



## **HireVibes DAO**

Get hired, earn more and give back

[hirevibes.org](https://hirevibes.org)

## **Whitepaper**

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## Introduction

HireVibes is a social hiring DAO that incentivises the crowd to source the best candidates for job openings worldwide (crowdsourcing) by offering a:

**5%** reward in HireVibeCoins (HVC) crypto tokens: for simply referring candidates or applying directly to job openings successfully.

This 5% reward amount is based on the rate / salary of the job fill in question and it also includes a fixed **1% donation fund in HVC tokens** to securely give back to Humanitarian and Environment projects of the new hire's choice.

**At a high level:** HireVibes will provide a "decentralised" community based alternative to the traditional "centralised" recruitment agency business model. HireVibes DAO will transform the hiring and jobs marketplace by:

1. Empowering crowdsourcing. HireVibes DAO will incentivise the public crowd and niche talent communities to become the primary sourcing stream of candidates for job openings globally, which is known as crowdsourcing.

When it comes to searching for someone or something, ten sets of eyes have a greater chance of finding that someone or something than any one individual pair of eyes can offer. With potentially thousands and millions of active users operating globally off a decentralised application; HireVibes can offer a genuine synergy of sourcing ability waiting to be tapped into.

2. Integrating giving back to the environment and humanitarian projects as a fixed component of each new hire made through the platform.
3. Harnessing the benefits and security of blockchain technology to transparently and efficiently operate a decentralised community-governed organisation where everybody is encouraged to participate.

**At a more detailed level:** HireVibes DAO will improve the core aspects of the 'standard economic deal' when applied to the hiring process:

- **Search:** How jobseekers, referrers and start-ups, employers, orgs and DAO's find each other using the power of referrals and aligned incentives via crowdsourcing.
- **Negotiations:** How jobseekers, referrers and start-ups, employers, orgs that use HireVibes DAO to find a new job or a new hire will get a better deal financially compared to when using traditional centralised recruitment agency services.
- **Performance:** How HireVibes will dramatically improve the candidate and hiring manager experience. HireVibes DAO will become a home for the jobseeker where users can build their own personal data stores and control who has access to this information.

On the employer side, HireVibes DAO will be a one-stop hiring shop where a hirer can advertise for free, crowdsource candidates, manage CV applications, communicate in-app and later; hire and pay securely all from one single platform.

- **Post-performance incentive:** Each new hire will get rewarded with a 5% 'commission' reward in cryptocurrency, on top of pay, which contains a fixed 1% Donation Fund to support Humanitarian and Environmental initiatives and projects of the new hires' choice via HireVibe coins.

This social hiring model will generate highly positive PR for each Employer Brand that recruits on HireVibes.

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## 1. HireVibes DAO structure and potential blockchain partnerships

HireVibes will be an open source crowdsourcing platform operating as a decentralised autonomous organisation (DAO) or a decentralised application (DAPP) on one of the following smart contract blockchain platforms: Ethereum (Aragon), RSK, Lisk, EOS, Cardano, Neo. HireVibes DAO will be governed by the HireVibes community via HVC crypto tokens.

## 2. HireVibes DAO Business – Rewards Model

HireVibes DAO will do the core work that a centralised 'recruitment' agency or freelance marketplace like Upwork\* would normally do: by connecting jobseekers with permanent, contract and freelance job opportunities worldwide based on their desired conditions.

Upon successful hires, HireVibes DAO will charge a small commission fee of (7.5%) to the hirer / employer based on the salary or rate of the job in question.

Upon receiving the payment after the new hire begins his/ her tenure, HireVibes DAO will automatically distribute (5%) or (67% of the total 7.5% fee) back to the successful jobseeker, broken down as follows;

- A) If the user **applied directly** to the job ad at the beginning of the process:
  - (4%) cash reward is sent to the placed candidate in cryptocurrency tokens (HVC)
  - (1%) donation fund is sent to the placed candidate for donating to Humanitarian and Environmental initiatives and eco-friendly projects of their choice using (HVC)
- B) If the placed candidate was **referred** to the job ad at the beginning of the process:
  - (2%) cash reward is sent to the placed candidate in cryptocurrency tokens (HVC)
  - (2%) cash reward is sent to the referrer in cryptocurrency tokens
  - (1%) donation fund is sent to the placed candidate for donating to Humanitarian and Environmental initiatives and eco-friendly projects of their choice using (HVC)

## 3. Value Proposition

By financially and ethically incentivising the crowd to source candidates (crowdsourcing) with a 5% financial and donation reward; **HireVibes DAO will attract a larger quantity and higher quality of direct and referred CV applications** to open job ad's, making it easier for hirers to consistently make the right hires in an efficient and cost-effective way that generates **highly positive PR for their employer brand**.

