

Kiss Your Fiat Job Goodbye

Intro.....	3
Who's this?!	3
Who's that?!	4
Attempt to create a definition.....	5
Breaking the myths.....	6
Green flags.....	6
Red flags.....	7
Start-ups.....	8
Rumors.....	9
Job market status.....	10
Requirements for Bitcoin-only jobs.....	10
Career pivoting.....	12
What really matters.....	13
Community and networking.....	13
LinkedIn.....	14
Contributions.....	14
Resume.....	15
Cover letter.....	16
Action time.....	17
Job boards and resources.....	17
Application.....	18
Interview Process.....	19
Curiosity.....	20
Case studies/ Technical assessments.....	21
Imagining the What-ifs.....	22
Conclusion.....	23
Credits and shoutouts.....	24

# Intro

## Who's this?!

No, really, who is Thunder?

Writing about myself and what I have done so far is quite tricky. Creating new processes and policies is not an issue, scaling a start-up is a no-brainer, and even writing two e-books is a piece of cake- but sharing details about myself with the entire community is challenging- I may end up oversharing!

So, gather around children, grab your popcorn and sodas, and let me tell you how it all started in 1990, on June 30th.

Oh, no worries, you will not have to read about the last 34 years of my life.

Anyway, hi! I'm Sladjana, but since that's too difficult to pronounce, people in the industry call me Thunder. No, it's not connected with my birth name whatsoever. Yes, I've been a Bitcoin-only recruiter for about three years now, one of a few.

Before entering the Bitcoin space three years ago, I worked in the software development, educational industry, and the airline industry (as a flight attendant, not as a recruiter, funnily enough).

As for my recruiting career (7+ years), both fiat and Bitcoin, I hired all levels and departments. I scaled start-ups. I assisted people with writing their CVs and Cover letters. I provided feedback and performance reviews. I built processes, developed procedures, and wrote a lot of manuals. Head of Talent is just one title I hold, alongside the Talent Partner. Long story short, when it comes to hiring, I've seen it all and done it all.

People must be happy with their jobs. We spend much of our lives working, so your work should be fulfilling and aligned with your core values.

I firmly believe in Bitcoin and what it will do for humanity.

Therefore, I'm writing this guide and want it to be free. It is data-free because, as a Bitcoiner, I respect your privacy. Cost-free, because as a person, I think you should not be paying to improve your chances of getting a job.

I fight rotten and corrupted systems. I oppose hypocrisy and unfairness. I fight for justice, truth, kids, and animal rights.

As a mother, I know we must act now if we want a bright future for the next generation.

So, to answer the question in three words: Thunder is a believer, a fighter, and a mother.

This ebook is just one of my contributions to the community, from one pleb to another.

The idea of the guide is to provide you with the truth. Transparency. Insights. Tips and tricks. Guidelines. Plan. Hot tea! (It's a joke, no hot tea on the menu!).

I will give you insights into the excellent and opposing sides of the industry, how you can get your foot at the door, what your job search plan should look like, and what you can expect when embarking on a job-seeking adventure. We will discuss networking, cover letters, hiring processes, question lists, and message templates!

The end goal of this ebook is to create a common ground between job seekers and employers. We need both parties to understand each other better to fulfill our mission.

Bitcoin is honest, which this ebook also tends to be.

Bitcoin is perfect, but this ebook probably won't be. I'm sure you will have some questions after reading this guide. I strongly encourage you to reach out on LinkedIn or any other social media with your questions, and I will try to answer them as soon as possible. (Look for the "Contact" section on this website!)

Now, let's talk a little bit about who you are.

## Who's that?!

So far, we know who I am, but who are you?

Are you tired of your fiat job? Are you losing your mind doing something that is not changing the world? Are you looking forward to working on something bigger than all of us?

That paragraph sounds like a pitch, and I'm not selling you anything. Let's try again.

Do you wake up every morning wishing your life values and mission align with your work? Do you sometimes daydream about adding value to humanity?

Okay, it still sounds like one of those TV shops from the 90s selling toasters and pillows. One more time, please?

You are a dreamer, dreaming of a better world where there would be no funds for war. You are a believer, believing no person in this world should starve. You are a fighter, fighting for freedom. You are smart, and you know money and government should be separated. You are a parent on a mission to create a safe and bright future for the next generation. You discovered a solution. You went down the rabbit hole so fast you don't even see the way out anymore, nor do you need it.

