

**Role Play**

**The Dublin Job:**

Role of The Hiring Manager

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You are Kristin Thornton, a senior manager in charge of 20 business analysts and managers at a McKeown Inc., a multinational online services company based in Dublin, Ireland. Your group is in dire need of another analyst and you just concluded a tough negotiation with your bosses to secure a hiring spot. You are looking to hire someone who can report to one of the four managers you supervise (Warren, Sarah, Maria, or Sean) or even directly to you.

To get this position approved from top management you had to accept that you could only hire at the rank of a business analyst, a position which typically offers salary of €37,500 to €42,000 at McKeown. Top management does not allow you to increase the financial costs for this position or under any circumstances go beyond the standard costs associated with a business analyst position. This means that you cannot offer a salary above €42,000 for this position, make contractual commitments about future bonuses, or offer any other monetary benefits that would increase the costs for the company over the usual compensation associated with a position as business analyst at McKeown.

The company’s standard relocation package however is rather generous and includes the budget for up to two plane tickets, temporary hotel accommodation for the first week, and new furniture. The relocation package involves total costs for the company of up to €10,000 total (€2,000 for plane tickets for relocation purposes, €2,000 for hotel costs, and €6,000 for new furniture). You can also offer €2,000 a year for a car allowance since McKeown Inc. has secured a special deal for all their employees.

At the same time, because of your positive company culture and reputation as a great place to work, top management feels you should be able to offer less materially and still bring talent in. Some of your competitors pay slightly better, but many business analysts leave them to work for McKeown Inc. for less money due to the company’s great work environment.

A few non-financial elements may be put together if necessary to close a deal with an above average candidate. You haven’t come up with an exhaustive list of these non-financial benefits yet but you could promise the candidate things like consideration for an early promotion in six months, a year, or two years instead of the usual three years, reporting directly to you instead of reporting to one of the four managers you supervise, mentorship opportunities, priority for interesting projects, etc. However, these would constitute personal promises rather than part of the job contract and the candidate would have to take your word for it. In terms of the official job contract, you can offer a more prestigious job title, as long as it comes without a salary increase and the pay remains that of a business analyst. More generally, you have leeway to promise the candidate anything that does not increase the total financial costs for the company beyond the usual pay package and benefits.

You are about to discuss with the candidate who made it through all interview rounds. There are three candidates that you would be prepared to make offers to but Graham Mitchell is by far your favorite. Graham would fit perfectly both into the group and McKeown Inc.’s company culture, and his fluent French and network from his time in Paris would be invaluable. The other two candidates who made it through to the final round would be much less valuable to your group, so you are keen to reach an agreement with Graham.

Note: when you’re done with this negotiation, please complete the outcome form.