HireVibes DAO will engage niche talent communities and the public crowd to source the best candidates for job openings based on each individuals' personal social network.

When it comes to sourcing technical IT talent for example; the technical talent themselves are the best people to find other technical talent because they are the domain experts in this field and these people know the job spec and the required profile better than anyone else. So by outsourcing the 'sourcing' to the crowd, employers will gain access to a wider network of domain experts to source the talent they are looking for.

Enabling users to earn a cryptocurrency reward when finding a new job for themselves or their peers, while also making a positive and quantifiable contribution to the

environment; both combined, create positive experiences and higher vibes for the jobseeker, the hirer and the community at large.

#### 4. User Experience for Jobseekers

HireVibes DAO aims to improve the Jobseeking process for the talent market in a number of unique ways. However first, it's worth taking a walk through of the current user experience that candidates typically have when applying for jobs with traditional centralised recruitment agencies.

Here are three user experience pain points that are commonly experienced when dealing with the traditional centralised Recruitment Agencies:

##### **A) "Client secrecy" on job advertisements means poor candidate experience and the entire "Employer Branding" opportunity is lost**

Alice is a Software Engineer looking for a job in London. Alice looks online on some job boards and notices that a lot of the roles that engage her are advertised by recruitment agencies who all give no disclosure of who the Employer actually is – so Alice has no idea who the job is with. All that the job ad mentions is 'This is a global leading client who are expanding rapidly' which isn't here nor there. From a user experience perspective, knowing who the 'client' is usually the most important data in a job ad!

Jobseekers like to know who the employer is before they apply with their personal information to ensure details like: Industry, location and area of specialisation are aligned to their current situation, values and requirements. Without having the name of the organisation displayed of who the job is with; it creates a very poor user experience for both job searching and referring candidates to jobs.

On the employer side, the whole employer branding opportunity is lost. Centralised recruitment agencies are forced to hide who the employer is due to fear of competing agents learning who their client is and potentially taking from their business. It's clear to see that the candidate experience suffers due to the centralised agency business model.

##### **Inefficient process and time wasting**

Alice needs a job so she sends her CV directly to three of the big centralised recruitment agencies who all invite her to a phone screening call. On the third call, Alice realises that she is having virtually the same conversation with this recruitment agent as he did with the two previous agents. They all asked her roughly the same questions; what salary is she looking for, what is his notice period, preferred locations etc. One of them even asked what she was earning at the moment which Alice felt was personal and not required information. When Alice realises this she asks the agent why is he asking such similar questions as two other agencies she's spoken with? The agent tells her it's to ensure that they – the agencies, send only relevant job openings to her that match what he's looking for. Alice understands and goes along with it and after the third call is finished, she feels pretty tired (and sad!) from saying the same thing three different times.

Two days later after some thinking about his next career move, Alice has a slight change of heart. She realises he would love to work for a 'cryptocurrency' related company in a technical managerial role instead of a development role because she is in love with this

technology and wants to work with it every day in a new type of role. However Alice then remembers that the recruitment agents told her to update them if she changes her mind related to his job search preferences. It's at this point that Alice realises that he will have to call the three agencies again and tell them all the same thing. She remembers how she felt yesterday and he doesn't want to have the same experience today.

But Alice really wants to work in crypto so she rings all three recruitment agents and tells them the same information: which triggers each agent to go and manually update their in-house database to reflect her updated information regarding her job search preferences.

Alice then stops for a moment and thinks to herself; 'If I had my own hiring app where I could be in control of my data and update it as I please and when I please – wouldn't that be great!'

If such a job search app like HireVibes DAO existed, Alice wouldn't need to update the three agencies via a phone call every time her job search parameters changed – she could do it herself and invite the agencies to automatically view her updates if she wished. This is a more efficient process that empowers the candidate and will save time and energy for everyone.

