

Job Offer Comparison Calculator

Compare up to three offers while keeping guaranteed, variable, and one-time pay separate.

Record each offer separately

Enter annual base, annual recurring guaranteed cash allowances, target bonus percentage, other annual variable target pay, one-time cash, annual noncash benefits you choose to value, annual commute expenses, commute hours per week, and qualitative priorities. Use the same currency. Blank optional inputs remain unassessed; enter zero only after confirming the component does not apply.

Read the cash totals

Guaranteed recurring cash = base plus guaranteed recurring cash allowances. Target recurring cash adds base times target bonus percent and other variable target pay. First-year target cash adds one-time cash. Ongoing target cash excludes one-time cash. Target pay depends on conditions and is not guaranteed. Noncash benefits and commute costs stay separate from cash compensation.

Keep equity and leave separate

Record equity grant size, vesting period, instrument, valuation date, and uncertainties as notes. Do not count an entire multiyear grant in one year. This calculator leaves equity outside cash totals. Paid leave is a qualitative benefit; annual salary already includes paid time and leave must not be added as cash. No tax, investment or future equity value prediction is provided.

Worked example

Base 90,000 plus target bonus 10 percent = 99,000 target recurring cash. Guaranteed cash remains 90,000 if there are no guaranteed allowances. Add a 5,000 signing payment: first-year target cash 104,000; ongoing target cash 99,000. Conditions and repayment terms of signing payments should be reviewed separately.

Decision worksheet

For each offer: what matters most? Which term is confirmed in writing? What is unknown? What would change your decision? Consider scope, manager support, work arrangement, commute, development and stability. The calculator does not generate an overall winner or imply completeness from blank cells.

Use the resource: <https://mytopmatch.com/free-career-tools/job-offer-comparison>

Additional guidance: Ivy League Coaching