

Head Of Smart Contract Engineering Scorecard

Mission:

The mission for this role is to lead Smart Contract development at the Index Coop.

This means owning end-to-end smart contract development, sharing expertise with organization leads, and helping mentor new SC contributors.

Outcomes

In the first 6 months...

	Functional area of role	Measurable Outcome
1	Smart contracts are written and deployed in a timely manner	You have deployed 6 distinct, high quality smart contracts that drive Index Coop core mission goals.
2	Smart contracts are deployed safely and bug free	[Y/N] You've created a Smart Contract development pipeline that standardizes scoping, speccing, implementation, security audit review, documentation, and deployment steps. This process is shown to produce safe and correct code.
3	Support key product & feature development processes	[Y/N] You bring clarity to key product & feature development decisions by sharing smart contract context/implementation constraints early on in the design process.
4	Mentor smart contract engineering contributors	You have on boarded 4 developers to high autonomy at the Index Coop. At least 2 of those developers are capable of delivering high quality smart contract code with very little oversight.
4	Educate & maintain Smart Contract best practices	You've produced at least 3 blogs, forum posts or other content on DeFi exploits, Solidity language updates, or Ethereum core updates & have explained their relevance to Index Coop smart contract development.

Competencies (behaviors)

Competencies for Success	Our Definition
Extremely High Ownership	You feel extremely high ownership over all code you produce. You strive seriously to write high quality, bug-free code and do not wait for/rely on others to ensure your code is correct.
Autonomous & Self Starting	You are autonomous, self starting, and are focused on shipping high quality code. When confronted with uncertainty you proactively seek to understand the scope of the current mission & all it's requirements. You read documentation, source code, and consult with protocol maintainers to deliver results.
Detail & Security Oriented Thinking	You scrutinize code thoroughly to ensure it is correct. You stay up to date with the latest Solidity releases & best practices. You stay up to date with the latest protocol/solidity exploits and proactively prepare methods to protect against them in the future.
Smart Contract Expertise	You know how to write bug-free & secure smart contracts in Solidity. You are familiar with standard ecosystem tools & security audit techniques.
DeFi Fascinated	You are fascinated by DeFi and spend a significant amount of your free time reading, hacking & otherwise staying up to date with the DeFi ecosystem.
Empathetic Mentor	You are an empathetic mentor. You enjoy sharing your knowledge & learnings with other motivated smart contract developers.
Excellent written & verbal communicator	You have excellent written and verbal communication skills. You are able to succinctly & clearly communicate your ideas.