Is that who you are? Then, let's see how you can contribute.

## Attempt to create a definition

I completed my guide and sent it to a friend for review. She immediately asked: “So, if I have a restaurant and accept Bitcoin as a payment method, is that a Bitcoin job?”

She knows. She is a Bitcoiner. But she made her point.

With the mass adoption stage slowly approaching (and I’m writing this just a few hours after the ETF announcement), it is time to define a Bitcoin-only job.

*Working in the Bitcoin industry means contributing, developing, and perfecting everything Bitcoin technology provides, educating people, and bringing Bitcoin to people.*

What do these companies even do?

From fintech companies providing payment services and wallets to mining and energy companies, marketing agencies, talent agencies, customer service agencies, gambling, and micro-payments. We do it (almost) all around here!

There are talent workers focused on hiring people in the Bitcoin space. That means a group of recruiters focused on bringing the best BTC talent into the industry: all seniority levels, all departments.

There are marketing agencies focused on helping BTC-only companies promote their services. Customer Service workers are using their knowledge to guide and help customers with BTC-related products. Accountants, financial analysts, compliance people, and lawyers- provide their expertise to companies in the space. Designers, editors, writers, content creators. Last but not least, software developers!

As you can see, many jobs are replicated in the Bitcoin-only space. In this guide, I will share some tips and tricks for switching from a meaningless fiat world to a novel Bitcoin world.

# Breaking the myths

## Green flags

Let's dive into why you want (and need!) a Bitcoin-only job.

- **Novelty.** We know the world is a messed up place. Bitcoin is a ground-breaking technology that would fix many problems humanity faces. For me, it's that one day, I'll look my kids in the eyes and tell them: "Mama participated in creating a safer and better world." Not only do you support the cause, but you are actively playing your part in changing the world!
- **A job that doesn't feel like a job.** Have you ever experienced that in your life? It's mesmerizing! Regardless of whether you are in a scrappy start-up or a company that just exited that phase and is much more organized, irrespective of the work-load, pivoting, challenges, and obstacles- when your life goals and values are a match with the industry/ specific company you work at, work does not even feel like work. It's like you are getting paid to follow your life path!
- **The team that "gets you".** I can almost bet you currently work with a group of people that "doesn't get you." Maybe they even think you are weird. You can talk about many things, but probably it's about something other than -the thing- you want to talk about. Yeah, we don't have that problem with bitcoin-only companies. In fact, in bitcoin-only companies, we speak only about the bitcoin. (poor attempt to do a word-play!)
- **IDGF industry.** No formal education? No problem! Are you not a person with corporate lingo skills? Most of us aren't! Have crazy ideas? Let's make them a reality! Wanna move mountains? We all do!
- **Community.** The Bitcoin community is one of a kind. It consisted of loud maxis, quiet introverts, people with PhDs, and those who stopped after getting a high-school diploma. Of youngsters angry at the world and the "boomers" who discovered the solution at 60. Talented individuals with unique skills, construction workers. Traditional bank clerks who secretly support the movement and everyone else in between. They are very different people with only one thing in common, yet their life values are the same. Whether you need help getting a job, finding the right restaurant, or locating a perfect vacation destination, they have your back. Don't trust me? Try the Bitcoin Twitter community (sorry, I can't make myself say "X"), Nostr, and Telegram groups, and let me know your impressions.
- **Conferences and meetups.** At least once in your life, you need to experience a Bitcoin conference! It's like a Disneyland for intelligent adults, aka Bitcoiners!

- **Career development.** As a talent worker, I can't ignore this aspect, and since there are more satisfying perks of working in this industry, career development is last on this list; however, it is something that must be on the list.

This industry is still tiny, so getting a job is challenging but possible. With more and more people understanding the movement, more companies are being created, and more jobs are being opened. It's still an early stage of the Bitcoin industry development. We are all aware that Bitcoin mass adoption will happen, and when it does, everyone will want BTC jobs listed on their resumes. Who better to be super-experienced and highly professional at that moment than a Bitcoiner?

## Red flags

The Bitcoin industry is sometimes nothing less cruel than other industries. There are certain obstacles people face when trying to get their foot in the door, so pretending it's all fun and games will not help job seekers.