## **B) No personal data control**

As mentioned above, with the traditional centralised recruitment agency business model, all jobseekers data is recorded and stored on centralised databases. Storing all this data is also very risky and costly for the agencies to maintain which perhaps is a reason why they charge such high fees.

More importantly, a huge amount of trust must be given to the centralised agencies to ensure; they will input the correct data to their database; they won't send your CV to 'clients' without your prior consent; and that they won't tamper with the content of the CV itself etc. That's a lot of trust to give to sales and profit driven centralised agencies.

HireVibes DAO contains a personal talent data store enabling each candidate to secure their personal information and control who has access to it.

## **5. Employers experience and benefits**

Here are the main advantages of using HireVibes DAO for sourcing and hiring talent:

- 1.** Free to advertise job ad's on HireVibes.org: This is a risk-free solution as Employers only pay for results i.e. when a hire is made – which is the opposite to paying for a traditional job board listing up front and then 'praying' for good suitable applications to arrive.
- 2.** Reduced cost: The cost of using HireVibes DAO is a 7.5% fee upon successful hires. This is half the cost compared to the 15% industry average fee on permanent jobs, and much less than half of the 25% average fee charged by centralised agencies on contract jobs.
- 3.** Public Referrals Campaign: This creates a new brand engagement stream for the Employer. HireVibes turns the public crowd into brand ambassadors by financially and ethically incentivising referrals.

4. Referrals: Mean higher quality hires and research shows that referred candidates stay in the job longer on average (JobVite Survey)
5. 1% Donation fund (equivalent to 1% of the annual salary / rate in question) for supporting Humanitarian and Environmental Initiatives of the new hires choice: This creates positive PR and CSR to promote the Employer's Brand
6. Happy and engaged new starters: By earning an extra 2% or 4% of the salary in cryptocurrency x days after start date, the new hire will be happier and more engaged which will massively reduce the risk of the new starter leaving
7. Branded Advertisements: This removes the secrecy around whom the 'client' is.

## **6. Employer Branding: Merging Hiring and CSR**

Employer branding is the key activity to every successful long term hiring strategy.

An employer brand is the image and reputation of a company specifically as an employer. Having a strong employer brand adds value to an employer's job offers and services to external candidates and clients. Given the ever increasing competition for jobs, and the need for increased efficiency and productivity at the organizational level, branding has become progressively more vital for finding and retaining the best candidates.

HireVibes will be an Employer Branding platform as well as a hiring platform. By implementing 'giving back' as part of the hiring process and by transparently tracking each donation, these actions combined will enhance the image and reputation of companies, start-ups and decentralised organisations, that advertise on HireVibes.

These companies who actively demonstrate their values and commitment to caring for the environment will have a competitive advantage in the hiring marketplace over those who don't. It shows these companies are serious about their Corporate Social Responsibility (CSR policies) and that they are aligned to the values and desires of modern day people and the millennial age group specifically, whom are becoming the largest majority of the labour market.

## **7. Donation tracking**

Via the \$HireVibe coins, Thrive /BitGive.org or the HireVibes Foundation (TBC)

## **8. Referring experience**

When it comes to making referrals to job openings; HireVibes DAO aims to become the ubiquitous platform to reward open referrals. So, creating a positive user experience is essential and we are focusing heavily on UI design to enable a seamless and secure referral mechanism.

HireVibes opens up two cost-effective referrals stream to employers; public referrals and talent community referrals. While Employee referrals are often encouraged and implemented into hiring processes, public referrals are mostly overlooked. As every organisation has multiple stakeholders this means that there is a whole realm of connections to every organisation that can be tapped into for sourcing new hires.

## **Talent community referrals:**

As mentioned earlier in the paper, it makes sense and logic that when it comes to the task of sourcing niche and 'hard to find' talent, the best people to do this task and source the brightest talent are the domain experts in that relevant field of the open job. Domain experts know the job specification and the associated talent and leadership requirements better than any sales-trained (centralised) recruitment agents.

The accumulated accuracy, efficiency and the added benefits of this model will lead to a better return on investment for hiring companies and organisations.

