

**Role Play**

**The Dublin Job:**

Role of The Job Candidate

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You are Graham Mitchell, a business analyst looking for a new job in Dublin, Ireland. You need to find a job in Dublin so you can finally be close to your partner, Elise. You and Elise met in Paris when you were studying and she was working as a manager at a bank. Now a full year later Elise has transferred to Dublin while you have mostly been doing freelance work and some internships in different companies in Paris.

This last year hasn’t been easy for you, living at a distance from your partner with only limited professional advancement. The last four months working at a company with a toxic work environment has also helped you realize how important a company’s culture is for your professional happiness.

You therefore decided to follow your partner Elise and you’ve applied to several Dublin-based tech companies. You’ve spent a few weeks in Dublin, staying in your partner’s apartment and interviewing with several of the big companies based there.

You have secured offers from three different companies but only one of these offers is actually attractive to you: McKeown Inc. McKeown Inc. has convinced you: their people are open and friendly, they are ambitious yet collaborative - they’re everything you ever looked for in an employer. The company prides itself on innovation and you know you would enjoy working there.

McKeown Inc. has a great company culture but there is one other thing you care about in this job: your new salary. Everybody likes a high salary of course but you are in a special situation. Your partner Elise makes more than you and right now is covering all of the rent on the apartment. This gap in pay has put a strain on your relationship recently because you are not pulling your weight in terms of sharing the living costs since Elise is pretty much paying for them alone. You would like to contribute as much as you can, and ideally 50% of the expenses which you consider important for a healthy power dynamic in a relationship.

Having spent some weeks in Dublin already you have a very precise idea of the yearly salary you would like to receive from McKeown Inc. While you do have the option of “free” accommodation, you would like to pitch in and given local taxes and other expenses, you would like to receive €45,000 a year in salary from McKeown. Of course you could receive less, but the less you earn, the more you need to rely on your partner to afford the lifestyle you want right now. Plus, while your relationship has been very strong, you are not yet married and you never know -- something may go wrong and you find yourself homeless.

The other two initial job offers you have provide €42,000 per year. Moreover, both these companies are much less attractive to you given their culture, worse side benefits and your limited opportunities for promotions and career development at these companies.

Before you go into this negotiation, it’s also important to remember what is not important to you. First of all, you will live in your partner’s apartment so you don’t need much help with housing, furniture etcetera. You also don’t need a car allowance since you live close to the company and intend to walk to work. You’re also planning a road trip to Ireland with friends from the Paris so flight tickets to Dublin don’t mean much to you either and therefore an overly luxurious relocation package won’t provide much value to you.

Other than that your main priority beyond achieving the hoped-for €45,000 starting salary is to secure a job situation that will set you up for a successful and sustainable career.

You are about to discuss with the manager who you would ideally report to. You have two other offers but working directly for Kristin Thornton at McKeown Inc. is by far your favorite option. You feel that you would fit perfectly both into Kristin’s immediate team and McKeown Inc.’s company culture. The other two companies who have made you an offer are much less attractive to you given their company culture, worse benefits schemes, and the limited career development opportunities there.