Deciding to accept a job offer is a big deal, so you’ll want to make sure there are no big surprises when you sign on. Especially if you’ve gone through several rounds of interviews and/or back and forth negotiations, you’ll want to have a clear picture of what your future at the company will look like.

Ideally, there are some key things that you’ll want to ask about, and if possible, get the answers in writing so that you have them on file should things change. Obviously, salary and benefits would be the major items to get in writing, but there are some other things you should ask about, too. Here are some answers you’ll want to have so you can start the job feeling confident, and with a sense of purpose:

**Know what you’ll be expected to accomplish.** If you haven’t had any specifics about clearly defined responsibilities, ask what a typical day on the job will be like
for you.

**Get some insight into the company’s vision.** You’ll want to have an understanding of the role you play as the company moves forward, and also feel confident that the company is growing, not struggling. Ask about the “big picture,” and where the company is heading over the next couple of years.

**Find out why they need you.** It can be disheartening to find out that the last three people who held your position didn’t last more than a couple of months, for instance. You’ll want to find out why if that’s the case. Perhaps the previous person was promoted. On the other hand, maybe your position is brand new, and you’ll be heading up a new initiative with little guidance. The point is you should know why the position was open, who held it before you (if applicable), and why they are no longer there.

Landing a job is terrific, but you should also ask about the potential career path should you do a great job. Does the company promote from within? Did the higher ups work their way up from your position? Are there a lot of long time employees on staff? Understand if this position will be a stepping stone job for you, or a long-term career move.

Once you have answers to the above questions, you can make a more informed decision about whether or not the company is the best fit for you. Of course, no job offer is ever completely perfect, so you’ll have weigh the factors that are most important to you.