- **Not enough jobs.** Currently, there are more applicants than the jobs on the market, and yes, it's the same situation as with any other job market. However, Bitcoiners are passionate people who want to work in a specific industry. For people working in other areas, this is fine. For Bitcoiners, this matters and is an issue.
- **Small industry.** The bitcoin industry, while a fantastic industry to be in, is still small. Do we expect it to grow? Yes, that's the whole point. Do we know when that would happen? We have some ideas, but we can't guarantee.
- **A small circle of people.** Like nepotism, but instead of bringing your friends and family members in, one brings in those people from previous jobs. At start-ups, hiring people you already know mitigates the risks, so this is understandable. It is a challenge for job seekers, however, becoming a part of the community can take you a long way, regardless if you still work in your fiat job.
- **Some categories are not in the spotlight.** For example, those who are just starting their careers, aka juniors. Why? Most companies in the BTC space are start-ups. They have no time to hold your hand, guide you through the processes, and mentor you. They need someone with experience who can start running from day one.
- **Start-ups.** Most companies in the Bitcoin industry are start-ups, and those types of companies are not for everyone. If you ask me, there are two types of people: corporate workers and start-up crews. You may be a Bitcoin Maxi dreaming of having a job in the Bitcoin space, but your entire working experience is focused on corporates and large companies; before you go job hunting in BTC, ask yourself this:  
*Do you have what it takes to pivot from the formal cooperative BS to start-up madness?*

## Start-ups

Being in a fiat corporation could have its perks. It could be a comfortable job, providing secure paychecks and stability. You may have a large team and a lot of people you can rely on. You are nothing but a number, your opinion usually doesn't matter, and changing one little thing can take weeks, but as an adult with responsibilities and a family to feed, this can be your safe harbor.

Start-ups, on the other hand, can be scrappy, pivot often, change whatever needs to be changed in a day, and expect you to not just understand it, but be able to adapt and change with the business needs. You are not a number, your opinion and ideas matter and you are expected to wear multiple hats. You are the one helping them set everything in place! To me, that's the beauty of it.

I am aware there is a certain amount of frustration among job seekers, caused by slow, delayed processes, or a total absence of any processes whatsoever. There is a lot of ghosting, changing job requirements, and no one to turn to and ask questions usually. This is not the candidate's fault and each person applying for a job has a right to hear about the status of their application. That way, you know where you stand and whether or not you should have any hopes regarding a certain opening.

I'm not taking the company's side here, but we want to be a part of a young industry and the beauty of a start-up is what can terrify some people. Some of these companies need us to help them put things in the right place, so naturally, a bit of chaos is expected until they find what they are looking for.

If this is something you are not comfortable with, there are a few options:

1. Avoid super-early-stage start-ups (those who recently raised funds and are just about to start creating their team) and go for those who exited "the early stage".
2. Avoid any job hunt in the BTC space until the industry grows a bit
3. Start your own company!

Now, answer the question above: Do you have what it takes to pivot from the formal corporate BS to start-up madness?

If your answer is positive, keep reading.



## Rumors

People “whisper” and talk quietly about things that worry them or they find confusing. This section will try to break down some of them, that I’m aware of.

### **1. Low salaries- Myth.**

In most Bitcoin-only companies, salaries are up to market standards. Those with lower paychecks are usually super-early-stage start-ups that just raised funds, and understandably so, as they need to be prudent in how they spend their money. If you are not comfortable with taking a cut to join a new Bitcoin-only company, simply do not apply.

So, fear not my fellow plebs, you will be paid according to your skills, experience, location, and market standards. As for established professionals with remarkable careers: no reason to fear as well, the right founder will know what you could bring to the table and is ready to pay for that.

### **2. No specialized job boards- Myth.**

There are several BTC-only job boards, some talent agencies with Bitcoin-only recruiters there, plus different Telegram/Twitter feeds you can follow. We will discuss that in detail, a bit later.

### **3. Slow hiring processes- Truth.**

Sometimes it seems like there are no processes at all, and you might just be right. Early-stage start-ups may not have any process set in place. So yes, your hiring journey could be slow, sloppy, and nerve-racking. While your patience is greatly appreciated, please remember that this is also where you could contribute and add value, should you end up working in one of these companies: helping them set everything up.

