Basic aim of the interview process: verbally connect with a recruit, make sure there are no opsec issues (griefer orgs, alts of banned players, etc.), make sure they are a good fit for the org (18+ or potentially a mature 16-18, sufficient SC experience to make it through basic training, willing & able to play via voice comms, interested in group play, not griefer-like in their gameplay, and not a personality type that will cause conflict within the org).

**First steps:**

* Greet and explain interview is a two-way street; they can ask questions of you.
* Use their handle to pull up RSI profile in this format:<https://robertsspaceindustries.com/citizens/theirhandlehere>
  + - Make sure account >1 mos. old (do not rely on this as playtime measure).
* Check Orgs tab for suspicious orgs (e.g. TURBOR, DINDSS, etc) and ask them to temporarily unredact any redacted orgs. If they delete rather than unredact, this is a red flag. After you’ve refreshed their orgs page to see the full list, they can re-redact them.
* Ensure RSI handle & SKWK server nickname matches, comes first (nicknames/titles/etc after handle). RSI handle ≠ RSI community moniker and cannot have spaces in it.
* Double-check Discord account age >1 mos: Right click Discord name, Copy ID (enable Developer mode under Discord Advanced Options), then paste in site:<https://discord.id/>

**Org Concepts:**

* We play together and get better together as a group. Voice comms a must.
* We are an in-game militia (irregular military) with no affiliation with UEE law, members may run the gamut from lawful to unlawful.
* Not a roleplay org; despite the anti-Hurston/ArcCorp narrative in Katie’s videos this is for fun and flavor, members can visit Lorville and Area18 freely.
* Task forces were added to diversify both TZs and types of playstyles and events SKWK can cater to. Each TF is semi-independent, with its own set of quirks and procedures, and we encourage healthy competition, though we are all on the same team.
* We are anti-griefer and try to foster fun gameplay within the SC ‘verse.

**Org Rules:**

* The rule: Don’t be a dick to other players, even those not in our org. Encourage positive environment in the game that will attract new players, the game will improve as a result.
* If you’re going to pirate: attempt to contact targets, offer them a chance to pay for peace.
* If you’re going to PvP lockdown a station: announce it in chat so disintered players can avoid it or those wishing to fight can approach.
* Build issues: Use whatever build you like, but builds that break the game (invulnerable, invisible, undetectable to radar at ranges they should be) should be reported to CIG immediately and not used. The longer they’re in the game, the worse the game is.
* Observe CIG rules: No pad-ramming in armistice zones, no player harassment.

Make sure they explicitly verbally acknowledge these rules/are on the same page.

**Org Policies: We are pretty rules-light emphasize flexibility, but 4 important policies:**

* Comms – Explain break-break-break, clear comms, or ***comms*** as signal to stop talking.
* TZ – We use UTC/Zulu time to coordinate across time zones. Please post times in UTC.
* No fighting other Skunks in PU/PTU w/o clear consent (agreement, training, etc).
* Elevator rule: Max. 5 in station elevator (4 corners + center). Use judgment for smaller ship elevators. Prevents desync collision deaths between teammates.

**Questions for the Recruit:**

Ask about outside-SC multiplayer game experiences involving teamwork and voice comms.

Star Citizen Questions (let them know that not knowing an answer isn’t disqualifying).

* Ask them how long they’ve been playing SC regularly.
* Knows how to form, leave, disband a party (they don’t need to explain the process).
* Knows how to use missile operator mode.
* Mission Types:
  + Box runs.
  + PvE BHing – ask highest tier they’ve participated in (e.g. LRT, MRT, VHRT, ERT). Doesn’t matter if they rank unlocked, more to see if they’ve fought HH, Idris, etc.
  + Bunker Missions.
  + Any PvP activity: BHing, dogfights, skirmishes, JT, potentially XT/9TLD.
* Know how to clear their own crimestat.
* Loaded/unloaded ground vehicle in a ship without it exploding.
* Familiar with multitool tractor beam.
* Ask about mining experience (mostly to gauge self-sufficiency).
* Have revived another player medically.
* Know significance of #’s after OM’s (OM1 North Pole, OM2 South, OM 3-6 equatorial).
* Ask the functional difference between a civ and mil QT drive at the same size/class (not looking for HP or distortion resistance, but tradeoff between speed/efficiency).

If you feel they lack sufficient experience to hack basic training, invite them to hang with us in public VCs for a couple weeks and reapply. Explain we don’t have the resources to do day 1 training for SC which is why the 1-month minimum playtime was instituted.

By this point you should also have a general idea of whether they would be a good fit for the org or have red flags. Rejections should be rare, but if you feel confident it’s a bad fit let them know now, politely, before revealing anything about the academy program.

