

Interviewing & Salary Negotiation

Presented by:

Julianne Smith
Associate Director,
Career Education



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EXPLORE & SOAR



Pursue a meaningful career and life.

Our mission is to empower students from all academic disciplines to incorporate their career goals into a broader sense of living a life of meaning and impact.



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Today's Plan

- **Interview strategies**
 - Research
 - Answer Questions
 - Virtual/In-Person
 - Practice
- **Salary Negotiation**
 - Factors to consider
 - Evaluating your worth
 - Why to negotiate
 - How to negotiate



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Individualized Career Exploration Coaching
Exploration Programs/Events
Digital Resources



CAREER CLUSTERS



Industry-Specific Career Coaching
Cluster Programs/Events
Digital Resources

1. Research

- Industry
- Organization
- Career role

Based on your research, prepare 3-5 thoughtful questions to ask at the end of your interview.



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2. Strategize

- Create a success list
- STAR method
- Practice
- Practice
- Practice...



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Create a Success List

List projects you've worked on in jobs, internships, activities, leadership roles, classes, or while volunteering.

Purpose

- To have an easily remembered set of projects you've worked on
- For answering behavioral questions



S - SITUATION

R - RESULT

T - TASK

A - ACTION



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STAR Method

Practice Answering Interview Questions

- Use the job description and organization research to anticipate questions
- Develop a list of your experiences that can be used as examples in your responses
- Use the STAR (Situation; Task; Action; Result) method to provide thorough responses to behavioral questions



Tell me about a time when you failed at a task.

What is the point of this question?

How do you answer it?

Situation

When I was in high school, I took a college level Statistics class one summer. Though I hadn't take Stats before, I excelled at Math and was confident I would do well.

Task

I was doing okay following along with the content at first, but when we had our first real assignment, I realized I was lost.

Action

Instead of seeking help, I continued to try to figure it out on my own. I pulled an all-nighter the night before the assignment was due, but still couldn't fully master the content.

Result

Needless to say, I did very poorly on the assignment, but I did learn a lot from the experience, which has helped me realize when to seek help from my professors.

Tell me about yourself.

What is the point of this question?

How do you answer it?



This can be viewed similarly to an elevator pitch. What do you most want the interviewer to know about you at the start of the interview?

Explain your enthusiasm for the position. What brought you here?

Explain your fit / experience for the position. What makes you a strong candidate?

Don't tell your whole life story. Connect back to the role, company, industry.



3. Interviewing Virtually



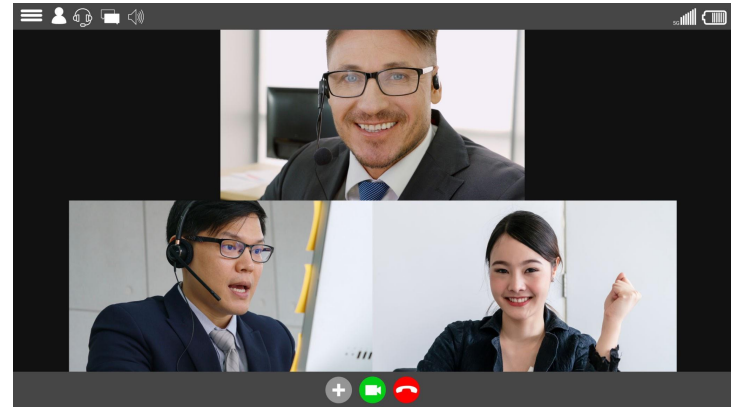
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Virtual Interviews Are the Standard, Not the Exception

- **Efficiency:** Companies use virtual interviews to screen candidates faster and reduce travel costs, making this the **primary initial step** for almost all positions.
- **Hybrid Approach:** Your first few rounds will be virtual, but final-round interviews ("**Super Days**" or final panels) may still be held in person.

Your Goal: Successfully translate your professional presence and enthusiasm through the camera and microphone. Your technical setup is now part of your professional attire.



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Beyond Zoom: Three Main Virtual Formats

1. Live Video (Zoom/Teams): A real-time, scheduled conversation with one or more people. This is the **most common** format for initial and mid-stage interviews. Practice maintaining eye contact (look at the camera!), manage your background, and keep notes organized but out of sight.

2. Pre-Recorded / On-Demand: The company provides a set of questions (text or video) and a specific time limit (e.g., 60 seconds) to record and submit your video responses. **No interviewer is present.** Practice your timing and delivery. Since you cannot re-record, treat it like a single, structured take.

3. Virtual Assessment Day: A structured, multi-hour event where you complete back-to-back interviews, case studies, or group projects, all held virtually on one platform. Manage your energy and screen time. Have water and breaks ready. Treat the entire block of time as the interview.



Your Setup is Your Secret Weapon

Maximize your performance by controlling the technical environment, which you can manage more easily than an in-person meeting.

- **Lighting:** Use a light source (ring light or window) positioned **in front of you**, not behind you. This prevents you from appearing as a silhouette.
- **Audio:** Use **external headphones with a microphone** (AirPods, USB headset, etc.) rather than your computer's built-in mic. Clear audio is non-negotiable.
- **Background:** Keep it **simple, clean, and professional**. Use a neutral wall or a virtual background that is clean and approved by the employer, if applicable.
- **Notes:** Organize your **key talking points** (stories, questions, metrics) on a sticky note or digital doc near the camera, *not* off to the side. This keeps your focus front-and-center.
- **Tech Check:** Always **test your camera, mic, and internet connection** 15 minutes before the scheduled start time. Avoid unnecessary stress!



