

Looks like a great proposal to me. I really do think if we have someone in a position like this, it can really make things flow with ease and we can get more proposals through the pipeline. Everyone has their normal lives including the members of the CoE. To have someone that is dedicated to the CoE and can commit to the hours needed to work this job, I really think that we can have a net positive impact on what is put out in the future. As for the salary, several of the passed proposals tried to have a set NMR value in place but with the fluctuating nature of NMR the CoE decided (let me know if im wrong at all) that a set hourly rate of \$50 in NMR equivalent would be paid out at the time of multisig wallet approvals and all of the proposals have net hours worked for the calculations. If we calculated in the range of 4-8 hours a week that would also factor in attendance of the scheduled meetings and all the other work included on this proposal, 208hr to 416 (lets just say 200-400hrs) a year would equate to a current equivalent of 238-475 NMR in today's NMR Price. The only issue I see with an incentive bonus is it would have to be something measured easily like how large companies do KPI's and can be open to interpretation. Maybe just shooting for something around halfway and cutting out the incentive thing could be a better solution? Lets say something like 300hrs a year and no incentive bonus which equates to just a total payout a year to around 350 NMR in today's value? Maybe instead of incentive the CoE can do a vote to remove if they feel the person is not putting in enough work?

If the CoE agrees to this I am guessing you all will want to set up some sort of a self nomination and polling post? Is it a CoE decision that are we going to allow CoE members to nominate and take on this roll or is this going to be something that only a community member can nominate themselves for? Would love to hear from all the CoE members their thoughts on this. As ive stated before in rocketchats and forums, I would not mind at all if a CoE member or a community member took on this role. Great job on this [@objectscience](#)!