



RECRUITMENT

HOW TO JOIN US

Learn everything you need to know
about joining a decentralized
organization



What is this article about?

This article is tailored for potential candidates, offering insights into why joining our team is a compelling opportunity. It outlines the qualities required, emphasizes the impact you can make, and illuminates the rewards awaiting you. Consider this your comprehensive guide to understanding the unique value and benefits associated with becoming a part of our team.

Why do you need it?

Ensuring a promising beginning requires us to provide a precise and thorough description of the tasks candidates can expect in their roles. Additionally, we shed light on the intricacies of our recruitment process, aiming for transparency and clarity. This detailed overview ensures that candidates embark on their journey with us fully informed and prepared for success.

TL; DR.

In our decentralized and distributed organization, we refer to our international marketing consultants as "Nodes." Unlike traditional employees, Nodes are freelancers, offering the flexibility to work with Ubinodes as a secondary job. Each Node operates under a formal contract with Ubinodes OÜ, a company incorporated in Estonia.

Payment for Nodes is structured on hourly fees rather than commission-based compensation. Notably, Nodes are remunerated using our proprietary cryptocurrency, essential for upholding the organization's principles of decentralization and censorship resistance.

The UBI token traded on the Waves decentralized exchange, allows Nodes to exchange value against various currencies, including Euro, USD, Bitcoin, and more.

Table of Contents

What is this article about?.....	2
Why do you need it?.....	2
TL; DR.....	3
Table of Contents.....	4
.....	6
1. Background.....	1
2.	2
Your Role as a Ubinodes Consultant.....	2
2. Your Role as a Ubinodes Consultant.....	3
3. What skills do you need?	4
3. What skills do you need?	5
4. Why should you apply?	6
4. Join Our Dynamic Team.....	7
5.....	8
Your Role at Ubinodes.....	8
5. Your Role at Ubinodes.....	9
6. Why Join Ubinodes.....	10
6. Why Join Ubinodes.....	11
7. Internship.....	12
7. Internship.....	13
7.0 Autonomous Consultant Development:.....	14
7.1 Global Experience.....	14
7.2 Candidates.....	14
7.3 Feedback.....	15
7.4 Stages.....	16
7.6 Logic.....	17
7.7 Deadline.....	18
8 Skillset.....	19

8 Skillset.....	20
9.....	23
Methodology.....	23
9. Methodology.....	24
9.2 Drafting.....	25
09.3 Researching.....	27
9.4 Engaging.....	28
9.5 Publishing.....	29
09.6 Coaching.....	32
09.7 Expanding.....	33
09.8 Supervising.....	35
10. Apply.....	36
10. Apply.....	37
10.1 Self-assessment.....	37
10.2 Books.....	37
10.3 Articles.....	37
10.4 Contact Us.....	38

1. Background.



1. Background.

At Ubinodes, we are in the business of manufacturing success. Our product? Opening doors to new markets for manufacturers worldwide.

Through our decentralized network of consultants, we facilitate market entry for manufacturers, creating global opportunities.

What matters most to you? Job satisfaction? Contributing meaningfully to humanity? Working in a dynamic and flexible environment?

Ubinodes is the haven for consultants harnessing technology and expertise to assist manufacturers in achieving growth-focused objectives.

To fulfill our commitment and cater to the diverse needs of our clients, WE NEED YOU!

Our services span various fields such as finance, economics, politics, consulting, logistics, customs clearance, regulations, technology, packaging, advertising, storage, point-of-sale identification, agent scouting, and more.

We deliver these services globally, making us a vital player on the international stage. Yes, you read it right—worldwide.

This signifies our need for Nodes, our independent consultants, in every continent and country.

Be the pioneer Node to serve clients in your region/country. Join us in shaping global success!

2.

Your Role as a Ubinodes



2. Your Role as a Ubinodes Consultant.

As a Ubinodes consultant, your mission is clear: provide consultancy services to manufacturers in your region, foster community growth, and champion the adoption of our token for seamless transactions of goods and services in your country.

You will collaborate with a team of fellow Nodes, either forming your group or with the guidance of a senior Node from the community.

Your responsibilities extend to offering a spectrum of services tailored to meet client needs.

Whether you assemble your team or collaborate with experienced Nodes, your contribution plays a crucial role in shaping the success of our clients and advancing the adoption of our token in your local market.

Join us on this exciting journey of consultancy, community building, and token adoption!

3. What skills do you need?



3. What skills do you need?

To thrive as a Ubinodes consultant, you must possess the following key qualifications:

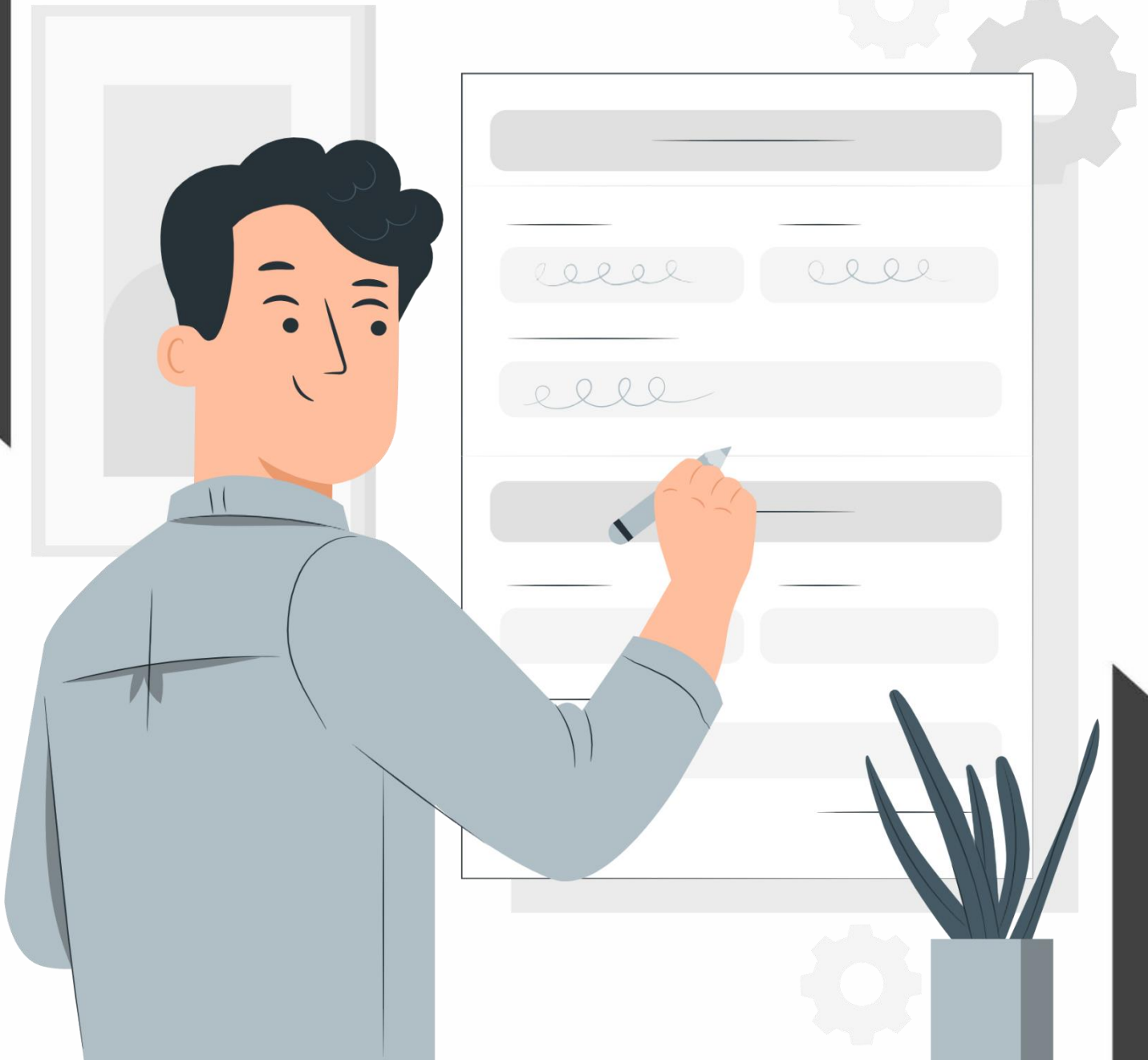
Language Proficiency: Fluency in the language(s) of your country of residence is essential for effective communication with clients.

Proficiency in English is also crucial for international communication within our diverse community and with clients worldwide.

IT Skills: A solid understanding of IT tools is necessary, given their integral role in our day-to-day operations. Proficiency in leveraging technology will enhance your efficiency and effectiveness as a Ubinodes consultant.

Business Expertise: Your business acumen is a valuable asset. Utilize your expertise to cultivate partnerships, identify opportunities, and elevate our brand awareness on a global scale. Your strategic contributions will be pivotal to our collective success.

4. Why should you apply?



4. Join Our Dynamic Team.

If you are eager to contribute to a dynamic IT environment, collaborate with a supportive team, and take on substantial responsibilities while assisting local and international clients in achieving success – your application is eagerly awaited!

We encourage individuals of all genders, races, colors, abilities, and underrepresented groups to apply. Even if you possess some of the listed attributes but not all, we welcome your application.

Your unique perspective and skills could be the perfect fit for our diverse and inclusive team. Apply now to be part of our exciting journey!

5.

Your Role at Ubinodes.



5. Your Role at Ubinodes.

As a key player in our team, you will take on a multifaceted role encompassing several crucial responsibilities:

Lead Commercial Community Development:

Onboard new consultants and foster partnerships.

Manage the client portfolio both locally and internationally.

Grow and Curate the Local Ubinodes Member Community:

Expand our member community by generating leads and testing software.

Contribute articles on IT tools and other relevant topics.

Manage applications and ensure potential members align with our community values.

Engage the Outside World:

Represent our brand globally to enhance awareness and engage clients, including start-ups, SMEs, investors, industries, and government entities.

Evaluate and Manage Partnerships:

Identify and engage suitable partners to maximize value for our members and community.

Tell Our Story:

If you possess storytelling skills, contribute to brand promotion and token adoption.

Coordinate local social media marketing, campaigns, press relations, blogging, and manage social media platforms.

6. Why Join Ubinodes.



6. Why Join Ubinodes.

At Ubinodes, we offer a unique opportunity to be a pivotal force in establishing a global decentralized business consultancy network. Here's what you can expect:

Part of a Global Brand:

Contribute to an established global brand with a mission to support international business consultancy.

Supportive Nodes Worldwide:

Collaborate with an amazing and supportive community of nodes (co-workers) both locally and internationally.

Continuous Learning and Growth:

Acquire new skills and familiarity with IT tools that are not only valuable for your role but also beneficial in your daily life.

Networking Opportunities:

Access an excellent network that opens doors to learning and growth.

Decentralized Work Environment:

Experience the freedom of a decentralized system with no manager or set schedule, empowering you to take control of your work.

Self-Motivation and Rewards:

While self-motivation is key, your efforts directly impact your income. The more clients you assist, the higher your earnings.

Global Team Collaboration:

Collaborate with nodes worldwide to find potential clients, making client acquisition a collective effort.

Multiplicative Income Potential:

Benefit from a multiplicative income model where multiple nodes working simultaneously to increase the results.

7. Internship.



7. Internship.

Ubinodes Mentorship Goals: Unlocking Real-world Potential

Our mentorship program at Ubinodes is designed to provide candidates with a transformative experience, bridging the gap between theoretical knowledge and practical business skills.

Here are the key objectives:

1. Application of Theoretical Knowledge:

Enable candidates to apply academic knowledge in real-life projects, fostering a deeper understanding of practical applications.