It’s better not to be very specific as to why, as this just encourages them to try again but omit the item that made them stand out as a bad fit.

If you’re unsure you can always state that you merely make a recommendation and senior staff must approve and you’ll let them know, then post notes in #interview-material for a second opinion or ask someone to do a follow-up interview to get a second set of eyes/ears on it.

**The Academy:**

Generally w/in 48hrs after interview, if senior staff agrees they will become a recruit. Currently can see only yellow public Discord channels, as a recruit they will see **red** Academy channels.

* Fill out #start-here form. Note: Singing up for classes themselves via #training-schedule is faster than waiting for instructors to sign them up, despite note on form.
* Must complete any combat basic training course to become full Skunk. Welcome/encouraged to cross-train into multiple courses. No time limit to complete, take at their own pace according to their RL schedule.
* Explain the roles:
  + Racoons – FPS, ground vehicle combat, EVA combat, hacking, etc.
  + Ravens – Multicrew ships such as dropships, gunships, sub-caps, eventually capitals prob. outgrowth of Ravens training. Gunnery, fire coordination, etc.
  + Raptors – Dogfighting in small combat aircraft. Initial PvE introduction but very PvP focused after that.
* Each role has academy room, pinned posts for common questions or ask instructors.
* Use #academy-questions for anything that doesn’t fit to ask in a role room.
* Use #training-schedule to sign up for courses.
  + Explain threads button (hashtag with speech bubble @top of Discord).
  + Each thread is an available course, click for more detail.
  + Details: instructor, station, equipment to bring, class roster, how to get added to class (typically reaction emoji or reply on first post in thread).
  + Instructor will reply by adding them to class roster, generating notification.
  + On class day, arrive at station ~20-30m before, find instructor in #training-voice VCs at the bottom of academy. Hop into VC and follow along.
* Medical & Corps: Corps are groups of Skunks with similar interests. Can be a member of many corps as desired and a single TF. Use Medical as example.
  + Medical Basic encompasses healing, reviving, in-game nutrition buffs, medgun combat pre-doping to enhance FPS, tiered injuries, driving/flying intoxicated, etc.
  + Option to join **Medical Corps**. Pinged by anyone requesting rescue.
  + Other corps’ info in academy; e.g. logistics/support corps.
* Graduation from Basic Combat Training:
  + Become a full Skunk. **Orange-colored** member-only rooms appear. Mention op-sec: do not discuss details from orange in yellow areas, particularly dates/times/locations of events due to griefers on open comms.
  + Eligible to join a TF:
    - Not mandatory, but our most active players are in TFs.
    - Ask is 2h/week for practice block.
    - Descriptions in public discord for each active TF w/ their schedule.
    - Given their own section of the discord w/ voice chat to encourage regular play with TF.
    - Can join TF as any role you’ve completed basic training for previously.
    - Access to larger-scale training activities and events is through TFs.
    - Communication key: if you can’t make it to a weekly practice, let your TF cmdr. know ahead of time. If you need to take a longer break (mil. deployment, new baby, taking a break from the game, etc.) let your TF cmdr. know so they’re not in the dark. If you’re unhappy with your role, talk to your TF cmdr. to see about switching things up.
    - Post in academy room #join-taskforce with the TF you want to join, the role you want, and @ the TF cmdr. to get that ball rolling. Each TF handles admissions differently.

**Wrap Up:**

* Ask if they have any questions or need clarification on anything.
* If they weren’t already signed up on RSI site for the SKWK org send them to this link:<https://robertsspaceindustries.com/orgs/SKWK>
  + - Click Join Us Now, put ‘Interviewed Today’ for application, then submit.
    - If they get an authentication error they need to re-log into RSI site first.
* If they don’t see red-colored academy rooms appear w/in 48 hrs. have them DM you.
* Post notes to #interview-records. When inputting interviewee’s name, use an @ (e.g. @Interviewee#9999). The interviewee will not get a notification but this creates a durable link to their profile in case they change server nickname, etc.

**Misc Notes:**

Generally better to ask open-ended questions and let them flesh out their answers; they will usually reveal much more this way to give you a good idea of their playstyle and habits.

**Preformatted Block for #interview-records**

\*\*Name:\*\* @Interviewee#9999

\*\*Interview Conducted By:\*\* Yournamehere

\*\*Timezone:\*\*

\*\*Notes:\*\* (General biographical notes, relevant outside-SC experiences)

\*\*Knows Basic Party Gameplay: \*\*

\*\*Read and Understand Rules:\*\*

\*\*Elevator Protocol: \*\*

\*\*Experience: \*\* (SC experience notes)

\*\*Intention in the org: \*\* (Raven, Raptor, Racoon, Corps, etc).

\*\*Applied on RSI:\*\*

\*\*Assigned as Recruit? (Yes/No):\*\*