

How to Get Hired in Web3: Beating Location Bias with Proof-of-Work

The Real Problem: Most global job seekers never get interview calls because hiring software (ATS) and recruiters filter them out early based on location or time zones. Today, Web3 companies hire in 4 specific models. Use this guide to fix location bias on your CV and get hired from any country using **Proof-of-Work**.

1. THE 4 WEB3 WORK MODELS IN 2026

Work Model	Where You Live	Common Roles	Proof That Wins the Job
100% Global Remote	Anywhere in the world	Protocol Devs, Smart Contract Auditors, Cryptographers	Public GitHub commits, verified testnet deploys, bug bounty profile.
Region-Locked Remote	Specific area (e.g. US, EU, or APAC time zones)	Full-Stack Devs, Product Managers, DevRel, Marketing	Live dApp demos, clean written specs, 3-4h daily overlap commitment.
Crypto Hub Relocation	Move to city (Dubai, Singapore, Zug, Hong Kong)	Founders, Legal Heads, Compliance, Institutional BD	Track record of closed deals, past licenses, verified references.
Hybrid City Office	Office 2–3 days/week (London, NYC, SF, Lisbon)	Growth Marketing, Venture Ops, Partner Managers	Campaign growth data, partner pipelines, token analysis samples.

2. HOW TO FIX LOCATION BIAS ON YOUR CV (BEFORE YOU GET FILTERED)

01. Fix Your CV Header (Avoid the Auto-Reject Filter)

Never write full street addresses or small city names that trigger automated country filters. Instead, format your header as: **[City, Country] | Global Remote (3–4h EST / CET Overlap)**. This signals timezone flexibility immediately.

02. Put "Proof-of-Work" Above the Fold (First 5 Seconds)

Recruiters spend under 6 seconds skimming a resume. Right below your name, add a 3-line **Verified Proof Stack**: links to your deployed smart contracts, GitHub pull requests, Dune dashboards, or live front-end dApps. Force them to look at your code before your location.

03. State Your Timezone Overlap in the Summary

Add one clear sentence in your bio: *"Experienced in async remote work with 4 hours of guaranteed daily overlap for EST/CET sprint standups and code reviews."* This answers their biggest scheduling worry upfront.

04. Offer a Paid Trial Task Over Multiple Interview Rounds

If applying cross-border, offer a short 3-day paid milestone task. Delivering clean, working code removes hiring risk faster than 5 rounds of standard video interviews.

05. Audit Relocation Offers (Calculate Real Net Savings)

Before accepting relocation to high-cost hubs (Dubai, Singapore, Zug), run the real math: a \$120,000 remote salary at home often yields more net savings than a \$160,000 relocation offer in a city where rent is \$3,500/month.

⚡ The AOB Golden Rule: Location filters exist because employers fear unreliable communication and delayed sprint cycles. When you lead with verified proof and clear working hours, geographic barriers disappear.

Fast-Track Your Web3 Career with ArtOfBlockchain

Want to make sure your CV beats location filters and showcases your real proof? Access verified advisory tools from ArtOfBlockchain:

-  **Proof-Based CV & Portfolio Audit**
Get personalized, 1-on-1 feedback to tailor your Web2 experience into a high-converting Web3 profile.
-  **Book Your CV Review**

-  **Browse Verified Web3 Openings**
Explore active developer, smart contract, and non-technical opportunities directly on our board.
-  artofblockchain.club/blockchain-developer-jobs