Here is a recent highlight of Referral Statistics that show the value of referrals when it comes to hiring, taken from an online blog by a referrals company:

**'Shareable referral hiring stats':** <https://blog.drafted.us/referral-hiring-stats/>

### **1. Referrals get placed fastest.**

The average referral candidate takes 29 days to place. Job board candidates take 10 additional days, and career site candidates take 16 additional days.

### **2. Referrals stay at their job at more than twice the rate of job board candidates**

- While 45% of referrals stay at least two years at a job, over 80% of employees sourced through job board's leave.

### **3. Referrals make up 40% of your workforce.**

- Only 7% of candidates are employee referred, but 40% of hires are employee referred.

### **4. Referrals come from inside and outside of your company.**

- While 59% of referrals are sourced through employees, 41% of referrals come from outside of your company.

### **5. People make referrals**

- 35% to help friends
- 32% to help their company
- 26% to be seen as valuable
- 6% to make money

### **6. Referrals are:**

- A great culture fit, according to 70% of employers.
- 25% more profitable than peers.
- The best hires, according to 88% of employers.

### **7. Top companies hire through referrals:**

- Facebook – 60%
- Deloitte – 49%
- Ernst & Young – 45%



## 9. Growth Model

To drive new Employers to HireVibes platform, the HireVibes Foundation or HireVibes DAO (TBC) will grow a team of remote recruitment facilitators (called HireVibe Recruiters) to work remotely off HireVibes DAO.

HireVibe Recruiters will be incentivised to grow their own network and business within the wider HireVibes network by building relationships with their local talent and local employers to facilitate their hiring needs via HireVibes DAO. Remote HireVibe Recruiters will also be targeted and measured to also add employers to HireVibes DAO who do not require a facilitation service from the HireVibe Recruiter team. If an employer does require facilitation, HireVibe Recruiters will be available to assist for an added fee [min 2.5% - max 5%]. The exact fee can be agreed between the Recruiter and the employer.

This additional facilitation service by a Remote HireVibe Recruiter will bring the total cost to the employer to 10% - 12.5% of the salary / rate of the job in question. This is still significantly less than the global average fee charged by traditional centralised employment agencies of 15% - 30%+ on Permanent and Contract job fills.

## 10. Marketing Strategy

- 1.** Outbound marketing: The HireVibe Recruiter team will be responsible for directly adding new jobs and Employers to HireVibes DAO. This (mostly remote) based team will be like a global sales / customer service team who will:
  - Pitch HireVibes unique service to add new hirers (clients) job ads to the DAO
  - Upsell to facilitate the hiring process for an extra (2.5% - 5%) fee
  - Share Job ad's across social media to generate attention and CV applications
  - Source externally of HireVibes if needed but submitting all CV's through the HireVibes DAO.
- 2.** Inbound marketing: Simply having open and live job ads on our platform will naturally attract new jobseekers and referrers to the HireVibes website.
- 3.** Referral Marketing: The core referrals mechanism of HireVibes will naturally drive new jobseekers and thus new employers to HireVibes DAO.
- 4.** Contextual content marketing b via blogging and social media.
- 5.** Announce new affiliate partnerships: including new Environmental and Humanitarian Initiatives and new employers that join the HireVibes DAO.
- 6.** Show a live counter covering statistics of the crypto rewards earned by jobseekers and referrers on HireVibes DAO and the subsequent stream of donations that followed from it

## 11. Sales Model Comparison

Sales Model Comparison: Traditional Centralised Agency Recruiters v HireVibe Recruiters

First lets observe: **The global average centralised agency recruiter's KPI's and Revenue targets:**

Using an average salary of €50,000 x global average centralised agency fee of 15%

Activity	Weekly	Monthly	Annually
Business Dev Calls	15	60	720
Jobs On CV Sends	3	12	144
Sales	15	60	720
Sales x fee size (€7.5K)		2	24
		€15K	€180K

**Average Fee Size: €7,500**

**Average Jobs on per BD call**

3/15 = 20%

**Average Job Fill Ratio: 2/12 jobs on = 17%**

And now we compare it with: **The breakdown of the Target KPI's and Revenue targets for each HireVibe Recruiter**

