

## Job offer considerations

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1. Is the salary what you want?
2. If the salary isn't what you want, do you know why you're still considering the offer? Be prepared to counter offer. Consider asking for a salary you would be willing to accept; or more vacation time; or continuing education coverage in lieu of a higher salary.
3. Is the benefit package what you expect/want?
  - Details should include uniform (including shoes), continuing education (is it suitable to attend an annual or bi-annual conference; will it increase as you grow as an RVT?); health benefits; vacation; extended health benefits (dental, eye care, chiropractor, physiotherapy, etc.)
  - Clarify what pet care benefits they offer e.g., medication; pet food, etc., and how many pets would be covered.
4. Are the working hours ones you can commit to?
  - Is the schedule firm or will you be expected to stay late? Are overtime hours paid?
  - Does the schedule allow you to have a lifestyle outside of work?
  - If it's a variable schedule, how far in advance will you receive your schedule?
5. Will the commute to work be convenient and doable?
  - Consider fuel costs, parking, public transit fees and schedule.
6. Does the workplace culture suit you?
  - Are there training or mentorship programs to get you started on the right foot?
  - Is there an employee handbook detailing team policies and expectations?
7. Are your role and responsibilities clear to you?
  - Are they clearly defined in your contract?
  - Who will be your direct supervisor?
  - When will you have performance reviews and how is feedback given?
  - Is there an employee manual or policies you need to review and agree to follow?  
Will you be signing an employment contract?
8. Will the job offer a professional challenge?
9. Is there opportunity for career advancement?
  - Is there a performance evaluation at least once a year?

- 10.** Is the company in a good state, both financially and culturally?
- 11.** Would this new job fulfil the reason or reasons why you were looking for a new job in the first place?