2. Transition to a Business Environment:

Facilitate candidates' immersion into a real-world business environment, where they grasp the intricacies of business dynamics, including financial aspects, deadlines, client expectations, and teamwork.

3. Confidence Building Through Public Contributions:

Empower candidates to boost their confidence by completing tasks that are publicly shared, such as writing articles for the website, and showcasing their achievements and insights.

4. Leadership Development:

Cultivate leadership skills by assigning candidates to supervise actual projects with real clients, whether overseeing reviews or managing marketing campaigns.

5. Acquisition of Essential Business Skills:

Equip candidates with indispensable skills not typically taught in academic settings, including:

Technical skills for using hardware and software.

Organizational skills, emphasizing data segregation and effective communication management.

Presentation skills, encouraging public contributions such as articles, seminars, and marketing campaigns.

Page **13** of **47**

Revised 19th June, 2021, Copyright: European Union Public License, version 1.2 (EUPL-1.2).

6. Expansion of Business Knowledge:

Provide candidates with additional knowledge beyond standard curricula, covering areas like financial regulations essential for navigating the business landscape.

7.0 Autonomous Consultant Development:

Transform candidates into fully autonomous consultants by instilling leadership qualities. This involves breaking away from the traditional "student mind-set" of waiting for instructions and encouraging a culture of creativity and independent thinking.

Our mentorship program is a dynamic journey aimed at unleashing candidates' full potential, and preparing them for success in the ever-evolving business landscape.

Join Ubinodes and embark on a learning experience that goes beyond the classroom.

7.1 Global Experience.

Ubinodes Internship Program in Collaboration with Global Experience

Ubinodes OÜ, a leading international marketing company headquartered in Estonia, is thrilled to offer internship opportunities to students through a partnership with **Global Experience**, a reputable organization based in the United States.

This collaboration brings together students from diverse countries, backgrounds, and cultures, enriching the learning experience.

To accommodate students from various backgrounds, Ubinodes has tailored its on-boarding process. It's important to note that the term "candidate" is used universally for all individuals, encompassing both seasoned professionals and students.

Despite the partnership with Global Experience, students participating in our internships are not expected to transition into consultant roles at Ubinodes upon completion of their internship period.

This adjustment in our on-boarding process ensures a seamless and inclusive experience for students, aligning with our commitment to fostering a global learning environment. Ubinodes welcomes students from around the world to engage in a dynamic and enriching internship program designed to provide valuable insights into the realm of international marketing.

7.2 Candidates.

Page **14** of **47**

Revised 19th June, 2021, Copyright: European Union Public License, version 1.2 (EUPL-1.2).

Revolutionizing On-boarding: The Ubinodes Internship Program

Ubinodes has reshaped its on-boarding approach, introducing an innovative internship program that welcomes diverse candidates, including seasoned consultants aspiring to join our dynamic team.

Our empirical insights have revealed that the ideal Ubinodes consultant, or "node," is not exclusively defined by diplomas or prior experiences.

The introduction of an internship program has allowed us to raise the bar, focusing on elevating candidates' skills while instilling the unique culture that characterizes Ubinodes.

The internship journey is meticulously structured into distinct "stages," each featuring a series of tasks assigned to the student or candidate.

Throughout this transformative process, individuals work under the thoughtful guidance of a mentor, creating a supportive environment for skill development and cultural assimilation.

The duration of the internship is flexible, enabling candidates to progress at their own pace. The completion timeline is directly tied to the successful mastery of skills from one stage to the next.

Crucially, Ubinodes maintains a steadfast commitment to uphold a rigorous standard throughout the internship process.

Each stage builds upon the skills acquired in the previous one, ensuring a thorough learning experience.

At Ubinodes, we do not cut corners; instead, we champion a holistic approach to skill development, empowering candidates to confidently navigate the challenges and opportunities within our organization.

7.3 Feedback.

At Ubinodes, we prioritize the continuous improvement of our internship program to ensure it remains dynamic and impactful. We actively encourage candidates to share their valuable feedback on each task undertaken.

This iterative process of feedback allows us to make real-time adjustments, tailoring the internship to better suit the evolving needs and expectations of our candidates.

7.4 Stages.

Currently, we have five stages.

Stage 1: Formality.

Ubinodes prioritizes security and privacy for our clients. Therefore, your journey begins with the commitment of signing a binding non-disclosure agreement (NDA).

Following this, we'll guide you through the installation of a secure communication application, marking the initiation of the robust on-boarding process outlined below.

Stage 2: Security.

- This stage focuses on aligning with Ubinodes' stringent standards for data and communication security and privacy. New candidates are unable to commence any work until they are proficient in utilizing Ubinodes' applications and processes.

The emphasis is on candidates familiarizing themselves with Ubinodes' standards and procedures on security and privacy.

Becoming acquainted with Ubinodes' preferred software is crucial, as effective participation is dependent on this knowledge. Candidates are encouraged to grasp Ubinodes' stance on confidentiality and its implications for fellow team members.

- When new candidates join Ubinodes, there are critical details outlined in the disclosure agreement that they should be aware of:
- Candidates should comprehend Ubinodes' stance on confidentiality and its implications for the day-to-day work of individuals within the company.
- New candidates will encounter intellectual property as a crucial aspect while collaborating with other nodes.
- Candidates should understand that security is one of Ubinodes' top priorities, and they are responsible for securing the devices they will be working on.

Stage 3: Producing.

Candidates are now working on productive tasks to sharpen their skills and prepare for billable tasks.

The goal is to enhance their capabilities for future projects, such as presentations, writing articles, and conducting marketing campaigns.

- Conducting research and publishing articles.
- Executing marketing campaigns.
- Drafting internal manuals.
- Delivering public presentations.

Stage 4: Coaching.

By coaching new individuals, the candidate is honing presentation and social skills, crucial in the field of business, particularly for international marketing.

This could involve assisting new candidates in earlier stages, engaging with clients, or conducting presentations both online and onsite.

Stage 5: Supervising.

