

Best
onboarding
practices

Hiring Digital Nomads 2023





Sharing is ownership for losers*

Do you feel that what you're wearing right now is the last piece of clothing you'll ever need? If you have a car, then sooner or later it will have to be replaced with an electric one. Not today, but pretty soon.

And all - because of the gradually emerging "tax on the working class", as it is called in Australia.

* NBER.org : Almost half of American private- sector employees participate in "*shared capitalism*"—employment relations where the pay or wealth of workers.



Sharing is ownership for losers

Of course, introducing a new tax will be perceived negatively. Significantly when the world is actively changing, it becomes more and more difficult to plan your future. Therefore from another perspective, many view the transition to remote work, the abandoning of property and the gig economy as profits and losses for people and businesses. And as a veiled tax.

Our innate nature desires freedom and pleasure. Nobody likes to be sitting late in the office, drowning in a bottomless excel spreadsheet. 2022 is another year of the pandemic and a time of replacing primitive labour with new technologies. Anything that can be automated will be automated. Global industries are becoming ancillary - transportation, programming, tourism. Instead of a team of programmers, you can apply a no-code solution even for relatively complex tasks. Private transport has replaced carsharing. A taxi driver is losing a game versus AI + GPS. Offices are moving to metaverses - a sort of simulacrum that will replace dusty chairs and white boards with a hypoallergenic digital space.

We haven't signed the terms of use for the new digital reality yet, but it's time to figure out how to use it to the best advantage for your HR brand.