### **4. Jack of all trades- Truth.**

Being specialized in one and one thing only is okay, however, the more skills you possess, the better chances you have. As mentioned above, the impact you have on a company is greater if you can contribute to multiple fronts.

## Job market status

Like the fiat job market, the Bitcoin one has been challenging for the last two years. However, with more people learning and understanding Bitcoin, we see more companies in the space, meaning more jobs.

Still, we see a large number of applicants and not enough jobs. For companies, it means the ability to pick only the top 1% of the talent, while for job seekers, it means they need to pull all their magic tricks out of their sleeves to be visible.

Lately (early 2024), I've noticed an increase in openings in compliance, finance, marketing, business development, software engineering roles, and data-related positions. At the same time, there was a decrease in job postings for Customer Support and Sales.

Some departments have always been busier than others, even with the number of applications they receive for an opening. For example, as a compliance manager, you will compete against 1000 other applicants, while as a lawyer, you'll compete against a maximum of ten other people.

*You must ensure your profile stands out from the crowd.*

## Requirements for Bitcoin-only jobs

Traditional (fiat) job requirements include education level, area of expertise, and usually years of experience.

Bitcoin industry job requirements are similar, with some significant differences. Let's discuss what the Bitcoin industry usually thinks about the above list and what other requirements are more important.

- **Culture**

Cultural fit is as important as technical skill. You must not only possess the right expertise but also align with the values of the company. For an early-stage start-up, being aligned with their values is sometimes a crucial requirement. Some companies even look for candidates who have been in a startup before. Startups value individuals who contribute to a culture of collaboration and progress, those who are adaptable, resilient, and driven by the mission. The right cultural alignment often becomes a decisive factor in the hiring process.

- **Educational level**

Sure, some jobs, such as lawyers, and finance people require a proper formal education. However, the beauty of this space is in equal opportunities. Let's put aside those roles that need a University degree. In that case, your Ph.D. may amaze any hiring professional in this space, but it doesn't mean the self-taught person has less chance of landing that exact job.

*It is more about being the right fit for the role than the paper claiming you know how to do the job.*

You should, however, always strive to learn and develop your skills towards Bitcoin.

- **Area of expertise**

It is a myth that only software engineers have it easy around here. Yes, the BTC industry is mainly oriented towards software development. Yes, there are many jobs for them. It still doesn't mean every developer gets a career in the space in the blink of an eye.

Many engineers out there want to get into the space, and companies are in the sweet spot of being able to choose only the top talent.

*Contributing to open-source projects is sometimes mandatory.*

For other professionals, if you are, for example, a marketing person, try connecting with other marketers from the BTC industry to learn about their experiences, similarities, and differences between doing marketing in the Bitcoin space and the one you are doing right now. Read about use cases. Pay close attention to how they work. Think about how you would do a marketing campaign and write it down. Once you get an interview, you can use it as your case study.

- **Years of experience**

Career starters may require additional help before making an impact on their own, and unlike very experienced people, sometimes they can't wear multiple hats. On the other hand, established professionals are often too experienced for a certain role, so finding that perfect balance is tough.

That is why your drive, motivation, passion, contributions, and willingness to learn and/or pivot can be a game-changer.

*As you can see, nothing in the Bitcoin industry is black and white. Beautiful and terrifying confusion!*

- **Networking level**

*Your network can do wonders.*

Community members can and will send you relatable job posts, give recommendations, and even vouch for you! Don't be afraid to put yourself out there to talk and connect with people.

- **Your contribution to the space**

This can substitute for many factors, such as years of experience, and showcase your drive and passion towards the Bitcoin industry. Your contributions may be the only thing that gets you your Bitcoin job.

## Career pivoting

Changing the course of your career is challenging, however, pushing your career toward the Bitcoin industry is a whole other level of difficulty, and we need to talk about it openly.

This affects everyone, but it's the most obvious with established professionals, with 15+ years of experience.

For those already working in tech, things are a bit easier, however, for those who never worked in the technology field, the struggle is real.

*Advice number one: switch to tech.*

For example: if you work in healthcare, try switching to tech healthcare companies. Regardless of the industry you currently work in, do your best to switch to the tech version of it. Value your current experience, and extend it.

