

chicAWDocs

Welcome to CHIC Cosmonaut, where we are building the next-generation autonomous world - a fully on-chain gaming & governance agency.

Overview

Our company has a largely non-traditional structure, but it's not a DAO, so please understand the difference between the two. We use "chicAWDocs" to define everything we do at CHIC Cosmonaut and avoid company jargon. While Raphael excels at writing documents, he values conciseness more, hence this being the only document longer than a page (excluding corporate database documents).

Long-term Vision

We are focusing on a simulated life metaverse that sets us apart from other AW projects. Our vision extends to the realization of autonomous worlds, autonomous agencies, and blockchain infinite gaming. We aim to expand gaming into virtual asset chain advertising businesses and utilize AI to create enterprise-level databases to establish a B2B2C NFT enterprise ecosystem. We will train AI models until humans and AI can play "virtual life" together.

Company Stage

We are a rapidly growing Web3 startup with a team of about 6 people. Currently, we have not entered the financing stage and are in the MVP development phase, with a pre-seed valuation of \$4m. We provide ample opportunities for growth and development, and we maintain transparency regarding income and other key metrics. Every team member understands the concerns of our CEO, Raphael Joe, at almost every juncture. **(April 22, 2024)**

Simplicity Concept

We believe that the next wave of FinTech will be driven by AI and extreme simplification. (The team does not exceed 100 people, yet salaries are higher than those in Fortune 500 companies?) Small teams will build stronger connections and make decisions faster, leveraging AI to increase productivity. Raphael has established a core value of top-notch teams, where career development, salary growth, and benefits are realized through embracing automation.

Benefits of Working Here

Working at CHIC Cosmonaut means boundaryless work, ample PTO, monthly performance-based raises/bonuses, and other significant benefits such as health insurance, ESOP, and even Japanese visa applications. Everyone's benefits will change with the company's growth rate, which is not set in stone.

Making Things Super Simple

This is one of the most important values we hold. At CHIC, everyone strives to eliminate clutter and make things as simple as possible, just as Elon said: "The best part is no part." In innovation, this is not easy. Raphael prefers to keep a casual tone when discussing matters in meetings. Whenever we "can" simplify processes or code, we do so. Einstein said, "If at first an idea doesn't sound absurd, there's no hope for it." Remember, we're all on a ship called Absurdity, so embrace simplicity.

Building in Public

This means our growth is transparent to every early adopter on Twitter. Discord may restrict specific individuals, but Twitter isn't necessarily entirely off-limits for marketing. Limited semi-public exposure was our preferred marketing model in the early stages.

Testing Phase

If you're reading this, you might be entering the "testing phase." You may have already noticed that from the moment you joined the project, there have been many unconventional, abstract ways that differ from traditional gaming. Comparing the autonomous world and FOCG to GameFi is relatively academic and non-quadrilateral. It doesn't belong to any category of real-world games. We believe that the typical autonomous world description can be encompassed in a rough concept like "Simulator of Everything" from A16z. At this stage, we find it challenging to describe in language. Instead, we emphasize participation in AMAs or reading early development diaries, which will help understand why everyone says the line between the real and virtual worlds is about to blur.

Excellence

We have extremely high standards for every team member, in terms of agility and innovation. Everyone who joins us expresses that their definition of "innovation" changes as Raphael pushes the boundaries. For this reason, we prefer outstanding individuals who don't conform to the norm, are powerful, and excel in communication. If you're one of them, we look forward to changing the world together.

CEO Hates Meetings

Raphael detests unnecessary meetings. You're free to leave any that you don't find beneficial or valuable. Avoid scheduling recurring meetings and try to limit attendance to no more than 4 people. Efficiency in meetings improves significantly when their frequency is reduced. Our culture is asynchronous, so don't expect immediate responses to your messages; our small team spans over 4 time zones. As long as Telegram messages are reliable, issues can be resolved quickly. It's best to avoid this when possible, but if you must meet, try to make decisions during or after the meeting. "Let's circle back next week" should be used sparingly. Meetings

are often just "fake work." Don't fill your time with pseudo-productive activities. Almost always, simple Telegram messages or voice memos can bypass meetings. Slack may be necessary in the future.

We Don't Like Management Layer

In CHIC, everyone is a "Doer." We never indulge in bureaucracy. So, even if you're at the C-level, you understand that you can't just conduct from the stage without getting involved hands-on, but also play the violin. We operate like a startup (flat). When you're in a management role, attention to detail is crucial. When done correctly and in balance, micro-management isn't a bad thing. Remaining agile and focusing on details can actually expedite progress. There's no such thing as merely being a "functional manager." For example, if you're managing a marketing team, it's best if you're an excellent marketing professional yourself.