Roman Pogodaev
Arbonum co-founder

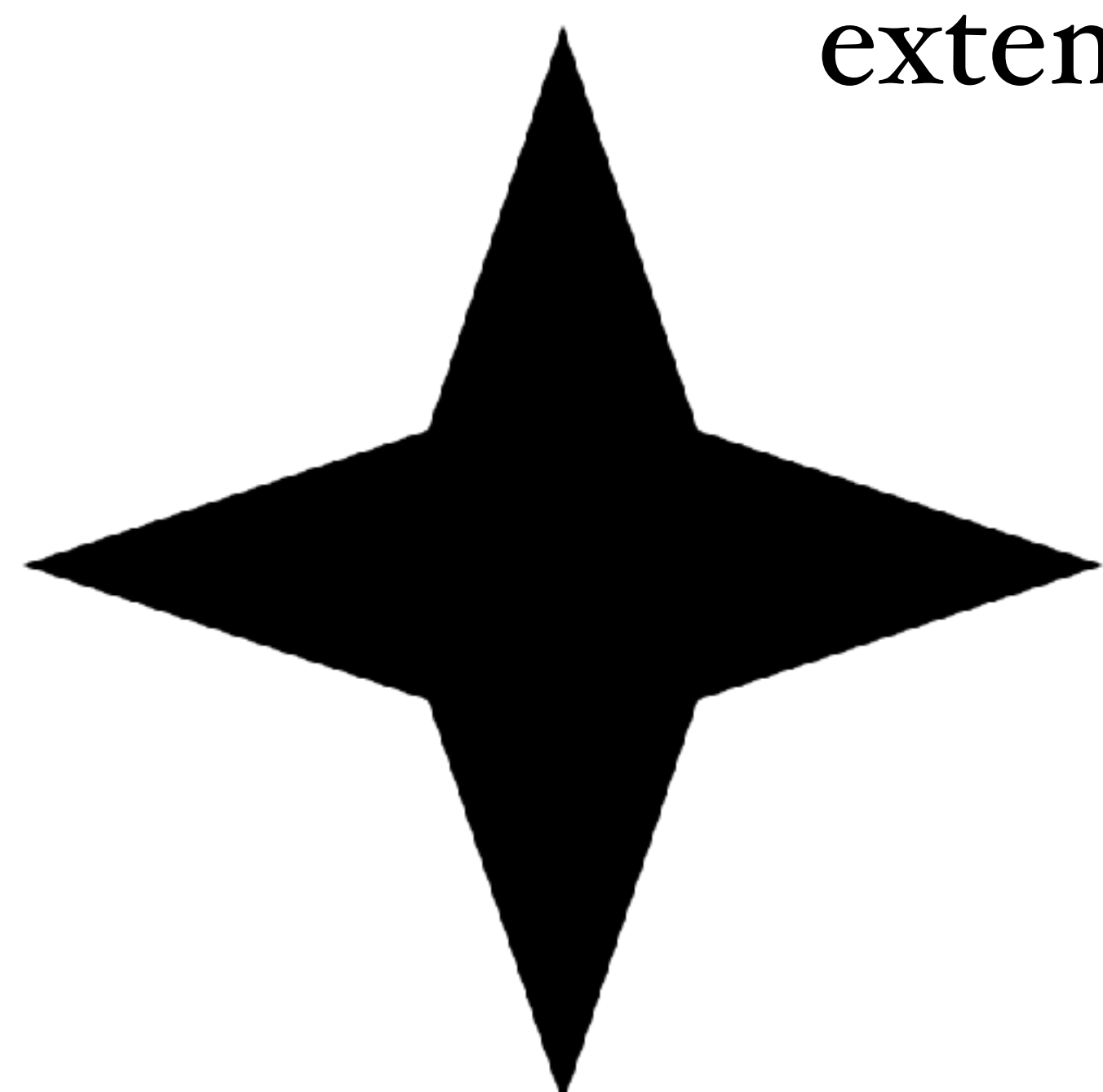


Have you already seen vacancies like no-code developers required?

Where are we now?

It is an excellent illustration that even in an automated world, a person will still find work. Many companies feel that they are using software not according to the SaaS model but SaaS - software as a Basis. How badly will your company suffer if the Internet and cloud access is cut off? Immensely. But what if you disable most of the software? The company is likely to shut down. And this is not just about IT companies, but about ordinary users.

We put all our data in the cloud and have implanted digital solutions into many small business processes. It's like a transplant of the nervous system. It is why metaverses seem to be just a replacement for monitors and tactile interfaces, just as how the mouse once seemed like an extension of the hand.





**That is why it is
so essential for
future job seekers
to understand
what work will be
like in the natural
and virtual
worlds. Critical
job seeker skills
in 2023 (and long
after) will be:**

Resistance to distractions
(sprint mode)

