

Managing multiple job offers – the fortunate dilemma

The job market is buoyant right now despite concerns over Brexit. At Crone Corkill the start of 2017 brought the usual rush to find a new job following last year's bonuses and this year's resolutions

It's hard enough to juggle a busy diary to attend interviews alongside a current job, but a growing number of candidates are facing another problem – how to juggle more than one offer coming in at the same time. As the economy is recovering and more jobs are available, it's a situation that you could be faced with.

So what do you do? Take lots of deep breaths and a calm approach. Like any other challenge it's easier if it's broken down into simple steps.

When you start to look for a new job think through your own priorities so you'll have a clear idea of what's best for you. Ask people who know you well, like family, friends and former bosses, and think about what you'd like in the long-term. Your dream job may not be the one that pays the most, but the one where you feel you make the greater contribution, or prefer the working environment.

The golden rule is to be yourself throughout the process, if I was offered this role would I accept? You may not be given very long to respond – sometimes only a few hours.

It's a good idea to ask at your initial interview how long it's likely to be before you'll hear back. Some recruitment campaigns can take weeks, because the prospective employer has to follow a process. If you were told it could be up to a month, then it would be unrealistic to ask for a response after a week.

If you find yourself in an interview and are asked outright if you have other offers, make sure you're ready with a response. Never lie – honesty is always best. Try to answer as truthfully as you can

without making yourself sound like an unattractive candidate. Explain you are looking at other possibilities, but also why you're particularly drawn to their company.

The big challenge comes when you have an offer from Company-A but deep down you'd really prefer to work for Company-B.

You might be able to buy a bit of thinking time by contacting Company-A along the lines: 'Thank you so much for the offer and I'm very excited about it. However, I have a conversation with another company this week and I'd like to see it through before I accept.' The worst thing that can happen is they say no, but they're more likely to appreciate your honesty.

You could then go to Company-B and tell them you've had another offer but, again, be careful. Successful career planning involves establishing long-term relationships. You don't want to look as though you're pitching one employer against another, and never invent a fictitious job offer – you'll only get found out. The manager you impress with your honesty and professionalism today may not hire you now, but could in the future.

If you're confident you might be Company-B's front-runner, and that's the job you want, consider something like this: 'I'm very enthusiastic about working with you and am grateful to you for considering me, but I wanted you to know that I have been offered another post. As I'd prefer to work with you, I wondered when you were likely to make your final decision?'

At Crone Corkill we help our candidates cope with these tricky situations. If you have two job offers from clients of



ours, our consultants will take you through the separate offers so you can weigh up the pros and cons of each, but we won't push you into a decision. It's up to you to choose what's best.

Even if the offers come from different recruitment agencies, set a time frame over when you will come back with a decision and let them both know. Don't allow yourself to be pressured to make a decision on the spot, take the time to think about both offers and make the decision that is right for you. No-one should ever feel pressured by a pushy consultant. We aim to make sure our candidates get the jobs that are right for them, and that's usually right for the clients too.

Finally, when you've made your decision and you're ready to celebrate, don't ignore the people you turned down as you never know when you may come into contact with someone you met throughout the process again. It will reinforce those sound professional relationships on which your personal reputation is built. **R**

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