*Advice number two: don't rush.*

Some great things may happen fast, but there is a higher chance that they won't. Take your time to create a plan and follow it. As mentioned above, pivot into the tech industry, contribute to the Bitcoin community while still working in your fiat job, and be ready for an amazing opportunity that will come with time.

# What really matters

## Community and networking

“We are not a decentralized community with a drinking problem. We are a drinking community with a decentralization problem.”

-Avi Burra

All jokes aside, I can't stress this enough but becoming a part of the Bitcoin community must be your top priority.

*Networking is one of the best things you can do to get your first Bitcoin-only job.*

There are quite a few options for that:

- **Nostr.** “Nostr is a simple, open protocol that enables global, decentralized, and censorship-resistant social media.” Nostr is the most important place you can be as a Bitcoiner.
- **Socials.** Don't forget about Twitter. If you don't know where to start, you can start by following famous people in the industry and go from there. Follow hashtag trails to take part in conversations. Join various Telegram and/or Discord groups and stay up-to-date with industry news.
- **Meetups.** In-person or online! If you live in a big city, you probably already experienced a Bitcoin meetup. If you live in a smaller city, you may never attend a local meetup. Why not organize one? Gathering in a bar with like-minded people from your area also counts!  
*Tip: Don't be shy about putting the meetups you organized in your CV or a Cover letter!*
- **Conferencing.** The things you learn. The people you meet. The parties you attend. The vibe. The love. The energy. Upon arriving home, after my first conference, I realized I needed to contribute more to the community, step up my game, and help more people get into the space. I could blame conferencing for this book!  
Downside? Conferencing is expensive, and it takes time. Understandably, attending conferences is something not many people can easily do. However, if you are debating on traveling on a family vacation or visiting a conference, here is an idea: pick one conference per year and make it your vacation! Most are family-friendly and on great vacation destinations, so put it on your bucket list!

You want people to keep you in mind, so you want to connect with as many people as possible. Connecting with founders directly can be a bad idea. They are usually really busy and probably won't see or answer your message. Or even if they do it, they could just forget to forward your

details to those in charge of hiring. Try connecting with *other* people already working in these companies. But, the question is: How do you find these people, when most plebs are keeping a low profile on Nostr or socials? Let's dive into the good, old professional network, we all know as LinkedIn.

## LinkedIn

Not connected with the Bitcoin community per se, but significant when talking about networking-LinkedIn. It is a platform founders/ recruiters/ hiring managers/ professionals use daily, and Bitcoin workers are no exception.

As for your profile, polish and update it. Ensure your experience is not just posted; list what you did in each role. LinkedIn is also a form of a CV; therefore, you want it to resemble who you are professionally.

That being said, you can use a PDF file from LinkedIn as your primary resume, but I would advise you rather to have a regular CV prepared. Don't be shy about being involved with the conversations there as well, and sharing your contributions openly. Be proud of your impact!

As for networking, look for a certain company and find out who works there. It would be best to look for your "Colleagues"- people working in the department you are interested in.

Send them a "Connect" request and potentially include a short message.

If you are reaching out to anyone included in hiring, such as hiring managers, recruiters, or HR workers, yes, include your CV. If not, avoid sending your CV. Simply introduce yourself and get on their radar. Once the opening arises, they will already keep you in mind.

## Contributions

Contributing to the space has its perks, and while stepping your foot to the door of getting your first BTC-only job is only one of them, let's not forget the excitement it will give you!

Look for open-source projects, and ask people in your network if they need an extra pair of hands for writing/editing/creating anything. Offer your services and gain any kind of BTC-related experience. Put it on your CV. Mention it in your cover letter when applying for jobs.

If you are a software developer, remember contributing to open-source is sometimes ***the mandatory*** requirement for a certain number of available roles, so roll up your sleeves and get to work.

*Focus on the projects in the space you can do while still working in your fiat job.*

*Remember: Contributing is not the same as working for free.*

Yes, you can contribute voluntarily if you are comfortable with it, or you can contribute and still be paid for the projects. However, working for any company, for free is not just illegal, but also raises moral and ethical questions.

## Resume

A well-written one is the minimum you can provide to your potential employer.