The candidate is now overseeing intricate projects to prepare for the role of project management in international marketing tasks.

7.5 Tasks.

Each task is introduced with context-setting questions:

1. What is this article about?

2. Why do you need it?

The "What is this article about?" section provides an explanation of the task topic, and "Why do you need it?" offers insights into the purpose behind the task.

Following these contextualizing questions are guidelines covering the deadline, feedback process, security measures, sources, and any other pertinent information to swiftly familiarize the candidate with the task.

7.6 Logic.

Page **17** of **47**

Revised 19th June, 2021, Copyright: European Union Public License, version 1.2 (EUPL-1.2).

The tasks assigned during the internship progress through stages of Junior, Senior, Coach, and Supervisor, marking a developmental journey.

In the initial stages, candidates work "IN" the business, collaborating with mentors and other nodes, and gaining hands-on experience in various aspects of international marketing consultancy.

Simultaneously, candidates also work "ON" the business, engaging in tasks that enhance the internal workings of the organization, such as creating internal manuals or handling System admin duties.

As candidates accumulate understanding, they transition to coaching new candidates and supervising projects.

7.7 Deadline.

Deadlines are established for each stage or task of the on-boarding process. This is done because we continually bring new candidates on board, and occasionally, they may become MIA (Missing in Action), ceasing communication without notice.

As we work with individuals worldwide from diverse backgrounds, factors like internet or power issues, and political or economic challenges may arise.

To address this, a deadline is set, after which candidates may be removed from the process.

However, we understand unforeseen circumstances, and if you consistently communicate with us, the on-boarding process can continue past the deadline.

Simple gestures like sending a message through the communication app count as signs of life. If you wish to discontinue, kindly inform us rather than going silent.

8 Skillset.



8 Skillset.

Based on Global Experience's requirements, here are all the areas where we will up-skill students:

1. Critical Thinking & Problem Solving:

- **Articulate the Problem and Define Goals:** Clearly express the issue at hand and identify the intended outcome.
- **Formulate Precise Questions:** Develop questions and problems with clarity, facilitating effective communication for collaborative solution finding.
- **Effective Communication:** Share questions and problems clearly and precisely, promoting collaborative problem-solving.
- **Open-Minded Thinking:** Approach challenges with an open mind, encouraging brainstorming of creative solutions.
- **Analyze and Select Options:** Evaluate potential solutions and select the best course of action to achieve the desired results.
- **Develop Action Plans:** Create and implement strategic plans to effectively reach the desired result.

2. Oral & Written Communication:

- **Context-Appropriate Language:** Utilize grammar and vocabulary that align with the specific context.
- **Organized Messages:** Ensure messages are well-organized, clear, and consistent, supported by relevant material.
- **Tailored Messaging:** Customize messages and delivery methods based on the topic, audience, purpose, and context.
- **Inclusive Communication:** Engage with diverse perspectives, considering and addressing competing viewpoints to enhance communication effectiveness.

3. Teamwork & Collaboration:

Page 20 of 47

Revised 19th June, 2021, Copyright: European Union Public License, version 1.2 (EUPL-1.2).

- **Integration of Diverse Viewpoints:** Blend and incorporate varied perspectives from team members, fostering collaboration.
- **Motivation and Support:** Encourage and provide support to fellow team members, contributing to a positive team dynamic.
- **Contribution of Ideas:** Actively propose ideas, suggestions, alternative solutions, and constructive feedback.
- **Accountability:** Fulfill assigned roles and responsibilities within the team, ensuring individual contributions align with team goals.
- **Conflict Resolution:** Effectively negotiate, manage, and resolve conflicts that may arise within the team.

4. Digital Technology:

- **Ethical and Efficient Utilization:** Apply digital technologies ethically and proficiently to address challenges and solve problems.
- **Task Completion and Goal Achievement:** Employ technologies to efficiently complete tasks and achieve predetermined objectives.
- **Content Creation and Sharing:** Generate and share content utilizing both general and field-specific technologies.
- **Adaptability to Emerging Technologies:** Demonstrate effective adaptability to new and emerging technologies, staying current in the digital landscape.

5. Leadership:

- **Assessment and Motivation:** Evaluate individual and collective strengths, weaknesses, and capacities to attain desired goals. Utilize interpersonal skills to motivate others.
- **Organization and Delegation:** Organize, prioritize, and delegate work, roles, and responsibilities effectively. Review outcomes and assess implications for future plans.

6. Professionalism & Work Ethic:

- **Accountability and Learning:** Take responsibility for actions and outcomes, acknowledging mistakes and learning from them. Follow through on commitments and act with the interest of the larger community in mind.

7. Career Management:

- **Skills Articulation:** Identify and articulate skills, strengths, knowledge, and experiences relevant to the desired position and career goals.
- **Professional Growth:** Recognize areas for professional growth and demonstrate self-advocacy by pursuing relevant opportunities.

8. Global & Intercultural Fluency:

- **Cultural Awareness:** Identify personal cultural norms, values, and experiences, recognizing how they shape and are shaped by culture.

- **Embracing Diversity:** Acknowledge diverse viewpoints stemming from cultural differences and engage with people and ideas from other cultures with courage, sensitivity, openness, and curiosity.

9.

Methodology.



9. Methodology.

Keywords: Security & Resilience

1. Judicial System Threat Defeat:

Ubinodes differentiates by countering the most sinister threats, including corruption of the judicial system.

2. Strength in Every Node:

An organization's strength is akin to its weakest link. Nodes, teaching clients about communication and data security, must exemplify resilience and strength.

3. Ubinodes' Exceptional Standards:

Ubinodes set unparalleled standards in contrast to thousands of marketing agencies. Elevating candidates to these standards is imperative before client-facing roles.

4. Security Competency:

Candidates often lack:

- Competence in securing computers, mobile devices, and communications.
- Self-discipline to avoid reverting to insecure methods.

Skillset:

1. Security-First Mentality:

Mentors guide candidates in cultivating new work habits prioritizing security over convenience.

