

Step 1: Define the Role and Requirements

Before starting the search, clearly define:

- **Role** : What type of developer are you hiring? (e.g., UI Designer, Modeller, Programmer, etc.)
 - **Scope of Work** : What specific tasks will they be responsible for? (e.g., Modelling + Rigging, UI Design + Importing, etc.)
 - **Style/Visuals** : Specify the visual style or system requirements. For example:
 - R6 3D Characters
 - Tower Defense UI
 - Complex game systems like pathfinding or combat mechanics
 - **Budget** : Set a maximum budget for the project.
 - **Timeline** : Define deadlines and consequences for delays.
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Step 2: Searching Strategy

1. Discord Hiring

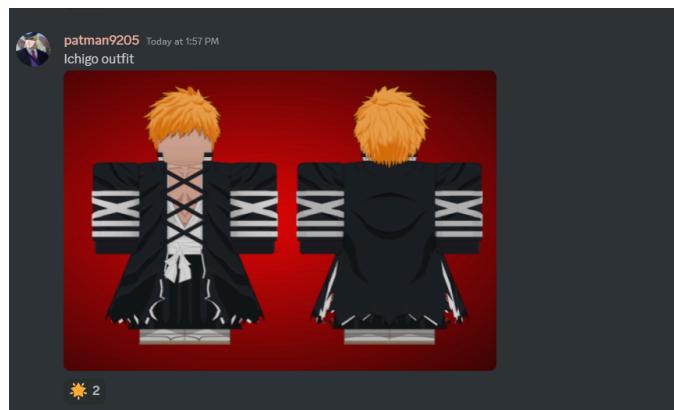
1. Hidden Devs Discord :

- Best for smaller developers (UI Designers, Modellers, Map Builders, etc.).
- Strategy :
 - Scroll through channels showcasing creations.
 - Look for developers whose work aligns with your needs (e.g., R6 3D Characters, Tower Defense UI).
 - Prioritize candidates who have already demonstrated experience in similar projects.

Example: *We're looking for a R6 3D Character Modeler*



What we'd look for (In this case we settled for just character but usually we'd want faces too)



- **Hire in One Package :**

- Ensure the candidate can handle all aspects of the task. For example:
 - A Modeller should also be able to Rig.
 - A UI Designer should also be able to Import their designs into Roblox.

2. Roblox Studio Community Discord :

- Better for larger-scale developers (Programmers, System Designers).
- Channels to Focus On :
 - Pro-Scripting: Verified and capable developers.
- Strategy :
 - Observe interactions to gauge professionalism and community reputation.
 - Click on portfolios to check availability (e.g., "Open for Work," hourly rates).
 - Ask for referrals if a developer is unavailable or uninterested.

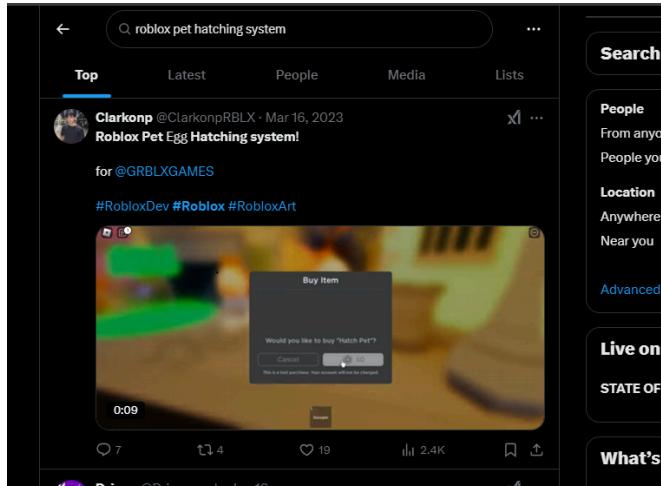
2. Twitter Hiring

Twitter is an excellent platform for finding developers with direct visual references to systems or features similar to what you need. It allows you to quickly assess their work and determine if they're a good fit.

1. Search for Specific Systems :

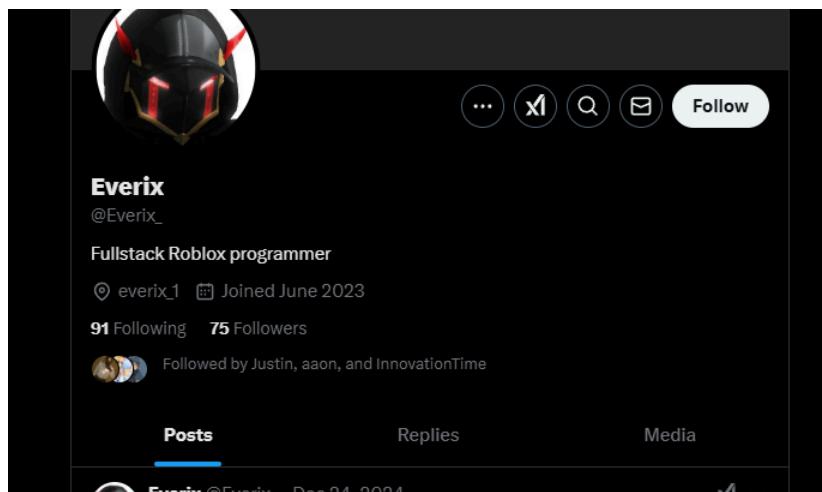
- **Use search terms like:**
 - "Roblox Pet Hatching System"

- "Roblox 3D Characters"
- "Roblox Tower Defense UI"
- Scroll through posts to find developers showcasing their work.
- Look for posts with visuals, GIFs, or videos that match your requirements.



