

Offers and Pre-employment Screening

Salary Offers

Harvard University staff salaries, when combined with comprehensive benefits, generous paid time-off, access to education and professional development and a vibrant campus environment offering almost limitless cultural and recreational opportunities, represent a compelling total rewards package.

Starting salaries vary depending on experience, skills, the market for the position, and the departmental budget. After the reference checking process is complete, your Recruiter will work with you to determine the externally competitive and internally equitable salary for each new employee. Click [here](#) to see salary ranges.

In all cases, your Recruiter contacts the candidate to make the final offer.

Pre-Employment Screening

Before hiring can be finalized, your recruiter will conduct pre-employment screening. The types of pre-employment screening required depend on the duties and responsibilities of the position, and must be indicated in ASPIRE at the time the position is posted. Screening is only conducted for the final candidate in order to determine that nothing objectionable exists in the finalist's background. HMS HR manages the pre-employment screening process for all staff positions, working with an outside vendor, HireRight.