# 🛡️ Swakarsa Hub: The Freelancer Protocol

Document Status: Active

For: All Developers, Designers, and Captains (The Guild)

Tone: Professional, Elite, Gamified.

## 1. WELCOME TO THE GUILD

You are not a "contractor" or a "temp." You are a **Unit** in a high-performance squad. Swakarsa Hub is designed to let you focus on **Coding**, not on client emails, billing, or explaining why the server is down.

**Your Mission:** Complete Quests. Level Up. Get Paid.

## 2. YOUR IDENTITY: THE "HERO CARD"

Before you join a squad, you must build your avatar. Clients draft you based on this card, so make it look legendary.

### The Stats (Self-Assessed 0-10)

* **SPEED:** How fast do you ship? (High Speed = Perfect for MVPs).
* **LOGIC:** How clean is your backend code? (High Logic = Perfect for Fintech).
* **AESTHETIC:** How pixel-perfect is your UI? (High Aesthetic = Perfect for Consumer Apps).

### The Tiers

* 🥉 **BRONZE (Junior):** Affordable, hungry. Best for simple tasks and bug fixes.
* 🥈 **SILVER (Pro):** Reliable, experienced. The backbone of most squads.
* 🥇 **GOLD (Elite):** Can solve anything. Expensive. Reserved for Captain roles.

*Progression Rule: To upgrade your Tier, you must complete 5 Projects with a 5-Star Client Rating.*

## 3. WORKFLOW: THE "QUEST BOARD"

We do not use messy WhatsApp groups. We use the **Quest Board**.

### Step 1: The "Ping"

You receive a notification: **"New Quest: Fix Mobile Login Button."**

* **Context:** Attached is a Voice Note from the client (Transcribed by AI) and a screenshot.

### Step 2: Accept & Engage

You drag the card to the **"IN COMBAT"** column.

* **Bronze/Silver Units:** Focus on execution.
* **Captains:** Validate the architecture before the squad starts coding.

### Step 3: The "Loot Drop" (Submission)

You do not just "push to Git." You must Show Your Work.

When dragging a card to "COMPLETE", the system requires:

1. **The Code:** Link to the PR/Commit.
2. **The Proof:** A 10-second screen recording or screenshot of the fix working.
   * *Why?* This content is auto-converted into the "Friday Highlight Reel" for the client. No screenshot = No Quest Completion.

## 4. GARRISON MODE (Passive Status)

When a project launches, the client may switch to Maintenance Mode. You do not get fired; you go to **Cryosleep**.

* **Status:** Your card remains on their board but is "Frozen."
* **The Summon:** If the server crashes or the client needs a quick update, they hit **"Summon Unit."**
* **The Action:** You receive a summons: *"Client X needs you for 2 hours. Pay: Rp 300k. Accept?"*
* **Benefit:** You can be in the Garrison of 5 different clients (passive potential) while working on a new Active Project.

## 5. RULES OF ENGAGEMENT

1. **No "Tech Speak":** Never tell a client "The API returned a 500 error." Say "We are tuning the engine." The Captain handles technical explanations.
2. **Friday is Demo Day:** All "Loot Drops" (Screenshots/Videos) must be uploaded by Thursday night so the system can generate the weekly report.
3. **Respect the Captain:** The Captain is the Squad Leader. If a Gold Tier Captain requests a refactor, it is to protect the Guild's reputation.

