

# Salary Negotiation Cheat Sheet

Module 4 · Mastering the Interview. You don't get what you deserve — you get what you negotiate. Here's how to do it professionally, without losing the offer.

## Know your number first (entry-level base, ₦/month, 2025)

Employer type	Typical base range
IOCs (Chevron, Shell, TotalEnergies, ExxonMobil)	₦700K – ₦1.8M
Indigenous independents (e.g. Seplat)	₦400K – ₦1.2M
Service companies	₦300K – ₦760K
Government / NNPC	₦250K – ₦700K

These are **base salary only**. The real package usually adds allowances (housing, transport), performance bonus, pension and HMO — sometimes 30–60% on top. Always clarify total package.

## The rules

- Never name a number first** if you can avoid it. Ask for their budgeted range for the role.
- When pushed, give a **researched range**, not a single figure — anchor the bottom at your real target.
- Negotiate **after** you have the offer, never before. Leverage is highest once they've chosen you.
- Negotiate the **whole package**: bonus, allowances, training budget, start date, review timing.
- Stay warm and collaborative — you want to join, you're just aligning on value.
- Get the final offer **in writing** before resigning anything.

## Word-for-word scripts

### When they ask your expectation early:

"I'd love to understand the range you've budgeted for this role so I can see if we're aligned. Based on my research for similar geoscience roles, I'm targeting somewhere in the region of ₦X to ₦Y, but I'm flexible on the overall package."

### When the offer is below your target:

"Thank you — I'm really excited about this role and the team. The base is a little below what I was expecting for the value I'll bring. Is there flexibility to move closer to ₦Z, or to strengthen the bonus / allowances?"

### When they can't move on base:

"I understand the base is fixed. Could we look at a sign-on, an earlier salary review at six months, or a training/certification budget instead?"

### To buy time:

“Thank you for the offer — I’m very keen. May I take 24-48 hours to review the full details before I confirm?”

**Tip**

Practise saying your number out loud until it’s comfortable. The candidate who can calmly say a figure and then stay silent almost always does better than one who rushes to fill the pause.