

## Evaluating graduate offers

The relief of being offered your first graduate employment offer is often short-lived when your second and third offers arrive. This can be the most challenging part of the recruitment process: **which job offer should you accept?**

Consider the following factors when assessing your job offers.

### Type of work

Often the type of work offered to you by potential employers is very different. Firms in the same industry (e.g. 'professional services') may be offering you work in divisions where the nature of the work is vastly different.

- Consider the type of work you most enjoy. (What have you enjoyed studying at university? What tasks have you most enjoyed in your previous employment?)
- Do some additional research. (Ensure you have a clear picture of the position you are considering. Revisit the company website. Call company contacts. Question family or friends that can provide any additional information.)
- Ask how the role may change over the medium and long term.

### Remuneration

Graduate contracts will clearly indicate a base salary. Take the time to research additional benefits and rewards offered by the firm. Some firms offer generous benefits such as gym and healthcare subsidies. You may also wish to ask potential employers what sort of hours you are expected to work for your base salary. Are you eligible for overtime payments or leave in lieu?

### Company vision and values

Question the vision and values held by your potential future employers. Do you identify with the vision and values of each firm? It can be very hard to stay motivated and enthusiastic in the workplace when your employer is trying to achieve goals and encourage staff to live values that are very different from your own.

### Learning and education programs

Different employers will offer different skill development programs. If further educational development is important to you, consider the following questions: What does the graduate induction program involve? What structured and on-the job training is provided? How often are structured training programs scheduled? Does the company provide support for postgraduate study? Does the company focus on both technical and soft skill training?

### Advancement opportunities

As a graduate with multiple job offers you will no doubt have the ambition to succeed beyond your graduate year with an employer of your choice. Ask about the structure for promotion and whether promotion is based on being able to demonstrate clearly defined competencies or working for a specified time period. What are typical examples of promotion competencies?

### Career coaching

To achieve your full potential you will require some guidance and support during your career. What systems are implemented to ensure you achieve your full potential? Is a 'buddy' program offered? Are you assigned a career coach or mentor? Do you have ready access to senior members of staff? Are you provided with timely feedback on your performance?