Advanced knowledge
of human psychology
and behaviour

Expertise in Gamification,
MR and Metaverses

Experience with automatisaton
and autopilot technologies

Empathy, creativity, iteration

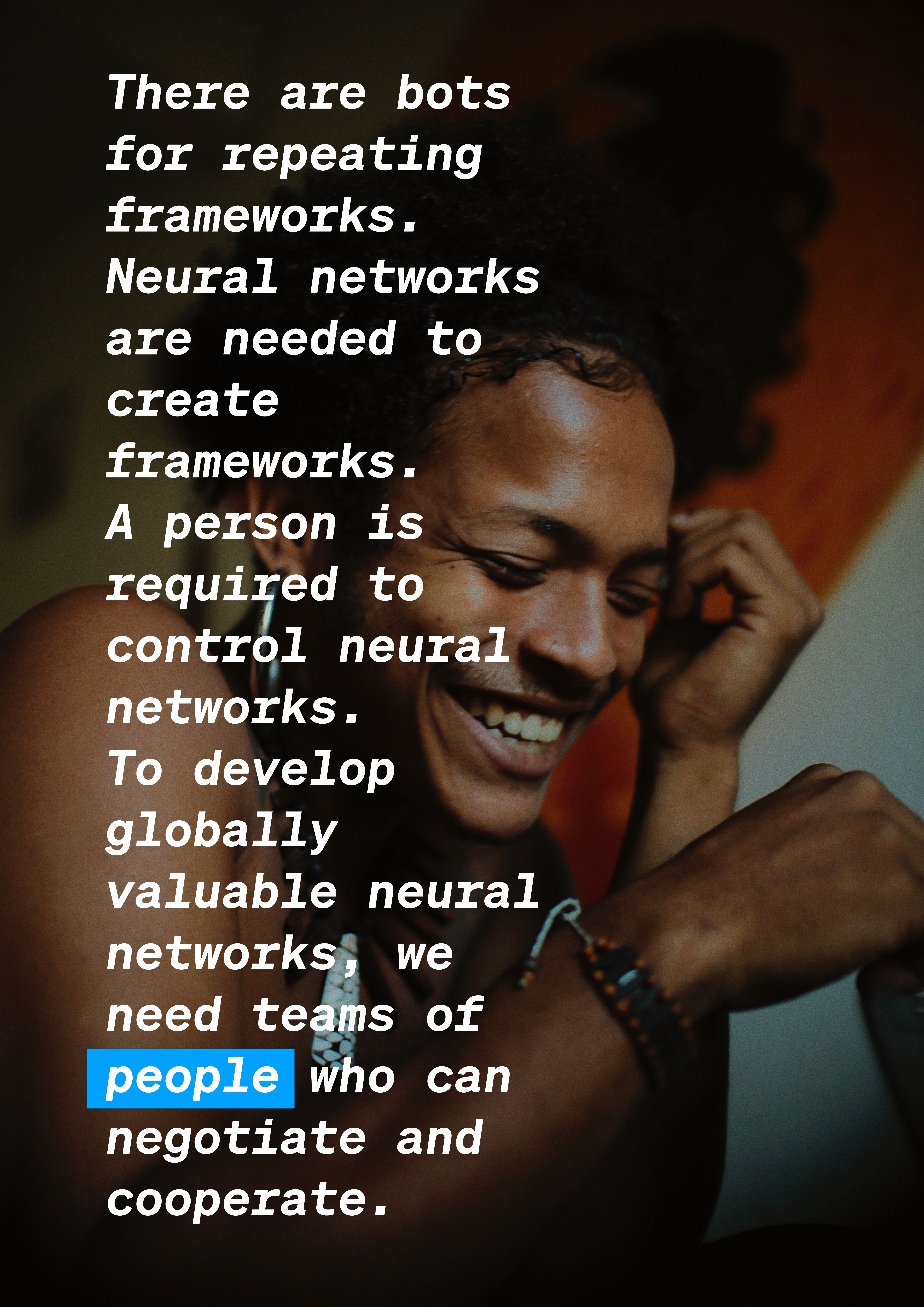


Cooperation and trust

Understanding how AI models work

Expertise in UX

Data research



***There are bots
for repeating
frameworks.***

***Neural networks
are needed to
create
frameworks.***

***A person is
required to
control neural
networks.***

***To develop
globally
valuable neural
networks, we***

***need teams of
people who can
negotiate and
cooperate.***

**“A dream you dream alone
is only a dream. A dream
you dream together is
reality.”**

John Lennon

You should have tried turning it off and on again



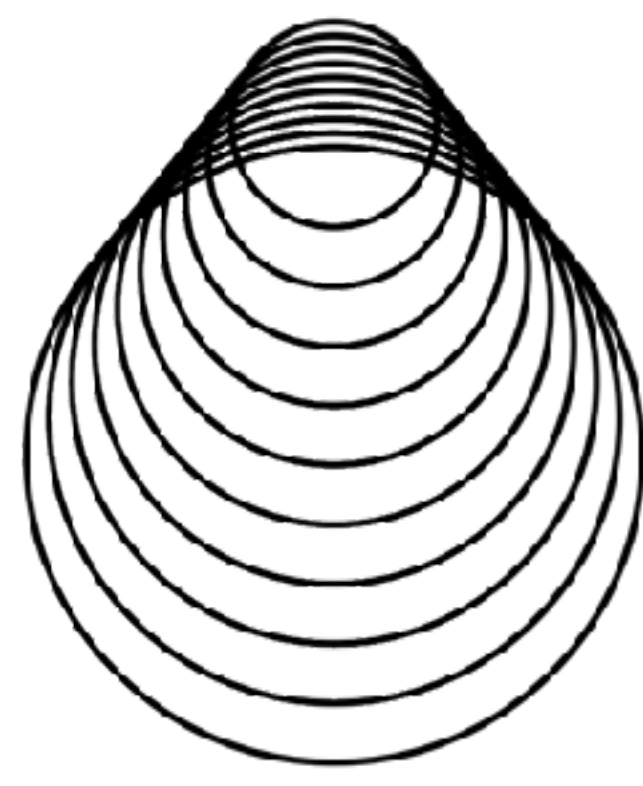
Social pain activates the same brain regions as physical pain.

