salary guidance**, take advice from your **recruiter**.

Don't forget to include **appealing perks** like **healthcare, wellness programs**, or other unique offerings that **set your company apart**.

Clear career path

Outline potential **growth opportunities** within the company, demonstrating a clear career path for the candidate.

Emphasise opportunities for ongoing **learning and professional development** to showcase your **commitment** to **employee growth**.

Company culture

Highlight **positive aspects** of your **company culture** to attract candidates who **value a supportive and inclusive and diverse** work environment.

Flexibility

If possible, **offer flexibility** in work **hours** or **remote** work options to cater to diverse needs.

Express enthusiasm

Clearly **convey your enthusiasm** for the candidate, **emphasising how they fit** into the team and the **impact they can make.**

Prompt communication

Efficiently handle the **negotiation** process, responding **promptly** to questions or concerns, and **conveying a sense of urgency**.

Remember

By addressing these aspects, you can present a compelling offer that not only meets the candidate's expectations but also reflects positively on your company.

Good luck!