2. Global Team Collaboration:

Candidates collaborate in a global team of Nodes, learning effective teamwork despite time differences, and utilizing secure productivity tools.

Tasks:

1. Installation of Productivity Applications:

- Set up working environments aligning with Ubinodes' standards, including:

Page **25** of **47**

Revised 19th June, 2021, Copyright: European Union Public License, version 1.2 (EUPL-1.2).

- Installing password managers (e.g., Nordpass, Bitwarden).
- Integrating secure communication and synchronization apps (e.g., Wickr, Wire, Session, Resilio).
- Creating accounts with secure email providers (e.g., Protonmail, Tutanota).
- Establishing accounts on secure productivity platforms (e.g., CryptPad).
- Encrypting Hard Drives (e.g., Bitlocker).
- Creating cryptocurrency wallets for UBI tokens.

2 Content Creation:

Candidates update or write articles published on Ubinodes' website(s).

3. Manuals and Documentation:

Candidates update internal manuals or craft new ones to enhance organizational knowledge.

9.2 Drafting.

Keywords: **Inspiration & Leveraging.**

Firstly, Ubinodes operate on decentralized and distributed principles, necessitating a shared working standard among nodes.

While internal manuals exist, proficiency in IT tools, adherence to publishing standards, meeting deadlines, following security protocols, and embracing communication guidelines are non-negotiable.

Optimal functioning requires all consultants to be consistently aligned in pursuit of common goals, sharing a unified vision, and adhering to internally developed standards through a continual iterative process.

Secondly, consultants at Ubinodes charge hourly fees for their work, steering away from commission-based structures. To maximize the value of their time, consultants must be multifaceted experts capable of monetizing knowledge.

The focus shifts to viewing learning as a means to become an authority in a subject, facilitating the creation of training courses, articles, and presentations.

Notetaking transforms into a meticulous process, capturing every detail for potential conversion into valuable content.

Experience has shown that candidates often lack skills in writing publishable articles, functioning in international team contexts, understanding mass surveillance and financial regulations, and adopting the consultant mindset, having been traditionally groomed for employee roles.

Skillset.

A mentor guides candidates in harnessing their learning by diligently taking detailed notes to update or create articles, preparing presentations, and more.

The organization's credibility is enhanced with each article published on the website, making it easier to attract new clients.

For any consulting agency, the alignment between claimed expertise and the website's look and feel is crucial when charging clients for services.

The process involves leveraging skills and knowledge to expand offerings and transition from a student/employee mindset to that of an independent consultant. Candidates acquire new business methods, self-discipline, and a transformative mindset.

Tasks.

To guide candidates in adopting robust habits for data and communication security, we direct them to pertinent articles already published on our website.

Familiarity with these articles is crucial, as candidates, once fully on-boarded, will reference them when guiding their own clients.

To ensure mastery of these topics, candidates are tasked with preparing updates for select articles.

Additionally, candidates are encouraged to read and draft articles on subjects like mass surveillance, finance, economy, blockchain, etc., which will eventually become their original articles.

Updating.

Keywords: **Belonging & Duty.**

At Ubinodes, characterized by its decentralized and distributed nature, decisions are collectively reached through consensus, and everyone contributes to writing and updating internal manuals.

Aligned with the principles outlined in the whitepaper, the growth of the organization equally benefits all nodes. As a consultant at Ubinodes, individuals share a vision of what a modern organization should embody.

Contrary to the competitive mindset often ingrained in candidates, Ubinodes operates as a cohesive team, emphasizing that the collective outcome surpasses individual efforts.

New nodes are guided to actively collaborate with others to achieve superior results compared to working in isolation.

Skillset.

Mentors play a crucial role in guiding candidates to enhance their recently acquired skills and effectively collaborate within teams at the organization.

Through active participation in front-end activities, candidates develop a sense of belonging, as their work becomes public and accessible on Ubinodes' websites.

Tasks.

Candidates are assigned the responsibility of updating existing articles on Ubinodes' website(s) after thoroughly reading them.

This task serves a dual purpose: assessing candidates' understanding of the subject matter and introducing them to Content Management Software (CMS).

By actively participating in the updating process, candidates showcase their research skills and proficiency in conveying complex topics, a skill set essential for teaching clients and maintaining high-security standards.

09.3 Researching.

Keywords: **Methodology & Creativity.**

Page **28** of **47**

Revised 19th June, 2021, Copyright: European Union Public License, version 1.2 (EUPL-1.2).

Candidates are encouraged to transition from merely consuming content to actively producing valuable materials. Taking notes has evolved from personal use to becoming a tool for creating articles, presentations, and training courses.

This shift prepares candidates for a more comprehensive role where they contribute to complex projects, aligning with Ubinodes' focus on full-scale import/export initiatives managed holistically.

The goal is to move beyond a platform resembling Upwork and establish Ubinodes as an organization overseeing end-to-end projects.

Skillset.

Candidates, under mentorship, are encouraged to unleash their creativity, explore avenues to generate new article ideas, access relevant sources, and hone skills in analysis and presentation.

Ubinodes values creativity as a pivotal attribute that ensures the organization's adaptability and continual pursuit of optimal efficiency.

This phase aims to foster autonomy and self-reliance in candidates, providing a glimpse into the consultant's lifestyle working remotely, conducting research, and transforming knowledge into meta-research that benefits others.

This progressive approach prepares candidates for involvement in more intricate projects.

Tasks.

Candidates, having reached this stage, are tasked with crafting articles from scratch, covering assigned subjects and adhering to provided writing guidelines.

In preparation, they were earlier assigned to draft articles on entirely new topics, ensuring a repository of material for this stage. Candidates delve into research, initiating the drafting process, and may also contribute to Sponsored Projects.

Recognizing the global impact of these articles on the organization's credibility, candidates engage in a peer-review process before publication. This approach instills a shift from an "exam score" mindset to a "product delivery" mentality.