1. If unsure about the format, use free Google templates
2. If you are a content creator, leave a link to your portfolio somewhere in the heading
3. If you are a software developer, leave a link to your GitHub somewhere in the heading
4. Provide concise and accurate information
  - a. Use bullet points to list duties and held responsibilities
  - b. Use percentages where possible to highlight your impact
5. List your contributions to the Bitcoin community (yes, this also includes if you ever organized a meetup or anything similar)
6. Avoid in-depth explanations- that will extend the length of your CV. Remember: two pages are the maximum.
7. You may also use free online tools to check your CV score and get free advice and ideas on what to fix. There is no need to spend your money on professional writers. Rumor has it that most of them also use those tools. \*oopsy!\* Google "Check your CV score" and pick any websites offering free service.
8. Have a copy of it on your phone as well. Always be ready to share it.
9. Don't forget to update it! As soon as you are done with the project in the BTC community, go and update your CV with details about it! Be prepared at all times!

Well-written resume is a bare minimum and simply not enough to make you stand out from the crowd. You are still competing for attention with a large number of people.

*Your secret weapon is a well-written cover letter.*

## Cover letter

Bitcoin jobs are not reserved for Bitcoiners only. People are applying to these roles, simply because it is “cool” to have “a crypto” job listed in the CV. Whoever is seeing your application, needs to know you are a real one. They need to know you not only understand their values and mission, but you align with them as well.

Disclaimer: if you already have a cover letter template that worked magic for you, keep it. This is a personal observation from a recruiter who received and reviewed thousands of cover letters throughout sever years long career.

### Example of a *wrong* cover letter:

- Your Bitcoin story is your cover letter and is two pages long!  
Yes, every interviewer would love to hear your Bitcoin story and share theirs. With a high-quality application, you will have a chance to talk about it during a call—no need to do it beforehand. A single paragraph on this matter is more than enough.
- You used one of those copy/paste formats alongside those buzz words: I excel, I deliver, I rock, I’m unique, and I am the right person for this job.  
Please, don’t. *That* is outdated. They (your potential employer) need to know you are a Bitcoiner, not just a random person sending the same cover letter to every company.
- Leaving links.  
No, no one will click on it. Firstly, it’s rude to leave a link without an explanation. If you are an artist, the link to your portfolio should be in your CV, not your cover letter. Last but not least, clicking any suspicious links is a huge security threat. You are a Bitcoiner. You know better.

### Example of a *good* cover letter:

- Create a separate cover letter for each role/company you apply for. Take your time.
- Introduce yourself in one to two sentences maximum. “Hi, I’m Max, and I’ve been a Bitcoiner since 2014. I got into Bitcoin \*short explanation of how\* and I currently work as — at —” Enough! We established you are on the right side of history and applied for the right job. Now, move on.
- Share your excitement about the company you are applying for. Let them know you are familiar with the products and mission.
- Speaking of mission, use it to align with why you want to work there.
- Tackle your experience, but don’t overshare. They will read the details about your experience in your CV. “Yes, I tick all the boxes you mentioned in your job description.” Anything along those lines is enough.
- Mention your contributions. Share a sentence or two about the projects you did in the community.
- Make it personal. Avoid buzzwords. Avoid generic phrases. Be who you are.
- Don’t make it too long. One page is enough.



## Action time

### Job boards and resources

Without further ado, here is the list of the popular Bitcoin-only job boards:

1. [Bebitcoiner](#) - it is a Bitcoin-only job board
2. [Bitcoinerjobs.com](#) - it is a job board created by Swan, and a lot of Bitcoin-only companies use it regularly
3. [Ostrich.work](#) - it is a Nostr's project
4. [JobsforBitcoin](#) - it is a Reddit sub-forum where you can offer your services or see who is hiring- these are usually short-term projects, however, I noticed a lot of projects that are not Bitcoin-related on this thread.
5. [Bitcoinjobs.com](#) - it is a Bitcoin-only job board
6. [Bitvocation](#) - a fairly new thread of Telegram. They are using the scraper to find all Bitcoin-related jobs.

However, not all jobs are listed online. You may see identical job posts on all the websites you visit and think that the job boards are useless. Many companies are hiring but don't want to face many applications themselves due to a lack of an in-house hiring team. For that reason, it is essential to remember:

*(External) Recruiters are your friends.*

We want you to make it because your success is our success. Currently, there are only a few Bitcoin-only recruiters. Don't hesitate to connect with us on any platform and to reach out. Becoming a part of a recruiter network means higher visibility and a chance to be included once the proper role for you comes up.

