



The compensation question has left the building

Don't Ask/Don't Tell legislation has worked very nicely for job changers...

Most states and almost all big cities have enacted new Don't Ask/Don't Tell legislation when it comes to the question of compensation during interviews. Never ever volunteer your current salary to anyone when interviewing and that includes the company's internal HR Talent Acquisition professionals, third-party recruiters and headhunters. They should never ask you.

This legal change to treat your income as privileged information has liberated every interviewee from that awkward discussion about compensation. Providing salary information always gave the interviewer and the company leverage. This new legislation – considered a fix for years of gender income inequity – is actually working the way it was designed along with some surprisingly delightful outcomes in the export compliance community.

There is a huge imbalance in the large number of export compliance positions available at all levels throughout the country compared to the lack of experienced export compliance

candidates to fill them. Companies can go weeks without a single resume of a qualified good-fit export compliance candidate and months to fill an export compliance vacancy.

Simultaneously, keeping your current income confidential shifts the negotiating leverage to you. It's a Home Run. This scenario sharply increases the likelihood of a substantial increase in offered salary.

Nowadays, you'll be asked your "compensation expectations". Don't provide a number. Suggest you'll gladly do so when you've had time to evaluate the scope of the position after additional discussions with the Hiring Manager and Export team rather than just viewing a written position description.

Don't Ask/Don't Tell legislation has worked very nicely for job changers... excited export compliance professionals sometimes tell us after they start their new job they received a 30-50% bump in base salary. A higher base will directly affect a higher dollar amount bonus and a higher 401k company contribution. Five years ago, company HR compensation

departments were targeting 8-12% increases for a new hire. The extra cash really didn't affect your lifestyle. Today a new job can certainly affect your quality of life *and* standard of living. This is especially true of "undervalued" candidates. These are export professionals who have worked many years at the same firm receiving 2-3% annual increases which are usually pegged to the annual cost of living increase. Now a long-term employed export compliance professional who decides to change firms can catch up – in one job change – to someone who made several career moves with the requisite larger salary bumps. ■

About the author:

Bill Conroy is Executive Director at Tyler Search, a leading niche recruiter in all areas of global trade compliance. tylertext.com

Compensation packages: inside insights

Some items that are negotiable – you must clearly articulate why you should receive something extra, not just because you want it:

- **Sign on bonus:** especially when relocating; sometimes when local but rarely when remote. Usually added to secure an acceptance and close the deal.
- **Titles:** go ahead and ask for a stronger title. Compliance always needs some extra muscle.
- **Vacation/PTO:** always request at least what you currently have; work/life balance.

Analyst/Specialist/Coordinator/Administrator/Assistant - Export Compliance

Senior Analyst/Senior Specialist/Coordinator - Export Compliance
1-6 yrs' experience = \$74-\$108k. This is the largest group of export compliance professionals...

Team Lead – Export Compliance

Assistant Manager – Export Compliance

Senior Assistant Manager – Export Compliance

Manager – Export Compliance (Managing the function not people)

Manager – Export Compliance (Managing people such as Analysts/Specialists and the function)

Senior Manager – Export Compliance

Empowered Official

Lead/Head Export Compliance: can be any group
\$100-150k

Director Export Compliance / Senior Director Export Compliance
\$175-\$225+

VP – Export Compliance / Senior VP – Export Compliance
\$250k++