Candidates actively seek feedback, comments, and suggestions from peers, viewing them not as judgments but as opportunities for improvement.

This mindset transformation fosters a coaching approach, where individuals contribute to each other's growth and enhance Ubinodes' overall output.

9.4 Engaging.

Keywords: **Independence & Awareness.**

Social media plays a pivotal role for Ubinodes in client and candidate acquisition. Operating as a decentralized and distributed organization, active participation in social media tasks is a collective.

Skillset.

The mentor is helping candidates transition into becoming ambassadors for the organization, taking on the responsibility of representing our brand to the external world.

This involves raising awareness and engaging with clients on an international scale, reaching out to startups, SMEs, investors, industries, government bodies, and other external stakeholders.

While candidates have developed a strong sense of belonging within the organization, they are now encouraged to extend this connection beyond its boundaries.

Tasks.

Following internal manuals, candidates establish free social media accounts across various platforms. This allows candidates to engage directly with potential clients and candidates.

While they may not have all the answers at this stage, the experience of being in direct contact with individuals as representatives of the organization helps them adapt their communication and behavior.

These skills are crucial for freelance consultants. It's important to note that those not willing or able to perform these tasks might be better suited for employee positions.

Currently, if candidates identify potential clients or candidates and qualify them, they pass them on to senior nodes.

9.5 Publishing.

Keywords: **Credibility & Expertise.**

Firstly: Ubinodes, while centered around marketing, recognizes that in today's environment of mass surveillance, corruption, and currency weaponization, mastering IT security is essential before delving into international marketing.

Nodes are not only expected to execute marketing tasks but also to educate clients about IT security as an integral part of any business project.

Additionally, nodes are expected to give presentations, teach, or write articles about finance, economy, and marketing. The emphasis on teaching sets a high standard for the expertise gained through the internship program.

Secondly: A consultant's role involves providing unbiased reports, marketing plans, or research that clients use to make decisions.

To achieve this, candidates must learn how to create a "sterile" work environment where external influences don't impact their decisions. Professional research is the foundation of a consultant's job.

When publishing articles, candidates are mindful that they are utilizing readers' time, emphasizing the importance of creating content that is valuable and worth the audience's time.

This development instills commitment, attention to detail, an understanding of customer satisfaction principles, and an awareness of how published content affects organizational credibility.

Candidates have been upskilled in IT proficiency, attention to detail, international teamwork, commitment, creativity, autonomy, and self-reliance.

They are now conscious of the risks associated with mass surveillance in international business and have acquired skills to mitigate these risks.

Candidates have demonstrated their ability to work in teams on simple projects, secure data and communication, complete solo or mentor-assisted projects requiring expertise, and contribute to teams on paid projects.

Skillset.

The mentor is steering candidates toward taking ownership and responsibility for their work, emphasizing a cost-effectiveness mentality that considers time and money in the equation.

Candidates are guided to understand the level of quality required to be considered credible in the space, emphasizing the importance of reaching this standard for credibility.

The mentor is working to shift candidates away from a student mentality, characterized by deciphering expectations, and the outward inward mindset driven by social acceptance needs.

Instead, candidates are encouraged to adopt a results-oriented mentality, focusing on cost-effectiveness, risk-reward balance, accuracy, credibility, and trustworthiness.

The goal is to groom candidates into a mindset where they prioritize results over external perceptions.

As Ubinodes is centered around international marketing, candidates are tasked with activities that contribute to the creation of access to markets, starting with the development of a marketing plan.

This involves conducting marketing research and creating business articles that define Ubinodes' market positioning.

The mentor guides candidates to become independent nodes, positioning them as experts in their own country/state, responsible for facing clients and supervising marketing plans.

At this stage, candidates are introduced to more complex projects, where they work as part of a team under the supervision of a lead node.

While the mentor remains focused on the internship process, candidates gain valuable experience and learn from others in a collaborative team environment.

Tasks.

Candidates progress to conducting a comprehensive market study, typically focused on their country or state. The resulting article is published on Ubinodes' website and shared on social media platforms.

This task provides candidates with the opportunity to apply their theoretical knowledge extensively, and there is no limit to the depth of the marketing study, covering aspects such as economy, politics, finance, regulation, history, and more.

Candidates learn to write in a manner that is appealing to prospective customers, effectively "selling" their target market while providing factual, truthful, detailed, and relevant information for manufacturers considering exporting.

Following a peer review process and iterative adjustments, candidates publish their articles on Ubinodes' website, and these are further shared on social media channels.

Candidates are encouraged to share their articles with their networks, including friends and relatives.

Candidates also participate in a Sponsored Project, collaborating with other contributors until the project's completion.

Assigned specific tasks by the lead node, candidates coordinate with other participants to contribute to the overall success of the project. This phase further enhances their practical experience and teamwork skills within a real-world project scenario.

Rite of passage.

Candidates reach a significant milestone in their on-boarding process by publishing a short marketing plan for their country or state.

This represents a "rite of passage" or a "Hello World" moment for candidates. In this task, they not only create their article but also focus on their market.

The marketing plan becomes a showcase of what they will be "selling" to potential clients, providing a practical application of their skills and knowledge acquired during the on-boarding process.

This task serves as a tangible demonstration of their readiness to engage with clients and contribute meaningfully to Ubinodes' objectives.

Agreement.

After candidates have successfully published their articles about their country or state, they have the opportunity to enter into a formal agreement with Ubinodes to become official nodes.

This step grants them the authority to sign contracts with clients on behalf of the organization.

However, for students participating in an internship, this formal agreement is not mandatory to continue the program.

The option to become official nodes provides candidates with the autonomy and responsibility to represent Ubinodes in client engagements, marking a transition from the internship phase to a more active role within the organization.

09.6 Coaching.

Keywords: **Responsibility & Confidence.**

To instill self-confidence in candidates, mentors guide them through mastering essential skills and knowledge areas.

The goal is for candidates to not only understand these subjects themselves but also to be capable of teaching others.