Bitcoin-only talent agencies:

1. [Layer4talent](#)- Martell Fox and I are helping people connect with companies and you can always reach out to us!
2. [Bitcointalent.co](#)- You can sign up and create a profile on their website and gain more visibility or you can reach out to Andy Thompson directly!

## Application

Remember: Applying for all jobs in one company just for applying will get you nowhere. You are getting the attention, just different from the one you hoped for. Most companies use software for hiring (aka ATS), and those record everything! How often have you applied, and to what roles. You can easily fall into the trap of applying for every job you see on the company's job board, hoping it will work somewhere. Then, when the perfect one for you pops up, no one will take you seriously, and your candidacy will be ignored.

To clarify, do not apply for multiple jobs at one company- only to those relevant to your experience.

Read a job description and pay attention to details. Do you fulfill at least 60% of the requirements? Then go for it.

If an internal recruiter works for a company you applied for, don't hesitate to reach out, after submitting your application. If not, you can do a bit of research and find out who the hiring manager for the role is. Feel free to connect on LinkedIn and send a message. It can be as simple as:

" Hello, I'm \*name\*.

I recently applied for a role \*position name\*.

I love what you at \*company name\* do, and would love to contribute to your mission. Please feel free to reach out if you need more details regarding my experience or have any questions.

Thank you. Have a lovely day."

This type of message is not pushy; the tone is polite and should draw the correct type of attention to your application. Even if you are not the right fit, you will find out about it sooner because the chance of a manager and/or a recruiter checking your application right away is high.

Do not spam or send dozens of messages. One is enough. You also do not need to follow up with this because your goal was to grab their attention rather than spam the receiver.

## Interview Process

Interviewing for a Bitcoin-only company is fun.

You will get an opportunity to share your Bitcoin story, talk about your professional accomplishments and plans, and get a glimpse of what it is like to work with like-minded people.

While hiring processes vary for each company, there are a few things you should remember when preparing for a call.

1. *Write down your questions before each interview*

Your calls are an excellent opportunity to ask questions about the job requirements, company culture, and the team. If you are unsure about who you are talking to, email and ask, so you can tailor your questions.

2. *Remember, it's a two-way street!*

You are excited about the company, and you are nervous, I understand. However, remember, interviewing for a job is a two-way street. They have questions for you, but you also have questions for them. They need to like you, but you need to like them too!

3. *Take time to think about your answers*

It's okay if you take a few seconds to construct the sentence or think about your answers. That way, you will avoid endless mumbling and rambling.

4. *Time management!*

Yes, take a few seconds to think about your answer, but don't spend the next 6 minutes answering a simple question—no need for long, story-telling answers. Try to be concise and appreciate everyone's time. This way, you are also saving time for yourself and your questions!

5. *After the call*

Take a few minutes to send a "Thank you for your time" message. Right after the call or a day after, it doesn't matter, but showing gratitude is always a nice touch.

## Curiosity

Usually, the interviewer will ask you what they want to know and then give you the chance to learn more. You don't want to miss the opportunity to ask questions!

First and foremost, you want to fill in the gaps and get some sense of what it is like to work there, and secondly, you show interest and motivation.

You will most likely be excited, even scared, so prepare your list beforehand. You want to separate your questions into two brackets:

- Role-oriented
- Culture-oriented

### **Examples of questions you could ask that are role-oriented:**

1. What would a typical workday in this role look like for me?
2. What's the most important thing I should accomplish in the first 90 days?
3. What are the pain points you would want me to take on immediately?
4. What are the biggest challenges that I might face in this position?
5. What are the next steps in the process?

These are only examples, and I strongly encourage you to dive deeper into the requirements listed on the posting and tailor your questions accordingly.

### **Examples of questions you could ask that are culture-oriented:**

1. What is your Bitcoin story?
2. How long have you been at the company?
3. What is your favorite thing about working here?
4. What is your least favorite thing about working here?
5. What's different about working here than anywhere else you've worked?

Once again, these are nothing but examples, so feel free to tailor your questions regarding what you want to know about the company culture.

Depending on the time you have left, be ready to pick the most important questions for you, as you may not have enough time for your entire list.

