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Q: How to respond to an offer that depends on non-negotiable personal qualities? Background: I sent a resume in response to a poster looking for a principal DBA. I got an email back from the poster asking a number of questions, and concluding with: We are looking for a Senior / Lead Database Developer with 20+ years of experience. Please send your resume to me. The poster has sent me a follow-up email suggesting that the salary I am asking for is too low, based on non-negotiable personal qualities, and telling me that they will not negotiate any salary until I provide the personal qualities. I'm considering declining the offer to just get it over with, but I'm not sure if I should. Question: Is it appropriate to decline the offer, based on non-negotiable personal qualities? A: I would suggest explaining that you are declining the offer because you are unwilling to work with him (or her) on salary and instead of just accepting the offer you would be interested in hearing him propose that he would accept the offer if you agreed to some additional terms, but you would not agree to those terms so you declined to accept the offer. A: Most salary negotiations are one-sided. There is only one person making a counterproposal, and he knows it (which is typically one of the reasons why a negotiation is taking place). In this situation, I would turn the offer down (especially if the "personal qualities" are so important to the poster), and propose that you would be willing to consider a counter-offer if the poster were to agree to your terms for salary. It is easier for the poster to agree to your terms

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