The mentorship process aims to empower candidates to become influencers rather than being influenced by external factors.

Additionally, candidates are expected to achieve mastery in topics like mass surveillance and financial regulation, which are fundamental to their roles as consultants.

This foundational knowledge is crucial before candidates progress into supervisory and project management responsibilities.

Skillset.

In this stage, candidates are actively engaged in the organization's activities under the guidance of the mentor.

All nodes, including candidates, share equal responsibility for the organization's maintenance, manual writing, client acquisition, candidate recruitment, and development.

The mentor leads candidates toward becoming proactive contributors to the organization's overall functioning.

Tasks.

Candidates are actively involved in coaching new candidates, guiding them through their initial tasks, and sharing the knowledge they have recently acquired.

This experience not only reinforces their own learning but also contributes to the growth and development of new members within the organization. It emphasizes the importance of knowledge sharing and collaboration within the Ubinodes community.

09.7 Expanding.

Keywords: **Web siting & Presenting.**

Candidates are now positioned to transition into a role where they can teach and guide others based on the expertise they have developed.

This shift towards mentorship and knowledge dissemination reflects their mastery of various tasks within Ubinodes and their readiness to contribute to the growth and learning of the community.

Additionally, candidates have demonstrated their project management skills in supervising roles, particularly in Sponsored Projects.

This involves handling technical projects and coaching an international team, showcasing their ability to navigate complex tasks and lead teams effectively.

This expertise is considered crucial in the context of Ubinodes' emphasis on technology as a means to counteract mass surveillance and facilitate international business operations.

Skillset.

At this stage, candidates are being guided by the mentor to take on more advanced responsibilities, including setting up and managing their own website for their country or state.

This step is crucial for establishing a local online presence, especially if candidates need to create websites for clients to enhance their visibility before exporting goods.

Candidates are also encouraged to deliver presentations to clients on various subjects, further showcasing their expertise and building confidence in their consulting capabilities.

As Ubinodes aims to generate a steady income stream through a range of consulting services, candidates play an active role in seeking clients and bringing in contracts for the organization.

The mentor emphasizes the candidates' responsibility in actively pursuing contracts for Ubinodes, aligning with the decentralized and distributed nature of the organization.

While candidates have previously published articles to promote Ubinodes' countries, the focus now shifts to actively seeking and engaging clients, particularly manufacturers interested in exporting.

The goal is to secure contracts for comprehensive marketing plans that facilitate exports from the sending country to the candidate's home country.

The selection of the sending country is contingent upon the availability and willingness of other nodes to participate in the project. This collaborative approach reflects Ubinodes' commitment to leveraging the expertise of its decentralized team.

Tasks.

At this stage, candidates are actively engaged in creating websites from scratch, reaching out to clients, and offering free presentations on specific subjects.

The goal is to showcase their expertise and attract potential clients.

Additionally, candidates are tasked with designing marketing campaigns and utilizing social media or email, to promote a Sponsored Project.

Their involvement in the sponsored project ensures they have sufficient knowledge to create effective promotional campaigns.

Crucially, candidates gain the authority to sign contracts on behalf of the organization.

This empowerment reflects their progression within Ubinodes and underscores their readiness to take on more responsibilities.

Furthermore, candidates are challenged with designing comprehensive marketing campaigns tailored to target manufacturers.

The objective is to offer manufacturers end-to-end services for exporting their products, demonstrating Ubinodes' capability to manage all necessary aspects for optimal results.

This initiative aligns with Ubinodes' mission to actively seek and secure contracts, contributing to the organization's growth and success.

09.8 Supervising.

Keywords: **Leadership & Maturity.**

As candidates have integrated into Ubinodes and gained experience, they are expected to actively apply key principles outlined in the organization's whitepaper, including AdHoc teams and Pruning.

Page **36** of **47**

Revised 19th June, 2021, Copyright: European Union Public License, version 1.2 (EUPL-1.2).

These concepts need to be translated into practical actions by the candidates in their daily responsibilities and collaborative efforts with other nodes.

This application of principles enhances the efficiency and adaptability of Ubinodes' operations.

Skillset.

At this stage, candidates are guided by the mentor to leverage the knowledge and experience acquired throughout the internship stages to develop leadership skills.

Having learned from others, candidates now take on a supervisory role, overseeing and guiding newer candidates in their tasks.

This transition to a leadership position is crucial for their growth within Ubinodes and contributes to the decentralized and collaborative nature of the organization.