## Case studies/ Technical assessments

Expectedly, there will be part of the process where your skills and knowledge should be tested. If you are an engineer, technical assessment and/or technical interview is something that you expect.

Case studies, on the other hand, are up for debate lately. Sometimes, during the process, companies would ask you to conduct an assignment, usually related to their actual product or the idea of the product they have. Conducting this part does not guarantee you will be pushed to another stage of the process, or, as a matter of fact, be paid for this task.

*Does it show how passionate you are about the project? Yes.*

*Does that fact give you some extra credit? Yes.*

*Could it be used in the future, even though you are not hired? Technically yes, but it would be inappropriate.*

*Does refusing to complete these tasks mean you are done with the process? Yes, most likely.*

Whether you want to participate and dedicate your time to finishing these case studies, or not, is up to you. There are other good ways to test someone's knowledge and skills, than giving them "Take home" assignments, however, I am not against completing these tasks- I would, personally, conduct them.

## Imagining the What-Ifs

### **What if you realize you didn't ask all your questions during the call?**

Depends on the stage of the process you are at. If you are far in the process, you can email your question to the person you spoke to. However, if you just had your introduction call, it is a better idea to wait for the next one.

### **What if the process is slow?**

Something you can easily experience when interviewing for a start-up is a slow process. If you had a call already, know that your patience is greatly appreciated, but, you can follow up after a week or two of not receiving any feedback. This, however, does not apply if you sent your application, and did not speak to anyone. No need to follow up with the status of your application.

### **What if you receive a rejection email after you apply?**

Nothing. Do nothing. Wait for the next opportunity.

### **What if you receive a rejection email *after* sharing a few sentences with a recruiter/hiring manager on a platform, but did not conduct an official interview?**

You could send a "Thank you for your time looking at my application" message, and asking to stay in touch for future opportunities. You don't have to close any doors behind you.

### **What if you receive a rejection email after starting the process and conducting a call or two?**

You could send an email thanking the team for their time and asking for feedback on what skills you were missing or simply asking for any tips on how to improve your chances next time. Do not get offended if you hear that they can't share any feedback. It is nothing personal, simply some companies have a policy of not sharing feedback to candidates. I understand that these rejection emails and news are never pleasant and not something you hoped for, but you do not want to close any doors behind you, as mentioned above already- stay focused, polite, and open-minded.

### **What if you are ghosted after the call?**

Follow up via email after a few days.

## Conclusion

“The question is not what Bitcoin can do for you, but what you can do for Bitcoin.”  
-R0ckstar

While I agree that Bitcoin doesn't need us, we need Bitcoin; the reality is that the Bitcoin *industry* needs us. Every individual can help grow the space and contribute to a better tomorrow.

There is no magic formula for getting your first Bitcoin-only job. It is a combination of effort, skills, contributions, networking, and luck. Since I don't know about your luck, I will say your job-seeking process will most likely be a crazy ride, so prepare well and be patient.

To sum up the most important aspects of hunting for your first Bitcoin-only job:

- Be ready to work on projects, voluntary or paid.
- Contribute to open-source projects and projects related to your expertise
- Use any opportunity to develop your skills in the Bitcoin industry
- Join the community and talk to people (Network, network, network!)
- Write cover letters
- Have your CV and your LinkedIn profile regularly updated
- Don't refrain from using LinkedIn as a connecting tool
- Don't be afraid to show your excitement!
- Don't be afraid to leave your comfort zone and put yourself “out there”
- Be yourself
- Be patient

We discussed the unique skill sets required, the evolving nature of the industry, and the potential for personal and professional growth.

To those who dare to be pioneers, this ebook aims to be a helping hand when embarking on the unique journey of getting your first Bitcoin-only job. Bitcoiners never lack motivation, however, we need to address the challenges people face when looking for a job in the space. We need to have these conversations openly and share valuable information at all times.

If there is anything not mentioned in this guide that you are still unsure about, don't hesitate to reach out via any social and ask!

## Credits and shoutouts

Having ideas is great, but working alone is not.

This is a special “Thank you” note to:

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- Last, but not least, Martell Fox, for her advice, and support

None of this would have been possible if it weren't for the amazing, talented people to helped me bring this to you.

Thank you for reading through the end, everyone. See you out there!

Stay humble, stack sats.

Thunder!