Crypto x Game x AI = FinTech Company

The advancements in AI are fascinating, and the combination of virtual assets with gaming and AI is even more exciting. But we don't see it as a matter of "who replaces who," but rather "more choices." However, we acknowledge that future enterprises can't be without AI, especially in Web3. That's why we not only utilize Llama 3 to develop AI applications specific to CHIC but also advocate for the team to learn and leverage advanced AI to expedite progress.

Consistent Startup Culture

Every member of our team will take on numerous responsibilities and exciting tasks. If you're looking for a passive job where you won't have to give it your all, then this workplace isn't for you. We're seeking individuals with a crazy heart, passion, and drive. Regardless of how big we grow in the future, we'll always embrace our startup culture. Nearly every position at CHIC lacks the typical "work-life balance" that some seek. If you're looking to work hard in a place where you can make a significant impact and receive ample rewards for that impact, then CHIC is the place for you. If you're seeking work-life balance, we're sorry, but CHIC isn't the right fit for you.

No Room for Weakness

Accept feedback and communicate without sugar-coating it, but always do so kindly. We don't waste time with weak, sugar-coated conversations internally. This applies to players and all C-levels at CHIC. When dealing with Raphael, be direct and embrace a critical mindset.

Players First, Games Second = This is Web3

CEO Raphael will serve as the sole PM for the foreseeable future. We believe that a product mindset doesn't apply to "games," but rather, the design at CHIC is built from a psychological perspective, not as game developers. We believe in Web3 where players and companies work side by side, rather than solely building a great product. Our product design always tells a story, and senior members of the team are

involved in product design meetings (e.g., MVP). Because this is a "new" tech industry, we always think about how to enhance the story for an engaging role when creating a brand new workflow. Remember, all great companies prioritize their customers.

Your Responsibilities

"There was no one to tell me" or "I didn't know" doesn't fly here. We believe you can communicate with team members and cleverly find answers and solutions. If you're not resourceful enough and can't continually think outside the box to find solutions to problems that arise, we'll let you go.

Communication

Communication is one of the main values we emphasize. You need to convey the right questions to the right people. Asking your manager or Raphael every question is absolutely the wrong thing to do; you should avoid passing around questions by deciding the right person to ask. But don't forget, you're always welcome to email anyone in the company (including Raphael, always).

Remote-First, Right?

We believe that restricting work time and location decreases efficiency and happiness. That's why our work is remote; you can choose when and where you want to work. Just make sure to coordinate with the team to schedule the right meetings and have effective communication. Your work has no fixed location or time. Both are up to you.

Take Time Off Whenever You'd Like

We don't believe in the typical "weekend." We believe you should be able to soar on any day you wish. Of course, this doesn't mean missing deadlines. As long as the work is done, you can take time off whenever you need it. We also provide PTO for everyone to enjoy.

Deadlines

Deadlines are crucial. If you anticipate missing a deadline, please inform your manager as soon as possible. We also encourage you to seek assistance proactively when needed and clearly communicate what assistance you require.

Follow Principles, Not Rules

We believe in following principles rather than rules. If you disagree with these rules (including these values/rules), we encourage you to use your judgment and question the rules while providing feedback.

Tools We Use

- **Google Workspace:** New hires will access departmental information from the cloud, so please familiarize yourself with CHIC as soon as possible.

- **Telegram:** All day-to-day communication takes place on Telegram.
- **Slack:** Teams with more than 10 members will transition from Telegram to Slack for collaboration.
- **HubStaff:** We track work time and efficiency on HubStaff. We don't want to quantify everything, so we have some restrictions here to respect your privacy, but ensuring your inclusion is for tracking purposes. Not everyone in the team tracks work time.

Making Ethical & Legal Decisions

CEO Raphael has upheld high ethical standards and compliance since the company's inception, believing they are fundamental to the company's success and sustainability. We expect all team members to make decisions aligned with our values and to always consider the potential impact on all stakeholders, including our clients, employees, and society at large. Team members should be aware of the potential risks associated with CHIC's involvement in cryptocurrency and AI technologies affecting society and humanity. We are committed to transparency, accountability, and encourage open dialogue and collaboration to ensure ethical decision-making at all levels of our organization.

Have Fun

CEO Raphael has always encouraged everyone on the team to "have fun" since the NFT project, and even now as the CEO of a crypto startup, the role remains the same. We want you to enjoy yourself. If you're not having fun and are unhappy with your work, please let me know – fixing it is my top priority. Challenge yourself, make new friends, and try new things.

Carrying energy

Raphael Joe founder & CEO at CHIC Cosmonaut