

How to Write a Web3 Job Description: Notes from 150 JDs

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A guide for recruiters, talent acquisition leads and founders hiring for Web3 roles. Written by [Shubhada Pande](#), founder of [artofblockchain.club](#), from our analysis of 150 Web3 job descriptions across exchanges, DeFi protocols, infrastructure, compliance and go-to-market teams.

Why does the job description matter so much in Web3 hiring?

Experienced Web3 candidates usually have options, and they decide quickly whether a role is worth an application. When a JD leaves key questions open, you see it in your funnel:

- Strong specialists don't apply, because they can't tell the role is meant for them.
- Screening fills up with applicants who don't fit the location, hours or level.
- Mismatches on pay or on-call come up late, after interview time has been spent.

Three things in your JD do most of the work:

What your JD should settle	How it helps your hiring
What the person will work on: the problem, main stack and early priorities	The right specialists recognise the role, and the wrong ones self-select out
Pay and upside: a range or structure, and how bonus, equity or tokens work	Fewer candidates drop out at offer stage over pay
How the role works: location or regions, overlap hours, on-call and travel	Your screening stays focused on people who can actually take the role

A sentence or two on each is usually enough.

What did we find in 150 Web3 job descriptions?

Most listings described the work itself well. The common gaps were pay and working arrangements, which are exactly what experienced candidates check first. 42 of 85 technical roles bundled fundamentally incompatible runtime architectures (EVM, Solana SVM, and multi-language low-level stacks) into a single contributor opening.

Pay and upside

- Many listings, including at well-funded protocols and exchanges, gave no base range, bonus structure or token terms.
- Where equity or tokens were mentioned, the vesting terms were rarely explained.
- Payout currency was almost never stated, even by teams building stablecoin products, where candidates reasonably ask about stablecoin payroll.
- Pay disclosure is increasingly a legal requirement. Under the EU Pay Transparency Directive, employers must give candidates starting pay or a range before the first interview, with a transposition deadline of 7 June 2026 ([source](#)). In the US, Virginia joined the states requiring pay ranges in job postings from 1 July 2026 ([source](#)).

Working arrangements

- On-call duties were rarely described, even for trading systems that run around the clock.
- "Remote" often came with no regional or hours boundary, including at regulated firms such as UK-licensed e-money institutions, which in practice need specific hours and jurisdictions.
- Hybrid roles spread across several cities often named no home hub or overlap window.

Requirements

- Some backend roles gave equal weight to Solana and EVM chains. Their execution models need different indexing and state-handling approaches, so one person rarely covers both in depth.
- Year minimums and degree requirements appeared in fast-moving areas: 7+ years for Web3 QA, or a Master's degree for crypto compliance, even though frameworks such as MiCA and the Travel Rule are learned mostly on the job.
- Broad language lists ("any two of C++, Python, Rust, Move...") left candidates unsure what the team actually uses.

What the clearest listings did

- Stated what the role is not, for example "this is not a tokenomics or risk-modelling role".
- Described outcomes at six months, such as running an experiment to a conclusion and shipping a production pilot with a rollback plan.
- Named the exact stack and performance targets, such as indexing latency under 10 ms.
- Published a base salary band alongside bonus and equity terms.

Where do Web3 job descriptions lose good applicants?

Most of these happen for good reasons: a role is still being shaped, pay needs sign-off, or a template carries over from another hire. Small additions usually close the gap.

If your JD has	Consider adding
A long list of languages, with any two acceptable	Naming the main stack, so specialists can tell the role is for them
Years of experience or a specific employer background as the main filter	Describing the work, and letting the interview test depth
Several chains or products listed with equal weight	Saying which one is primary and which are future scope
Pay not mentioned	Sharing a range, or at least the structure (base, bonus, equity or tokens)
Equity or tokens mentioned without terms	A line on the type of grant and how vesting works
"Remote" with no boundaries	Eligible regions and the hours the team overlaps
Production support mentioned, on-call not described	How often the rotation comes round and how it is supported
On-chain fluency expected for every role, including non-technical ones	Noting where on-chain onboarding is provided

How much should a job description reveal about your interview?

You are right to keep assessment criteria private, so candidates can't tailor their answers to them. The useful line is between context and evaluation:

- **Share in the JD:** the problem, the stack, the scope, pay, location, hours and on-call.
- **Keep for the interview:** what a strong answer looks like, the exact skills you will probe, and how you weigh them.

Candidates still have to prove themselves in your process. You simply spend less time on applicants who were never a fit.

Web3 job description checklist

Before your next role goes live, check that your JD covers these. Skip any that don't fit your situation.

- ☐ The main problem or product the hire will work on is described
- ☐ The primary stack, chain or toolset is named
- ☐ Requirements describe skills more than years or credentials
- ☐ Pay is shared as a range, or at least its structure
- ☐ Equity or token terms are outlined, if they apply
- ☐ Location or eligible regions are stated
- ☐ Overlap hours are mentioned for remote or multi-hub teams
- ☐ On-call or weekend expectations are described, or ruled out

Frequently asked questions

Should you include salary in a Web3 job posting?

Yes, wherever you can. EU employers must now share starting pay or a range before the first interview, and several US states require ranges in the posting itself. Even where it isn't required, a range helps experienced candidates decide quickly and reduces drop-outs at offer stage.

How should you describe token compensation in a job description?

State the type of grant (tokens, token warrants or equity), the vesting schedule and any cliff, and whether part of pay can be received in stablecoins. You don't need to give amounts if they are still being finalised.

How do you write a remote Web3 job description?

Name the eligible countries or regions, the hours the team overlaps, and any on-call or travel expectations. "Remote" on its own attracts applicants who can't practically or legally take the role.

Do Web3 roles need years-of-experience requirements?

Not as a hard filter. In fast-moving areas such as smart contract testing or MiCA compliance, relevant work says more than time in a role. Describe the work in the JD and assess depth in the interview.

Should a Web3 job description list every chain the team works on?

Name the primary chain and present the others as future scope. Solana and EVM work call for different expertise, and an equal-weight list narrows your pool to very few people.

Want a second look?

artofblockchain works with Web3 hiring and staffing teams on job descriptions before they go live. If a role is drawing the wrong applicants, or not enough of the right ones, we are happy to take a look.

Get in touch: Mail to founder@artofblockchain.club

About this guide

Author: [Shubhada Pande](#), founder of [artofblockchain.club](#).

How we built it: We read and analysed 150 Web3 job descriptions published on [artofblockchain.club](#) over the past year. For each one, we looked at how the work was described, how pay and upside were explained, and how working arrangements were set out. Examples are paraphrased and anonymized.

Sources: [EU Pay Transparency Directive transposition status \(Mondaq\)](#) · [Pay transparency developments in 2026 \(Lewis Silkin\)](#)