An average remote worker often feels nothing but a vast social distance. There is no ocean breeze or freshly roasted coffee in the 6 by 6 metre room with blue light from the LCD monitor.

You can constantly convince yourself that Slack and Zoom bring the team together and help us feel like a family.

This is a lie.

The brain doesn't work that way. To get close to a person who is 2456 km from your office, you need to take a plane.



It is better to focus your efforts on not further alienating digital nomads. Despite a greater desire for freedom, they also need social approval and team support.

Be aware of how distance distorts the response:

1

Criticism is perceived more acutely because a remote colleague cannot show you the whole process of his work. It often seems that management does nothing but track down bugs.

2

A positive reaction seems formal, if not individually tailored. You can't just pat a remote worker on the back, instead point out their irreplaceable contribution to the overall result.

3

Reducing the fee due to lower wages in the freelancer's country compared to office colleagues seems unfair. Most people would agree with this and it demotivates the world.

4

Don't repeat the common mistake of distributed teams - freelancers don't need more micromanagement than a back-office office. On the contrary, micromanagement turns your brand into a source of annoying notifications, nothing more.

5

Nothing is more divisive than learning about an important company event from the media and not from the manager.

Occupations for Tomorrow

While Data Scientists and AI Engineers are professions of the present, there is a growing trend for occupations that will be with us for a long time to come:

Internet of things

Narration

Deep Learning

Community Management

Content production

Cyber security

Cross-cultural management

Metaverse Law

Time is our most valuable resource.
Therefore, the main idea of all digital
products is to save it. Regardless of the
industry you work in.
It is helpful to pay attention to cloud
solutions that make work more
convenient, easier and faster.

For you, and sometimes instead of you.

What is a digital office?

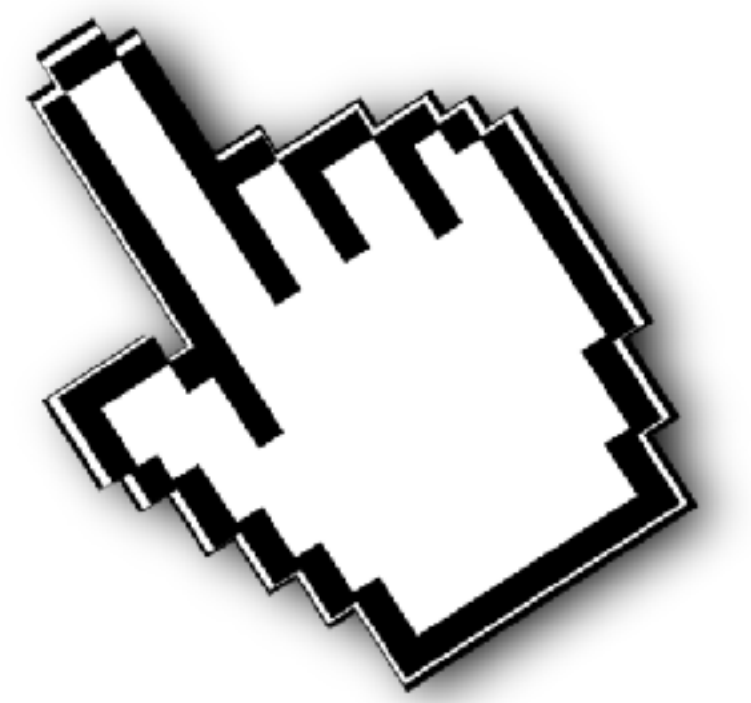
The remote job offer should be accompanied by a complete description of what tools you will use to give the new employee access to information from anywhere in the world at any time. If you provide a candidate with working equipment, check what you can replace the intangible part of the work with - professional courses, sports benefits, access to resources - paying for Netflix and Spotify can be regarded as taking care of a person's mood and relaxation. Everyone watches YouTube during work hours. Offer YouTube Premium, work results won't worsen, and loyalty will increase.

Does the person have access to health insurance in their current location? Are you ready to provide the applicant with a suitable pension plan in one of the banks in Myanmar or Chile? Some solutions will select the optimal local program, and you will only have to track the subscription.



Hiring priorities in the company of the future

The 82% of millennials say they would remain more loyal to their employers if they had this kind of remote flexibility. That's one good reason for going remote.