Using a salary on offer of €50,000 x HireVibes fee of 10% = €5,000

This 10% fee (€5,000) would be distributed as follows: 5% social reward (€2,500) + 2.5% HireVibes revenue (€1,250) + 2.5% HireVibe Recruiter earnings (€1,250)

Activity	Weekly	Monthly	Annually
BD Calls	15	60	720
Jobs On CV Sends	6	24	288
Hires	30	120	1440
		5	60
SV:(€5,000)		€25K	€300K
Crowdsource Bonus(€2,500)		€12.5K	€150K
HireVibes DAO Revenue		€6,250K	€75K
HV Recruiter earnings		€6,250K	€75K

**Average Fee Size: €5,000**

**Average Jobs on per BD call**

6/15 = 40% (due to cheaper cost, a better talent pool + all other benefits on offer V C agencies)

**Average Job Fill Ratio: 5/24 jobs pm = 20.8%**

*Note: The job fill ratio of 20.8% by HireVibe Recruiter team is conservative. A 30%-40% ratio is achievable due to the financial and social incentives on offer to the candidates.*

## 12. Sales and Revenue Projections

A successful hire will be defined as:

- Permanent job fills: If the new hire is still in the role after 1 month
- Contract job fills: If the new hire is still in the role after 1 week
- Freelance job fills: If the new hire accepts a freelance contract (The signing bonus will be held in escrow and paid after completion of the freelance contract)

This will be a "Gaurantee Period" implemented to cover the risk of a new hire leaving their post early by refunding a % of the fee back to the hirer based on the overall time the candidate spent in the role.

### **A) Direct Hires generated by HireVibes DAO without HV Recruiter Facilitation**

The sales projections above include only job fills generated by the HireVibe Recruiting team. These projections do not include direct and referred (crowdsourced) job fills that will happen naturally on the platform without any HireVibe Recruiter facilitation.

*The projected ratio of social direct hires to recruited hires is circa 2:1 so double these sales projections are viable and achievable per year as HireVibes DAO's eco-system evolves.*

### **B) Total revenue projections:**

**Year 1:** 10 HV Recruiters = €750K x 2 (social direct hires) = €1.5M

**Year 2:** 30 HV Recruiters = €3M x 2 (social direct hires) = €6M

**Year 3:** 100 HV Recruiters = €9m x 2 (social direct hires) = €18M

**Year 4:** 500 HV Recruiters = €45m x 2 (social direct hires) = €90M

**Year 5:** 1000 HV Recruiters = €90m x 2 (social direct hires) = €180M

### **C) Other HireVibes DAO revenue streams (not included in projections)**

1. Premium Job Ad Spacing
2. Payroll service provision in cryptocurrency (and Fiat TBC)

### 13. Positive impact generated from Donations Projections

Here are the spin-off projections using the HireVibe Recruiters' Target KPI's

Using WeForst.org (who can plant 1 tree for 1 euro) as a beneficiary of the 1% donation fund

<b>1 Recruiter</b>	<b>Weekly</b>	<b>Monthly</b>	<b>Annually</b>
Hires	1.25	5	60
Donations Value @1% per hire (€500)	€625	€2,500	€30,000
No of Trees planted @ €1	625	2500	30,000
X <b>100 HV Recruiters</b>	<b>62,500</b>	<b>250,000</b>	<b>3,000,000</b>

**= 1 HireVibe Recruiter can help plant 500 trees per week and 30,000 per year!**

**A team of just 100 HireVibe Recruiters could potentially help plant 250,000 trees per month and nearly 3 million trees per year.**

Using WellsForZoe as a beneficiary of the 1% donation fund (who can construct a well in East Africa for €250 to provide water to 300 people for life)

<b>1 Recruiter</b>	<b>Weekly</b>	<b>Monthly</b>	<b>Annually</b>
Hires	1.25	5	60
Donations Value @1% per hire (€500)	€625	€2,500	€30,000
No of wells built @ €250	2.5	10	120
X 300 people benefited per well	<b>750</b>	<b>3,000</b>	<b>36,000</b>

**= 1 HireVibe Recruiter can potentially help guarantee water for life to 750 people per week and 36,000 people per year!**

**(aswel as earning €75K for doing so!)**

So:

- ➔ A team of 100 HireVibe Recruiters could potentially help provide water for life to 75,000 people per week, 300,000 people per month, 3.6 million+ people potentially per year.
- ➔ @10,000 recruiters (Close to a top 5 recruitment agency Size) Using WellsForZoe model = **360 million people annually would be guaranteed water for life.**

## 14. Primary Target Market and why

The Hiring and Recruitment market which is growing annually at 12% - 20%. Within this market, HireVibes DAO will initially focus on IT and Blockchain related jobs globally as blockchain related talent and startups, cryptocurrencies and DAO's will most likely be HireVibes DAO's early adopters.