2. Evaluate Availability :

- Check the developer's bio or pinned tweets for information about their availability:
 - If it says “Comms Closed” or “Not Open for Work,” move on.
 - If it says “Open for Work” or doesn’t mention anything about closed comms, proceed to contact them.



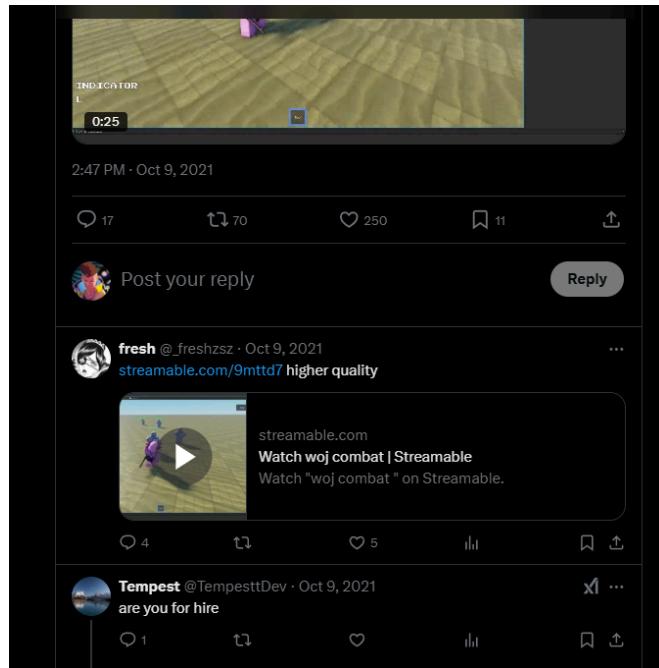
3. Contacting Developers :

- Option 1: DM via Discord :

- Many developers include their Discord username or server link in their Twitter bio.

- **Option 2: Comment on Their Post :**

- If they don't list their Discord or other contact info, comment on one of:
"Hey [Name], this looks amazing! Are you open for hire? If so, could you share your Discord?"
- This approach often prompts a response, especially if they're actively seeking clients.



Step 3: Initial Contact

Attitude and Communication

- Be professional but approachable.
 - Too formal may lead to overcharging.
 - Too casual may make them think you're not serious.
- Example Message:

Hi [Name], are you open for hire? We're looking for someone with experience in [specific system/task]. Do you have any examples of similar work?

Red Flags

- **Behavior :**
 - Overly dominant about payment policies (e.g., insisting on 50% upfront without flexibility).
 - Lack of interest in project details before discussing pricing.
 - **Communication :**
 - Sending long documents about payment policies instead of focusing on the project.
 - Refusing to provide code snippets or visuals for review.
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Step 4: Assess Competency

1. **Request Visuals :**
 - Ask for examples of similar work.
 - If they claim expertise in a specific system, request visuals or proof.
 2. **Code Review :**
 - Ask for a code snippet related to the task.
 - Have your scripting team review it for optimization and efficiency.
 3. **Pressure Test :**
 - Ask detailed questions about how they would approach the task.
 - Competent developers will confidently answer and provide evidence.
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Step 5: Background Check

1. **Mutual Connections :**
 - Send me their username to verify their reputation through mutual friends.
 - Ask developers in shared communities about their past experiences.
 2. **Portfolio Verification :**
 - Check their Twitter, portfolio, or other public profiles for consistency.
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Step 6: Negotiate Terms

1. Hourly Rate and Timeline :

- Example Budget: \$1000 USD.
- Example Timeline: 1 week (4 hours/day for 6 days = 24 hours total at \$40/hour).

2. Payment Structure :

- Negotiate daily pay, half upfront, or half upon completion.
- Only offer upfront payments after passing all safety checks.

3. Consequences for Delays :

- Example:
 - Full payment (\$1000) if completed by the deadline.
 - Reduced payment (\$600) if delayed by 1–4 days.
 - Cancel the commission if delayed beyond 4 days.

Step 7: Sign Contracts and NDAs

1. Contract Details :

- Clearly outline the scope of work, timeline, payment structure, and consequences for delays.

2. NDA :

- Developer agrees not to share visuals or materials without consent.
- All intellectual property rights for the codebase/framework transfer to you.
- Developer cannot reuse the code for other projects.

Step 8: Monitor Progress

1. Daily Updates :

- Require daily progress updates to ensure productivity.

2. Milestones :

- Break the project into milestones and review deliverables at each stage.

3. Final Review :

- Test the final product thoroughly before releasing payment.

Example Workflow

Scenario : Hiring a Programmer for a Pathfinding System

1. Search :

- Post in Pro-Scripting channel: “Looking for a programmer experienced in pathfinding systems.”
- Review portfolios and ask for examples of similar work.

2. Contact :

- Message a potential candidate: “Hi, are you open for hire? We need a pathfinding system. Do you have examples?”

3. Assess :

- Request a code snippet and visuals of their previous work.
- Have your team review the code for optimization.

4. Background Check :

- Verify their reputation through mutual connections.

5. Negotiate :

- Agree on \$40/hour for 24 hours of work (\$960 total).
- Offer half upfront and half upon completion.
- Deadline: 1 week.

6. Sign Contract :

- Include an NDA and intellectual property transfer clause.

7. Monitor :

- Require daily updates and test the final system before releasing payment.
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Key Takeaways

- **Focus on Competency** : Always verify skills through visuals, code snippets, and references.
- **Minimize Risk** : Use contracts, NDAs, and background checks to protect your project.
- **Incentivize Productivity** : Implement deadlines and consequences to ensure timely delivery.
- **Be Flexible but Cautious** : Offer upfront payments only after thorough vetting.