

Get the Salary You Deserve

Here's the secrets to getting the salary you want. Don't try to negotiate your way there. Follow these 5 tips, and you'll prove your value, so you earn what you're worth.

Junior Java Developer

For typical entry level positions (usually a recent graduate) annual pay ranges are from \$40,000-\$60,000. Here are the top 5 factors that will get you on the top end of the scale.

1 | Highlight your internship/major projects

- This would usually be in application development. If you didn't have an internship, then be prepared to talk about any major projects you completed in school.
- Employers are looking for practical experience even from recent grads.

2 | Be able to show example of coding use

- Have your github account set up and ready to share.
- Employers prefer to see real-world examples of your knowledge, so this should be an actual project.

3 | Focus on the job you're applying for

- Don't think about the future in your interview. Focus on the position at hand that you are applying for, even if you are asked "where do you see yourself in 5 years."
- DO: "I would like to grow within the company. I want to be a part of a team and put the effort into seeing where I fit and how I can get better at my current role."
- DON'T: Don't start talking about new technologies that the company may not be using or get sidetracked by what could be.

4 | Show that you can solve problems

- If you don't know something, be transparent about it. This will allow you to come into the position being confident that you can fulfill the role and your future employer knows your true capabilities and skills.
- If you don't have knowledge about a technology you are asked about, your response could be: "I don't know how to do that yet, but this is how I would get the answer and figure it out."
- You don't have to know everything. If you can demonstrate how you would solve the problem and be able to fulfill the responsibility you are showing that you are an asset because there are always going to be problems.

5 | Don't let salary be the sole factor in your decision

- Here are other important, long-term factors to consider:
- Will you have a mentor?
- What kind of team environment is it?
- Ask about their coding standards and if they have a well-developed process.
- Are there clear, measurable ways to evaluate that you are succeeding in your position?

Java Engineer or Senior Software Developer

If you have 5+ years of experience, annual pay typically ranges from \$100,000 - \$150,000. Don't leave your salary to chance, be prepared and get more confidence in your interview by following these 5 tips.

1 | Are you valuing your time?

- Consider your compensation and total hours worked might be. As you evaluate another position, it's not only about the total salary, but with additional skills and knowledge, are you going to be taking on more hours and more responsibility?

2 | Focus on the job description during the interview

- Keep it specific to the position and what you'll be doing in the role. Even if you are interested in other coding languages, don't make that the focus.

3 | Mentally prepare for a technical assessment

- Since you have experience, be ready to prove your knowledge as it relates to what the position is. There will be technical questions during interviews at this level.

4 | Don't list outdated skills

- If you include a specific technology and/or skill set on your resume, be ready to talk about it in detail and to share how you have used it in your career with past employers. This should be current knowledge, not something you were familiar with years ago.

5 | Other factors besides salary to consider:

- Cost of healthcare including premium and deductible
- Paid time off
- 401K contribution
- Paying for certifications/additional educational training

If you feel unsure about how to talk about any of these things in an interview, that's what we're here for at Concero. Not only can we give you access to positions that you wouldn't even know about, but we will be there during the whole process and after.

Call and talk to us today — 314.343.0162



Get Connected. Get Concero.

Make our network your network