In 2016, the global staffing market generated 428 billion US dollars of revenue and is expected to grow 5% in 2018 (Staffingindustry.com).

Penetrating the rest of the professional hiring markets like: Finance, Sales and Marketing, Multilingual etc will be HireVibe Recruiter's team second goal.

## 15. Comparison of the resources available to each business model:

	<b><i>Database of candidate CV's</i></b>	<b><i>Job Board (Branded: it shows who the employer is on the job ad)</i></b>	<b><i>2% / 4% signing bonus based on salary/ rate offered</i></b>	<b><i>2% crowdsourcing referral bonus</i></b>	<b><i>1% donation fund</i></b>	<b><i>Social media : LinkedIn Twitter</i></b>
<b>Centralised recruitment agency</b>	*					*
<b>HireVibes DAO</b>	*	*	*	*	*	*

## 16. Technical roadmap (coming soon)

## 17. HVC Token Model (to be confirmed)

For wage and salary payments; HireVibes DAO will most likely use the native currency of whatever smart contract platform that it's created on as the main payment currency. For example (\$LSK) would likely be the wage payment currency if HireVibes DAO is created on the Lisk blockchain.

The \$HireVibe Coins will be a utility token generated from applying or referring successfully to job openings. These tokens can also be used for donating the 1% donation fund as well as enabling access to voting and governance of HireVibes DAO.

Fund raising (TBC): Airdrop, TGE or donation-based crowdfunding campaign: (Tokens must pass the Howey Test – ie not a security)

- Capped fund raising and vesting schedules for all team members
- Aim for wide distribution of the tokens through awareness and gamification

### **The \$HireVibe Coin Game (TBC):**

- The \$HVC Token will be designed to a) maximise the usage of the token b) motivate the crypto (and global) community to generate and give value to humanitarian and eco-friendly projects of their choice in a transparent way
- The \$HVC Token will be able to be acquired through a) earning them through using the HireVibes DAO or b) from buying them directly from an exchange
- All donations made with the \$HVC Token will be tracked, measured, weighted (to gauge impact) and displayed on a live positive impact counter
- The \$HVC Token Game will be a gamified experience encouraging holders to compete with each other to see who can generate the most value for planet Earth, nature and humanity
- Value can be generated and will be quantified from a) supporting already listed and qualified initiatives and projects b) proposing or creating new initiatives and projects. For example if a user proposes adding a much needed homelessness initiative to the HireVibes DAO Donation page that gets voted in, that user will earn extra \$HireVibe coins and points in the Community Leadership Board
- The monthly, quarterly and yearly winners of the Community leadership board will be rewarded with recognition awards and cash prizes in \$HireVibe coins from a portion of HireVibes DAO's surplus income (profits)

## **18. HireVibes DAO Governance**

### **HireVibes DAO Mission**

Humanity's skills and energy or 'HR' could be channelled better to help clean the environment and create abundance for all that live on the planet.

HireVibes DAO's mission is to redirect the flow of wealth going to centralised agencies into a river of financial resources for people and the planet using cryptocurrencies, smart contract technology and swarm intelligence methodologies.

### **HireVibes DAO Governance**

The HireVibes Governance model, managed by \$HVC token holders, will be the backbone to the long term success of this organisation. The governance model employed by HireVibes DAO will iterate and evolve overtime as the DAO grows.

### **Dispute Resolution (TBC):**

Aspects of the dispute resolution model will be based on the 'Brehon' law system. Brehon emanates from the Irish word 'breatheamh' which means 'judge' in english.

