

GooLag (Asad)- Compensation Proposal

Based on compensation guidelines in

<https://gov.rarible.org/t/rarible-protocol-compensation-guidelines/31/2>

Scope

I am proposing a full-time contributor role to the DAO as part of the Operations team. Depending on necessity and personal interest I will also be working with the BizDev and the Accelerator WGs. Over the last two months, I've been attending DAO calls and engaging key members of the Operations Working Group. In general I understand Operations to be the heart of any company especially a budding young DAO like Rarible. Ensuring work processes are created and managed, and streamlining efficiency in product development is a key success factor in early stage businesses.

Currently Rarible has no full-time Operation WG member, and I believe this is critical to the success of smoothly running DAO operations. People familiar with Web2 and startup culture know that everything at an early-stage company is on fire all the time and the thread and glue that holds everything together is the Operations group, and without someone dedicated full-time to solving that need the likelihood of continued and future success for RaribleDAO goes down. After identifying this need I wish to fill it for Rarible.

The scope of my work will include:

- Creating process driven thinking and rails for the DAO to operate in (e.g. if I want to submit a proposal, what are the steps for doing so?)
- Creating visibility and DAO-wide communication mechanisms to ensure better coordination throughout the DAO
- Developing/updating governance mechanisms
- Updating and improving existing project management systems
- Monthly DAO reporting
- DAO-wide project management
 - Support workgroup leads in managing their teams and projects
 - Holding working groups responsible for their goals and objectives
 - Supporting Eric routine DAO activities that don't fall under specific workgroups
- Reviewing proposals
- Ad-hoc operations work

I propose to contribute ~**160 hours a month minimum** to the role which is approximately 8 hours every weekday or 40 hours/ week. I will allow for flexibility of this time commitment

increasing if the need arises without asking for additional pay. For November, this time commitment is close to 60 hours for the month.

Compensation

I'm asking for pay based on a Senior Ops salary range as outlined in compensation guidelines.

Given my experience and current salary at Bain & Co. I'm requesting the higher end of the salary range outlined. Also given then insurance situation with Rarible and given my preexisting conditions, I will have to pay for my own insurance and am also factoring that into my desired salary.

This amount will be paid from the R-wave multi-sig managed by the working group.

Item	Amount
Market-based quarterly	\$32,500
Total	\$32,500

Payments should be at least ~35% in USD (for monthly expenses), and the rest can be in any combination of USD, ETH, and RARI with a preference for ETH.

Payment terms be decided on a quarterly basis.

Paid to: goolag.eth (`0x96572B9846d9732611A12d3ab8C5C4167A9EF136`)

Rationale

- Experience as a Management Consultant working on projects like
 - Creating new process for crypto research at Bain & Co.
 - Diligencing early-stage assets for clients
 - Creating efficiency improvement mechanisms and long-term strategic thinking for F500 clients
- I have also been supporting other DAOs such as ScribeDAO and TempleDAO in a part-time capacity
 - Developing the long-term ScribeDAO vision and whitepaper
 - Debating and developing mechanism design for TempleDAO token
 - Developing proposals for bitcoin funding for ScribeDAO

Contact Information

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