The main request for HR and PeopleOps in hiring freelancers and remote workers consists of two parts:

1 The ability to onboard and pay and tinker without facing a legal risk

Erm, well, there's actually only one

2...



Is data security blocking progress?

So, we have told you how to organize and formalize the work of a remote team. Now we must remember the most important thing in the work of such groups - data security.

It is impossible to build a bastion that protects critical data from the outside world and employees, even in the office. Here we are not talking about our preferences, but remember the components of information hygiene: VPN, password storage and NDAs.

The last point, although it is a formal document and not a technology, can play an essential role in the dispute at a critical moment.

It's good for remote workers to make sure they turn on a firewall, use disk encryption, and don't send critical files via email or WhatsApp. This may seem obvious to some, but it's better not to forget this again at the stage of setting up data processing processes in a team.

And now, let's look at all this from the point of view of the fundamental need to protect essential data from leakage. The GDPR and its counterparts in other regions are increasingly regulating the rights of businesses to use the data of individuals. Advertising algorithms suffer from this, advertising becomes less effective and more expensive, and we pay for it.

That is, we are paying for new problems for business, and at the same time, we are slowing down the transition to a seamless neighbourhood of real and virtual life. How can this be? As an employer, you will be limited in collecting data from your employees. Analyzing personal data helps the search algorithms of portals with resumes to select the best candidates. And also - track mentions of your company in employee profiles.



Remote Workers_ vs _Digital Nomads

A robust onboarding process
improves hire retention for
remote professionals by 82%*

These are two psyche types with different social and mental attitudes:

Remote workers

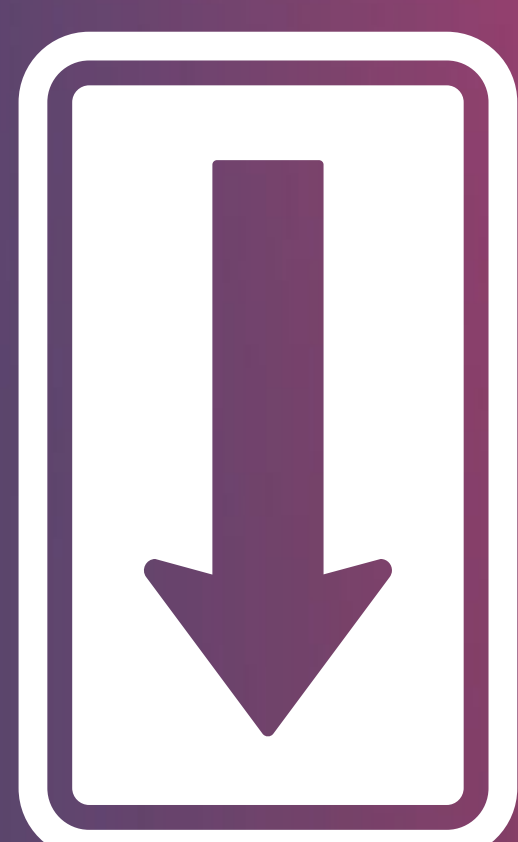
- Most likely, they chose the remote location against their will
- They can work in the office for another company and work part-time for you in the evenings
- Would love to go to the office, but for some reason, it's not possible

Digital Nomads

- Don't want to go back to the office / have never worked in the office
- Recognize the uniqueness of their core competencies
- May have difficulty with delegation and teamwork

* According to Glassdoor

A solid and straightforward onboarding process you can implement today. That suits both the probation period and a long-term collaboration.