Brehon Law is a polycentric legal system which means that the laws are actually created by the people themselves. This stateless legal system operated in Ireland for over 3,000 years. It has been proven to be one of the most used and harmonious law systems to be integrated by people all around planet Earth. Brehon Law is similar in its core to most indigenous law systems as seen from tribes in the Amazon to the aboriginal people of Australia, to the Native American Indians to the ancient Irish people etc

The common traits of the same Law model seem to naturally emerge as the primal governance model when people are left alone to organise themselves without any interference from centralised or monarchical authorities.

**Some of the main governance features that could be integrated To HireVibes DAO Governance based on Brehon Law include:**

- An open Judicial process: meaning anyone can apply to be a Brehon / Judge / arbitrator on HireVibes DAO and earn \$HVC tokens for finding harmonious outcomes as agreed by all of the involved parties. Each Brehon must add a certain % to the pot of each case as surety that the right decision will be made.
- Restorative Justice: the arbitrator aims to find a harmonic solution for both parties, not just the victim
- Compensatory justice: Every 'lapse in one's own honour' (bad action) can be resolved with paying a level of pre-defined compensation
- Meritocracy: Titles aren't given to people, they are earned by action and merit

HireVibes DAO may use the Aragon DAO Court system as a dispute resolution option if built on the Aragon Network.

**The consensus algorithm (\*TBC)**

**Principles:** Harmony, sharing and abundance are the core principles that the HireVibes Governance model will be built upon.

**Voting and Decision Making:** Options explored a) Liquid democracy: users can vote or follow another users' vote b) One vote per account.

**Use of surplus income (profits): (TBC)**

- a) 25%: HV Foundation
- b) 25%: To be voted on for use
- c) 50%: To be distributed among HireVibe token holders via a lottery game or other

The 25% portion for the HV Foundation will be used for the following:

- Cover the costs of the HV Foundation and the development team
- Improve HireVibes DAO service offerings as requested by the community
- Develop new partnerships
- Create and support new organisations that could benefit and are aligned with HireVibes DAO ecosystem and values

## **19. HireVibes Foundation (TBC)**

The HireVibes Foundation (A GMBH not for profit entity that's in the process of being established in Zug, Switzerland) will be a service provider to HireVibes DAO. The HireVibes Foundation's goals will be to promote and assist the research and development of decentralised solutions that generate harmony and clear value for people and the planet.

The Foundation will distribute use any excess income over expenditure to worthy causes while also using it to expand the Foundations' service provision capabilities to HireVibes DAO.

Here is an initial outline of the HireVibes Foundations goals which include new initiatives to be created as the Foundation grows:

**Year 1:** Implement volunteering recruitment and skill-sharing matching to HireVibes DAPP (free of charge to non-profit org's and eco-friendly projects).

**Year 2:** Create a Decentralised Borderless Voluntary Nation smart contract (DBVN) on the [Bitnation](#) Pangea blockchain. The DBVN's name is TBC. This will be a holocratic organisation based on Common Natural Law and Brehon Law that will be funded by a small fixed portion of HireVibes DAO's surplus income (profits).

## **20. Team**

- 1.** Daniel Dunne: Technical Recruiter – Previously @AWS, Michael Page, Morgan McKinley - Bitcoin, cryptocurrency, Law researcher
- 2.** Daniel Beere: Product Designer – Previously @CircleCi, contributed design to PolkaDot Blockchain
- 3.** Basit Raza: Blockchain and Security Engineer – Multiple blockchain project experience
- 4.** Matej Kalanj Digital Marketer and Software Developer – @Lisk Delegate
- 5.** Mark Healy: CTO, full stack developer, open source and bitcoin enthusiast
- 6.** Yumna Ghazi: Blockchain Developer – Multiple blockchain project experience
- 7.** Iluy Sperry: Full stack developer and blockchain engineer

Advisors (1)

- 8.** Legal Advisor: Methap Tari Hirt – Swiss based Law Partner (Switzerland)
- 9.** Technical Advisor: Mike Van Rossom – Blockchain Architect - @ BitWala (Berlin)
- 10.** Community Manager: Gary Ruane: Law teacher, Cryptocurrency enthusiast

Contributors:

- 11.** Radu Jetia – Visual designer
- 12.** James Glennon – Back end engineer (Contributor to NEO protocol development)
- 13.** Luke Sexton – Risk, finance management