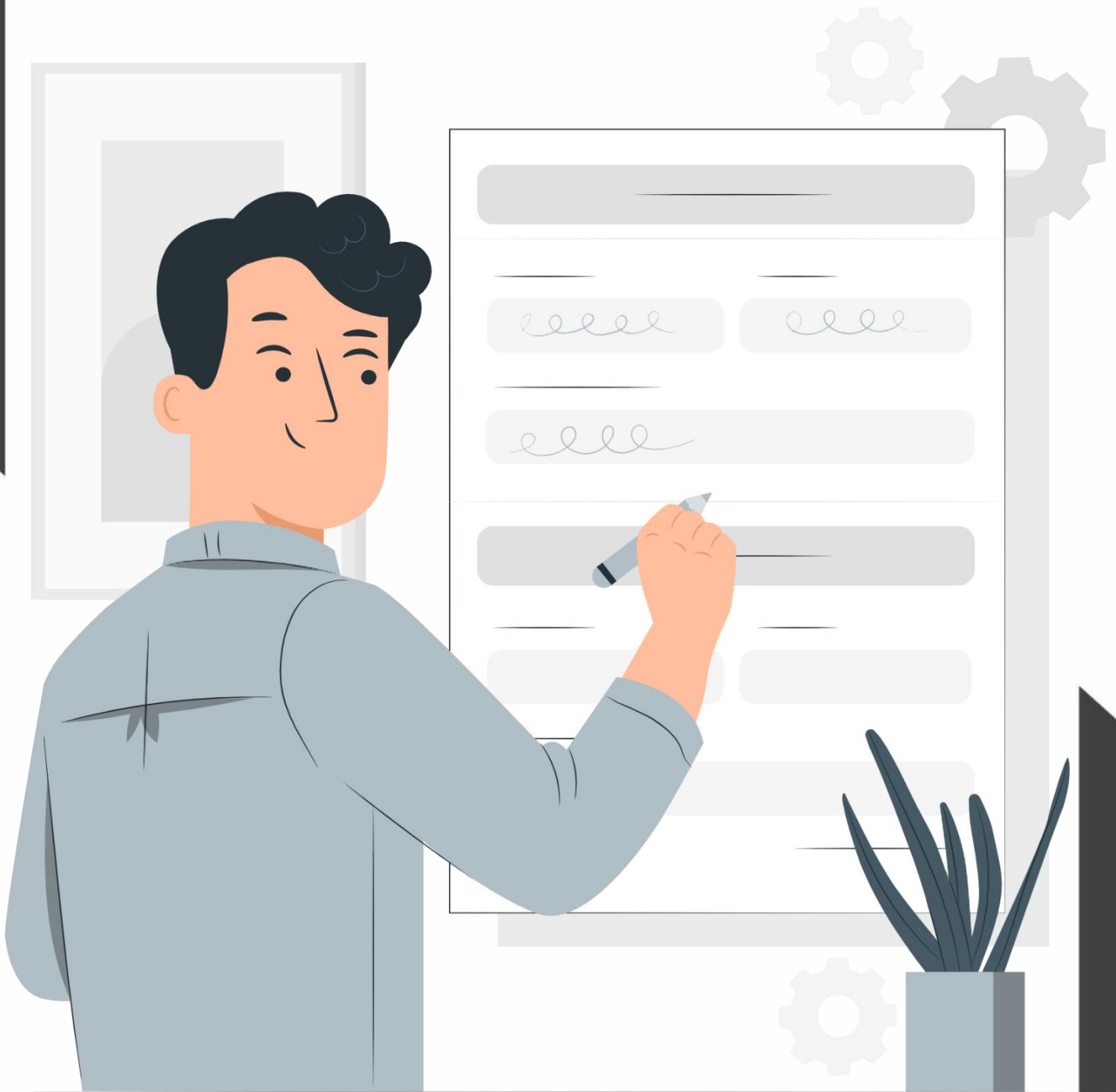
Tasks.

In this stage, candidates are tasked with supervising a Sponsored Project. As part of their preparation, they were initially assigned to draft a review article on a Sponsored Project.

Now, they are responsible for running a marketing campaign, assembling a team, and overseeing the entire project until its completion.

This hands-on experience in project supervision further develops their leadership skills within the decentralized structure of Ubinodes.

10. Apply.



10. Apply.

We've explained what we provide, and you'll use the knowledge and earnings you gain to contribute with your expertise and experience. If you have any questions, feel free to contact us.

If you decide to proceed with the recruitment process after your initial inquiries, one of our team members will have a VoIP chat with you to guide you through on-boarding.

During the on-boarding process, there won't be compensation. The quicker you complete on-boarding, the sooner you can start earning with Ubinodes. We don't ask for your CV or conduct extensive interviews and tests.

We've simplified the process to be more effective. To apply, go through the prerequisites below. If you find the position suitable after reading them, we encourage you to apply.

10.1 Self-assessment.

IQ Test.

Before contacting us please do an online [free IQ test](#).

If your score is below 120, please refrain from reaching out, as it may be challenging for you to complete the on-boarding process within the designated timeframe.

10.2 Books.

- To grasp our threat model, it's essential to read the following books:
- 1. "Permanent Record" by Edward Snowden, translated into multiple languages.
- 2. "Le piège Américain" by Frédéric Pierucci, currently available only in French.

10.3 Articles.

These articles are crucial because our candidates have diverse backgrounds, and at Ubinodes, we prioritize security and privacy.

Safeguarding our communications against various threats and protecting our data are paramount.

As an international business, our clients entrust us with confidential information.

Therefore, candidates need to adopt this culture, making it second nature to prioritize security and privacy before interacting with any devices.

Candidates should go through the following resources to understand our background, company culture, organizational structure, revenue sources, and the nature of our work:

- [Our Story](#): Learn about our origins and company culture.
- [Whitepaper](#): Explore how our organization is structured.
- [Sponsored Projects](#): Understand one of our revenue sources and our focus on technology, neuroscience, social science, economy, and finance.
- [Export](#): Learn about our services and income generation.
- **About Email**: Gain insights into our approach to email usage and why we discourage its use. Check out the following resources;
 - [Research: Ensuring Email Security and Privacy](#)
 - [It's Time to Get Rid of Your Email](#)
- **Tutanota and Protonmail**: Familiarize yourself with these tools, but do not create accounts yet. We'll guide you on the proper setup.
 - [Tutanota vs. Protonmail](#)
 - [Why We Are Using Tutanota](#)

These resources provide essential background information for candidates, offering a comprehensive view of our organization, values, and the tools we use.

10.4 Contact Us.

To initiate the recruitment process, please reach out to us via Session. Once you make contact, a senior node will connect with you and guide you through the recruitment process.

Subsequently, we'll arrange a video meeting using Jitsi to discuss the details and move forward.

We look forward to connecting with you on Session and beginning the recruitment journey.

Introduction.

To ensure you're welcomed well, kindly provide the following details:

1. Country for Lead Node Role:

2. Citizenship:

3. Mother Tongue:

4. Other Business Level Languages/Dialects:

5. Any Initial Ideas for Products/Services for Export/Import:

Your responses will assist us in tailoring the on-boarding process to suit your background and preferences.

Questionnaire.

In the interview, you can expect general knowledge questions related to the areas you'll be handling at Ubinodes, covering topics like security and privacy, finance, economy, blockchain, cryptocurrency, and marketing.

This helps us gauge your existing interest and familiarity with these fields.