Jesse B Miller @ R Group

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Professional Background

I have a broad and winding professional background which gives me unique perspectives that I could not have gained by traveling a more focused or direct road.

Theatre design, directing, and stage management [~5 years]

Designing, directing, stage management, and team leadership. Teaching and mentoring. Effective, healthy collaboration across diverse working styles, under pressure, on time, and under budget. Learned to say no to things that aren't feasible.

Operations and Software Engineering [~5 years]

In AdOps I learned discipline, concise operational communication, and small team leadership. Transitioning to software engineering, I wrote a tool and executed critical ad server migrations for some of the biggest online publishers at the time. On time and under budget. I built DevOps infrastructure automation for the other software developers on the team

In FinTech I managed operations and processes for the data engineering team. I instilled and improved agile methods, created manageable processes for incident response, and built relationships between the team and the rest of the company

I discovered Ethereum and dedicated nights and weekends to learning the tech and joining the community. Meeting Ezra Weller (m0zrat) in Genesis Alpha, I gave him a few personal software engineering lessons but we quickly began collaborating on building what would become Squad Games

At dOrg I participated in and led a number of essential operations process improvements that helped them more than double in size. These were mainly focused on client communication, managing expectations, making clearer and more feasible commitments.

Product Management [~5 years]

In AdOps I architected and managed a publisher ad operations reporting platform that saved thousands of hours a year for our teams and clients. Developed a modern product management practice

In FinTech I hired and led a small team of product managers focused on developer and operator tools.

At dOrg, in an engagement with Aragon, I kickstarted their current product management practice while they looked for a head of product. I performed critical user research and helped establish a research based approach.

Goals, Roles and Contributions

- Remove and reduce barriers to prosperity
- Improve the lives of R Group members, stakeholders, and those we serve
- Improve processes
- Keep track of R Group's work efforts and the context they are performed in holistically; look for ways to improve
- Training, teaching, mentoring, and coaching where valuable
- Discover valuable, feasible, usable, and viable product designs
- Deliver working software and products
- Focus on expert tools for productive work
- Promote the products built by R Group
- Foster a healthy, engaging, and fun culture
- Build lifelong friends and colleagues
- Give constructive and supportive feedback

Accountability

- Build consensus among R Group for major projects
- Clear, proactive, and forthright communication on Discord and in calls
- Attend and participate in all relevant calls
- Document commitments
- Regularly provide transparent and forthwrite updates
- Develop in the open
- Invite and take constructive criticism and feedback seriously
- Decline work outside my ability to handle

- Regularly scheduled (quarterly? yearly?) reviews of this document to update it, and assess areas for improvement in execution and adherence to these goals and principles

Approach and Principles

> *Regardless of what [happens], we understand and truly believe that everyone did the best job they could, given what they knew at the time, their skills and abilities, the resources available, and the situation at hand.*
> - Norm Keith, the retrospective prime directive

- Psychological safety
- Proactive diversity and inclusion
- Trust people
- Trust the process long enough to improve it with the benefit of hindsight
- Consistency of progress over expected returns
- Value for stakeholders
- Stakeholders ownership
- Work smart, work hard, take breaks
- Seek to understand primary principles
- Kill your darlings
- Go to the gemba
- Accessibility
- Bias towards action

Compensation

Based on compensation guidelines in 📄 R Group Basics I propose a two month full-time trial engagement with R Group as a core contributor, starting 2022-01-24. After the 2-month trial period, I will submit another proposal for a longer-term engagement, contingent on:
- My contributions, role, and outputs during the 2 month trial period
- A good working relationship with with the rest of R Group and stakeholders

Scope	Full-time for 2 months (starting **[2022-01-24]**)
Base	$6,600
Market-based	$4,000
Experience-based (6 years x $500)	$3,000
Total	**$13,600** (163,200 / yr equivalent)