

What I'm looking for

The main tasks of the candidate will revolve around setting up scenes and animating them in animation software (I work with Blender, although Unity is also okay). Prior experience with said software is not required; the candidate will be provided with the resources they need to get themselves up to speed in around three to four weeks, or more if necessary.

I am looking for candidates who have an interest in the field of psychology and who will take an active role in the development of the videos. While the main research tasks will be performed by me (new research positions may be opened in the future), the team will act as a cohesive unit, and all members are encouraged to learn about and help with all aspects of the video-producing process. If I wanted someone to just render the animations and send them to me, I would have gone to fiverr.

Because of this, the new team member will be given artistic freedom in how to set-up and design the videos, although templates will be provided if they so wish. They will also be encouraged to participate in the research process as an assisting role, asking questions, coming up with answers, pointing out metaphors and developing their own knowledge of the field of psychology. In turn, I will also aid in the process of modeling and animating, as the amount of work required is too much for a single person.

Formal education in the field of psychology is not required.

More information about the project itself and how the team will work can be found below. If you're interested in participating, please fill the form below. You will be contacted for an interview shortly.

<https://forms.gle/CD33WvwR3gPXubk16>

Information about the project

More information about the project can be asked in person (i.e., via video-call). This is merely a short, public debrief of what it will be about.

The project will consist in the creation of a youtube channel, whose content will primarily be short (7-10min) videos about psychology. By "psychology" I broadly refer to topics relating to behaviour, cognition, and experience, not exclusively but primarily in humans. While the main focus will be on scientifically-researched topics, there will also be an exploration of more anecdote-based models, such as clinical and depth psychology.

Videos will be released weekly, or biweekly if our production rate isn't fast enough. They will have a cute aesthetic and funny animations, but the content itself will be aimed at delivering education, not entertainment. See this channel (<https://www.youtube.com/c/PrimerLearning>) for reference.

Income will be generated through youtube AdSense and through voluntary participation in a patreon community with several tiers. More details can be discussed in person.

I have a bachelor's degree in psychology and a master's degree* in behavioural neuroscience. I plan to pursue a career in psychological research, mainly related to the differential psychology of emotions and the transformations of personality. However, I also love to travel the world, and want to do that while I'm still young. I start this project to generate enough income for me to sustain myself while doing that. However, I do not plan to abandon it once I return to the education system, since learning about psychology and teaching it are some of the things I enjoy the most in life.

*I dropped out before finishing.

Information about the team and its workings

Currently the team has one member, me. We will expand it as we see fit to accommodate our output(s).

The following clauses will be discussed and negotiated by the team once it is formed. This is but the initial proposal.

Work time

Ideally, each team member would invest a considerable weekly time in the development of the project. However, time spent will not be tracked, and individuals will be judged on their performance and output instead of hours spent.

Team members are not expected to drop other study or work-related activities in their life. However, they are asked to realistically assess how much time will they have available for the project in a sustainable way, and to avoid commitments that will make them burn out.

Payment

When revenue is generated, payment will be distributed as follows. This is only a rough sketch; the exact distribution shall be agreed upon by all members upon their entering the team.

Costs will be deducted first from the income generated. This includes any freelance work we have purchased and potentially hardware necessary. The remaining amount will be distributed in the following way:

Each member of the team will receive one share of the total amount. Specific positions, such as project director, will receive a proportionally bigger amount, for instance 1.25 or 1.5 shares. Never, under any condition, shall any position receive more than 2 shares. Never shall any team member receive less than one share, unless it is the case that they invest less time / energy in the project than their team counterparts (for instance, someone working for the team only one day a week). If that is the case, they will be rewarded proportionally to their investment into the project, in a manner agreed upon beforehand.

Payment can be distributed to members through a method of their choice.

Every member is reminded to consult taxation laws in their respective countries and to abide by them with said income.

Agreement duration

People who join the team become team members indefinitely, until they decide to leave or the team decides to remove them.

Any member is free to leave whenever they desire, without need for an explanation or justification.

A member can be removed from the team if their work is deemed unsatisfactory, they harm the working environment, or persist in attitudes contrary to the objectives of the team. It is greatly encouraged for team members to try to address issues at a personal level and prevent them from escalating into someone being kicked out. However, if it came to be, a member can be removed from the team by a two-thirds majority vote. Said vote and related procedures must never be carried out without the awareness of the team member concerned. A removed team member still has a claim to what their leave clause entitles them to.

In the improbable scenario of a team member simply cutting off all communications with all other members, they will be automatically removed from the team once a duration of time considered reasonable has elapsed.

Leave clause

A member who leaves the team, willingly or unwillingly, is still entitled to any money earned by the projects they participated on, based on their partial contributions to said project.

A member who leaves the team, willingly or unwillingly, and who participated in the growth of the project (namely, increase in revenue) is entitled to their share of new projects for a duration of time equal to half of their stay with the team, and proportional to the growth of the project during their stay in the team. This clause exists to prevent people fearing they will be working for little while the project is young, and dumped once growth occurs and money starts coming in.

Location

All activities will be carried out online.

I do have plans to establish a permanent location, with the possibility (although not obligation) to move to work there, once the project has grown enough.

Information sharing

Members and exmembers of the team shall not share any information, explicitly secret or otherwise, related or pertaining to any of the team's projects.

Members and exmembers of the team shall not share any files, contact information, or otherwise information related to any other member or exmember of the team.

These clauses ensure that the team can work in a safe environment and that they can freely exchange information and ideas.

Conflict resolution

If a team member violates a clause, or conflict arises between two team members, it will be resolved by voting. In this case, every team member will have one vote, regardless of their position. Simple majority will decide the resolution of the conflict.

Rule alteration

If a team member decides to change a previously all-agreed-upon clause, it will be held to vote. It may only be altered by a unanimous vote.

Any additional clause may be discussed in person.

Application: <https://forms.gle/CD33WvwR3gPXubk16>