

Scrum Master Salary Negotiation Script

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Scrum Master

Use this script as a reference at every stage of the hiring process. Adapt the language to your own voice — the goal is to sound confident and prepared, not scripted.

Stage 1 — Deflect Early Salary Questions

When a recruiter asks for your number before an offer, redirect the conversation.

SITUATION	WHAT TO SAY
Recruiter asks: 'What are you looking for in terms of compensation?'	<i>"I'm focused on finding the right fit right now. Once I have a full picture of the role and the offer, I'm confident we can find something that works for both sides."</i>
They press for a specific number	<i>"I'd rather not anchor the conversation before I know the full scope of the role and the benefits package. What is the budgeted range for this position?"</i>

Stage 2 — Receive the Offer

Never accept on the spot. Express enthusiasm and ask for time.

SITUATION	WHAT TO SAY
Offer is extended verbally or in writing	<i>"Thank you — I'm really excited about this opportunity. Can I have until [specific date, 2–3 business days] to review everything carefully?"</i>
They ask if you have any questions about the offer	<i>"I'd like to review the full package — base, bonus, equity, benefits, and PTO — before I come back to you. I'll be in touch by [date]."</i>

Stage 3 — Counter the Offer

Come back with a specific, justified counter. Anchor 10–15% above your target.

SITUATION	WHAT TO SAY
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Standard counter	<i>"I've done some research on the market rate for this role, and based on my [X years of experience / SAFe certification / specific skill], I was expecting something closer to \$[anchor]. Is there flexibility to get to \$[target]?"</i>
They say salary is fixed	<i>"I understand. Are there other components we could look at — a signing bonus, additional PTO, or an earlier performance review at 6 months?"</i>
Second round counter	<i>"I appreciate you working with me on this. Could we meet at \$[target]? That would allow me to accept with full enthusiasm."</i>

Stage 4 — Accept and Confirm in Writing

SITUATION	WHAT TO SAY
You are ready to accept	<i>"I'm happy to accept. Can you send the updated offer letter in writing so I can sign and return it?"</i>

Quick Reference: The 5 Rules

1	Never give a number first. Deflect until you have a full offer.	2	Research before you talk. Know your floor, target, and anchor.
3	Ask for time. Never accept on the spot — always get 2–3 days.	4	Be specific. \$112,000 is more credible than 'around \$110k'.
5	Consider the full package. Bonus, PTO, remote work, and development budget all have real dollar value.		