

# RENEGING JOB OFFERS

## What is Reneging?

A job acceptance is a major commitment to your new employer. You should only make this type of commitment if you intend to honor it.



Accepting a new job offer, after you have already accepted an offer with another employer, is defined as 'reneging' and is one of the most serious professional offenses in the job search process. Reneging is considered dishonest and unethical and carries serious implications.

As soon as you accept a position, cancel all other scheduled interviews and refrain from further job seeking. It is inappropriate to continue discussions with other potential employers once you have accepted an offer.

## Reneging Implications

Reneging can severely damage your reputation, not only in the short-term but it can also have long-term implications for your own career progression and personal brand with other recruiters.



Reneging also has negative implications for the University's relationships with the employer and your specific program of study and home college. For example, if an offer has been reneged, an employer can refuse to recruit at the University. Along with these implications, recruiters also network with each other, especially in the same industry. Word travels fast!

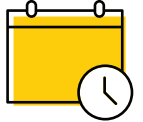
Employers may have to restart the recruitment process, costing them time and money to find the right candidate. Reneging may also take the opportunity away from other students.

You can avoid a reneging situation by carefully planning and managing your entire job search process. If you are feeling pressure to accept offers before you are ready, please consult with The Pomerantz Career Center.

## Further Assistance

### Ask for an Extension

When balancing numerous interviews and perhaps numerous offers during your search, it is acceptable for a candidate to request an extension or more time to consider a job offer. This is preferred over accepting an offer and later backing out of that accepted offer.



### Sample:

"Thank you very much for this offer. I am excited and confident I can positively contribute to this role at XYZ. I have a final round interview in the coming days, with another organization. Would it be acceptable for me to take a week to provide you with my answer?"

### Tips for Asking for an Extension

- Express gratitude for the offer. The employer wants to feel appreciated, and you should appreciate their interest in hiring you.
- Provide a legitimate reason for the extension request. Are you finishing interviews for other positions? Are you waiting to hear back after another interview?
- Provide an estimate of the time needed. - Do you need 1 week or 1 month to make your decision? Keep in mind that the time you request may impact the organization's willingness to grant the extension.

### Things to Consider

- Your chance to obtain the position could decrease if clear expectations are not set.
- An organization is not "required" to grant you an extension and therefore may decline your request.
- Be considerate of the employers need to fill the position or continue the search process, if you later decline.

→ [CAREERS.UIOWA.EDU/NEGOTIATING](https://careers.uiowa.edu/negotiating)

### Career Center Thoughts On Backing-Out of An Accepted Offer or Reneging

Accepting an offer for a job or internship should be done in good faith. When a candidate accepts an offer for a position, the candidate should fully intend to honor that commitment. The University of Iowa and Pomerantz Career Center strongly discourage declining an offer after accepting that same offer. All efforts should be made prior to accepting an offer, to achieve desired outcomes of a position.

It is the University and Pomerantz Career Center's expectation that a student will not continue to actively search or participate in a job search process once an offer is accepted by the student.