1
Find an experienced digital nomad on any marketplace or call an old buddy you've been collaborating with for ages.

2
Invite the new teammate to sign up for an  Arbonum account

3
Set the task details, e.g. description, specifications, deadline and a cost

4
Approve the results if everything is done correctly

5
Make the payment



Repeat the cycle when necessary

Arbonum will generate all compliant invoices & reporting

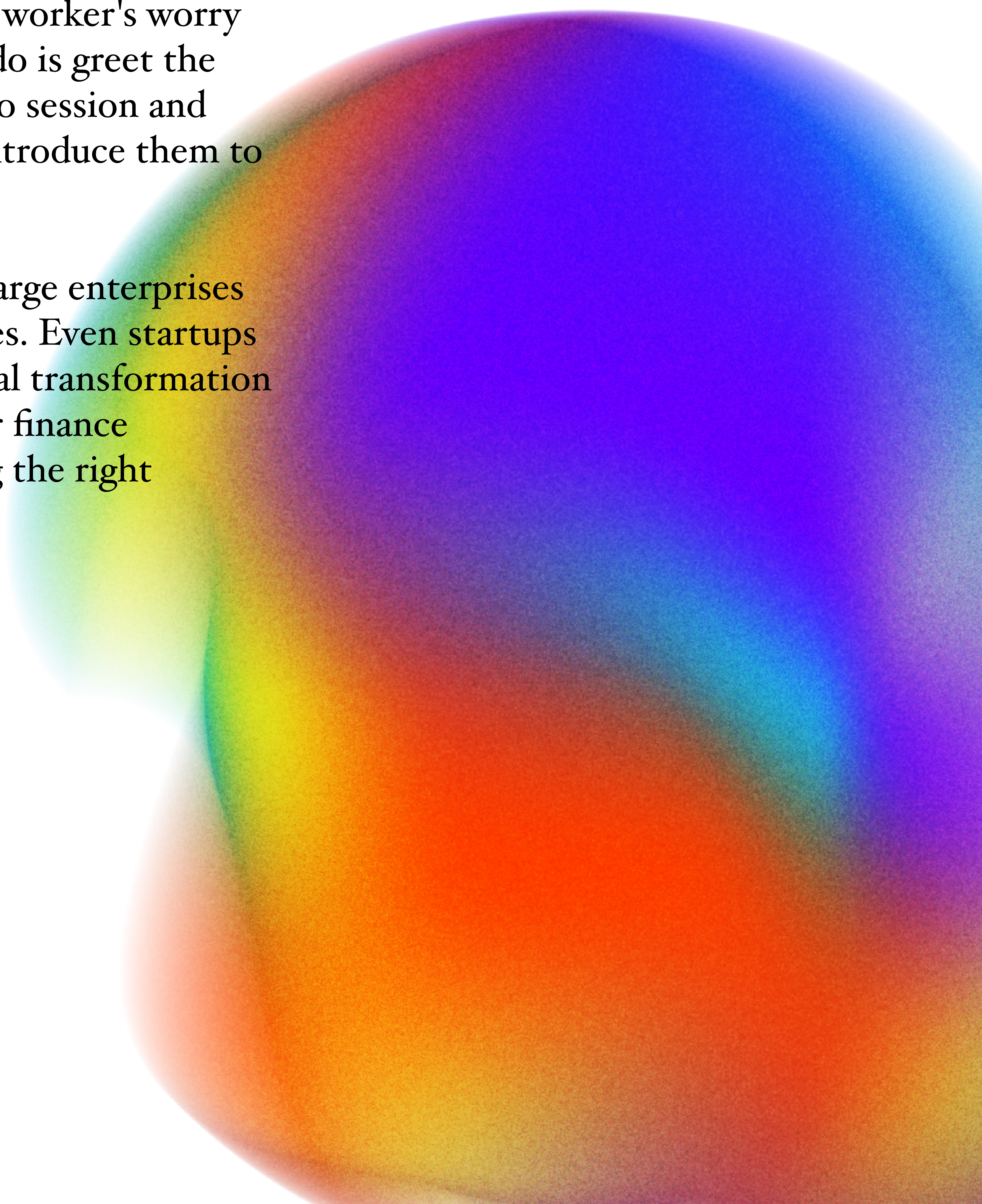
**We believe you do your job well.
You just spend your time badly.**



Take the routine (paperwork)
out of your hiring strategy.

As you see, worrying about invoicing,
reporting, transactions, and contracts are
neither your nor a remote worker's worry
anymore. All you have to do is greet the
new teammate over a video session and
meet the team. Oh, and introduce them to
your company culture.

Automation isn't just for large enterprises
with complicated processes. Even startups
can capitalize on the digital transformation
trend and modernize their finance
departments by leveraging the right
technology.



case study

So, what did a manager in an IT company need to think about before?