**Ready to deploy? Build your Card.  
  
ADD REMOTE JOBS PAGE.****ROLES & RESPONSIBILITIES**

## Jon Coombs - Founder & Principal Consultant

**Time Commitment:** 5-10 hours/week (fits within City role schedule)

**Core Responsibilities:** - Business development & lead generation - Initial client discovery meetings - Project scoping & proposal creation - Contract negotiation & deal closing - High-level client relationship management - Strategic oversight of project delivery

## Jethro Lim - Chief Operating Officer

**Time Commitment:** Full-time COO responsibilities

**Core Responsibilities:** - Assign development resources to projects - Manage delivery timelines & milestones - Quality assurance & code review - Day-to-day client communication during builds - Consultant/developer performance management - Technical architecture decisions - Team capacity planning

## 1099 Consultants (Current: Indonesian Development Team)

**Structure:** Project-based contractors managed by Jethro

**Responsibilities:** - Execute scoped development work - Report progress to Jethro - Deliver on agreed timelines - Participate in quality reviews

**Payment Structure:** Net 15 after milestone completion

# WEBSITE REDESIGN STRUCTURE

Transition from OneClick Resume focus to business consulting agency positioning. Wix subscription has 7 months remaining - use this time to validate market positioning before considering migration.

## Home Page (Landing)

**Hero Section:**

*Headline:* “AI-Powered Business Solutions That Actually Ship”

*Subheadline:* “We partner with growing businesses to build custom tools that prevent burnout, optimize workflows, and drive real results.”

*CTA:* “Book a Discovery Call” (Calendly integration)

**Section 2 - How We Work:** - Discovery: Audit processes, identify automation opportunities - Build: Develop custom solution in 8-12 week sprints - Deploy: Train team, ensure seamless integration - Support: 90-day optimization period included

**Section 3 - Solutions We Build:** - Burnout Prevention Platforms - B2B Workflow Automation - AI-Powered SaaS Tools - Franchise Operations Systems

## Our Team Page

**Purpose:** Establish credibility, showcase expertise

**Jon Coombs - Founder & Principal Consultant** - Photo + bio - PMP certified, Air Force veteran - 20+ years PM experience (Accenture, UAW Trust, HTC Global) - “I personally scope every project and ensure delivery excellence”

**Jethro Lim - Chief Operating Officer** - Photo + bio - 15+ years managing development teams - Oversees all technical delivery - “I manage our 20-person engineering team and guarantee quality”

**Our Delivery Team:** Brief mention of 20+ developers across specialties (AI/ML, full-stack, workflow automation, data analytics). Do NOT list individuals.

## Products Page (Portfolio)

Showcase successful launches to establish credibility: - **OneClick Smart Resume** - AI-powered resume optimization (link to oneclicksmartresume.com) - **Oakland Thrive Platform** - Burnout prevention system (when live) - **Omtal MMORPG** - $1.3M revenue game (proof of complex product delivery)

## About Page

Resilio’s origin story, mission, and why businesses trust us. Founded by Jon after 20+ years in PM, built OneClick during job search, now helping businesses build tools that drive results.

## Work With Us Page (NO Traditional Pricing Page)

**Process:** - Book Discovery Call (30 min, free) - Discovery Sprint ($5K, 2 weeks) - provides full proposal with fixed pricing - Project Kickoff - SOW signed, 50% deposit, build begins

**FAQ:** “What does a typical project cost?” → “$25K-$50K depending on scope. Fixed-price proposals after Discovery Sprint.” “Do you work hourly?” → “No, all engagements are project-based.” “How long?” → “8-12 weeks for most solutions.”

# IMPLEMENTATION TIMELINE

## Phase 1: Strategic Alignment (This Week)

* Jethro reviews this framework document
* Discuss concerns, modifications, alignment on agency model
* Finalize 3-4 Solutions Packages to offer initially
* Create SOW template for each approved package

## Phase 2: Website Redesign (Weeks 1-2)

1. Redesign Home page with agency positioning
2. Build Our Team page (Jon + Jethro profiles)
3. Create Solutions overview page
4. Update About page with Resilio story
5. Build Work With Us page with Calendly integration
6. Add Products showcase page

## Phase 3: Business Development (Ongoing)

1. Launch redesigned website
2. Begin business consulting blog content for SEO
3. Reach out to 10 warm leads from Jon’s network
4. Close Oakland Thrive and Innoflex deals (in progress)
5. Target 1-2 Discovery Sprints in Month 1
6. Convert Discovery Sprints to full projects