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Hello, Rachel ! 🖐️

Here's an overview of your current activity.

Fast Track NEW

Supercharge your career with our video course. Learn essential job strategies to stand out, and secure your desired role.

Start Learning

16 Lessons · 117 minutes



Practice Sets

Practice with our unique mock interview tool



Interview Roulette

Practice a set of random interview questions



My Videos

Review, get feedback on and improve your delivery



Analytics

View analytics on your interview answers



Build Answer



MOST RECENT

2 ASSIGNMENTS

7 PRACTICE SETS



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bc.biginterview.com

Why Negotiate in the First Place?



nerdwallet | Looksharp



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What factors do you think are important to consider when evaluating and negotiating employment offers?



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Factors to Consider

Responsibilities

- Interesting?
- Challenging?
- Hours?
- Flexibility?
- Fun? (Remember... It's Work)
- Exposure, Visibility and Opportunities to Expand

Benefits

- Health Insurance and Your Contribution
- 401-K, 403-B, Pension, Sick Days, PTO
- Telecommuting, Travel, Office Location, Commute
- Flex time, Vacation time, Gym and Health benefits
- Service days, Education credits, Professional Development funding and/or opportunities

The Culture

- Values, Mission
- Your Peers/Coworkers Casual, Social, Buttoned-Up, 9 to 5
- Turnover, Glass Doors, and Glass Ceilings
- Potential for Growth, Professional Development, Community Involvement
- Advising and Mentorship

The Boss

- Management Style
- Have Others been Supervised by Her/Him? Seek Their Input!
- Someone you Admire?
- Will you Learn from Him/Her?
- Interested in your Professional Development?
- Previous Experience

How Salary is Determined

- **Individual equity:** your unique talent & potential
 - Where your advantage lies when negotiating
- **Market Rate / External equity:** what other organizations pay for same role in same city
- **Internal equity:** fair pay within organization for similar roles



Considering Salary

- Can you afford to live on the salary?
- Is the salary in line with the local market?
 - What does someone with your experience and skill set paid in similar roles in the same city?
 - Salary.com, Glassdoor.com, [Bureau of Labor Statistics](#)
- Will you get a signing bonus? Does the salary include commission or incentives?



Salary #s

My personal salary range:

_____ --- _____
Low (budget needs) High (ideal)

Market range:

_____ --- _____
Low (10%) High (90%)

My priorities (what to consider when negotiating):

- Salary
- Retirement
- Healthcare
- Tuition Remission
- Vacation
- Flextime
- Transportation
- Bonus
- Professional Development
- Sick Days
- Family Leave
- Other



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Before the formal offer

- Try to avoid bringing up a number first, but if you have to, leave wiggle room by offering a range.
- "Without knowing more about this position and the benefits package, it's hard to know what salary I would expect, but my research suggests that the salary range for entry-level [...]s in this area is between X and Y."
- If you get stuck → ask to get back to them as you don't have a number prepared yet and you'll have to take into consideration benefits, taxes, etc.



The Art of Negotiation

- Do your research and know what your priorities and deal breakers are in advance
- All negotiations should happen “live”
 - This allows you to pick up on tone and body language cues.
- Leverage individual equity: Talk about how your experiences and skill sets make you uniquely qualified
- Highlight how you could be an asset to the overall team and organization
- Don’t necessarily bring up other offers unless they ask, as their first reaction may be that you’re threatening them. However, you can mention that there are other opportunities you are looking into



The Art of Negotiation - Tips and Strategies

- Don't ask any questions that you could have researched
- After an offer→ ask if they have time for questions and if so, if there might be some flexibility on the starting salary
- “ I would love to get your advice on how I can make this work”
- The starting salary for an entry-level position may not be negotiable but find out other aspects that may be. It could be that the start date or vacation time is open to discussion
- **Keep the big picture in mind**



Negotiation Across Industries: Where to Push and Where to Pause

Industry Type	Negotiation Flexibility	Compensation Structure	Strategy
High Flexibility	High – Common and expected to negotiate 5-15% above the initial offer.	Individualized. Companies (especially in Tech, Consulting, and Startups) prioritize high-demand skills and may have wider budget ranges for a specific candidate.	Focus on your unique value (internships, certifications, specific code skills). Push for higher base salary, stock, and signing bonuses.
Low Flexibility	Low – Offers are often determined by strict, pre-set bands with little room for movement (often just 0-5%).	Standardized. Companies (Government, Large Entry-Level Banking Programs, Nonprofits, Large Manufacturing) use structure to ensure internal equity and consistency.	Focus less on base salary and more on non-salary items like PTO, professional development stipends, or remote work flexibility.

Readings and Resources

The Salary Wizard - [salary.com](https://www.salary.com)

U.S. Bureau of Labor Statistics - [bls.gov](https://www.bls.gov)

Glassdoor - [glassdoor.com](https://www.glassdoor.com)

National Association of Colleges & Employers - [nacweb.org](https://www.nacweb.org)

Boston College "First Destination Survey"



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People are always a great resource too! - Anyone close to the organization or within the industry

Remember...

Never be afraid to ask! - Can't get anything if you don't ask

If they won't budge on the salary - move into other forms of compensation

Don't know? ... you can always ask to think about it and get back to them

If you say it, write it down, or agree to it... you own it!



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Questions?



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