The employee's data

The tax regime

The contracts

The NDAs

The agreement for the transfer of exclusive rights

The form and dates of fee payment

The payment currency

The bank details of contractors

The contractor identity verification

The contractor invoices in different formats

The speed of connecting a new contractor to the project

...

Before



@%!&*


case study

Now the same manager only needs to keep one simple thing in mind:

Now

Do the colleagues have
an account on Arbonum?

Sign up now!

An abstract, textured background featuring a central white hand with orange-tinted fingers reaching upwards. Behind the hand is a black ladder with light brown rungs. The background is composed of various geometric shapes and colors, including teal, yellow, green, and red, creating a vibrant, collage-like effect.

Your HR brand is your most valuable asset.

The best practices for building corporate culture have been documented in thousands of books. This is your internal war, they talk about it on Glassdoor, and it's vital. But at the first screening, the applicant sees the outer part - the value of your HR brand.

These are all the assets that you give to a future employee. If you think that a line on a resume about working at your company is already priceless - think again! It was 20 years ago.

Now your noname startup must compete with the giants in salary and perks and the experience that a future colleague will receive.

Here is a self-questionnaire to check if you are ready to respond to job applicants in 2023:

- ☐ Will they grow professionally?
- ☐ Will you give them a new perspective on their personality?
- ☐ Will they be able to discover themselves in a new role, as they have long been dreaming of?
- ☐ What is so unique that they will learn while working with you?
- ☐ Do you provide work from anywhere in the world?
- ☐ Is participating in general calls critical?
- ☐ Do you pay attention to the cultural characteristics of each team member?
- ☐ Does the company support cultural exchange?





Loneliness (19%)

Finding reliable wi-fi (3%)

The spectrum of remote worker problems

* According to buffer.com



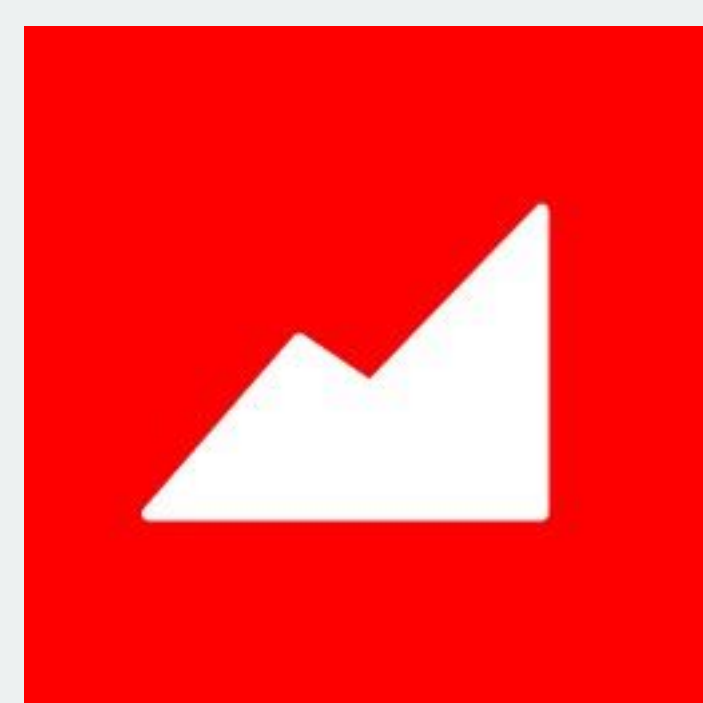
Working from home ≠ working alone

Despite the rapid growth of distributed teams, 67% of respondents say they have never had team building activities.

Our personal experience is the use of asynchronous communication. We switched from Slack to Twist and have not lost efficiency. With the absence of distracting notifications, we can benefit and be more productive, more efficient and focus on specific tasks. The feeling of micromanagement has also decreased for all distributed team members.

The point is not to pounce on a new topic like sparrows on breadcrumbs but to work on an important task at a pace that everyone chooses for themselves. As a result, we have said goodbye to endless threads (and if you missed one day, 750+ messages are waiting for you).

Let the freelancers
feel you care



Sources list:

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[**arbonum.com**](https://arbonum.com)

An all-in-one product suite automating
contractors onboarding and payments.
Dedicated support for your remote team.

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