

TRANSITION TASK FORCE: Selection and process

Re: **A proposal** for shared ownership and resilience of Zcash-focused digital properties

Beginning with a formal community application process, ECC will create a transition task force to contribute ideas and guide and oversee the transition. The task force should be comprised of representatives from ECC and up to three key members of the Zcash community. This group of unpaid volunteers will be responsible for prioritizing projects, developing the transition plans, engaging with the community, due diligence on trademark and legal implications, and ensuring a smooth and orderly transfer of responsibilities as appropriate. The task force should reflect the diversity of the Zcash community, ensuring that a broad range of perspectives, geographies, and expertise are represented, if feasible.

Our hope is that, together with the larger Zcash community, we can build and enact a model of communal ownership and increased collaboration — transitioning digital properties and assets and tools into shared public goods, with a greater diversity of contributors and a more representative voice for Zcashers everywhere.

PROPOSED PROCESS AND NEXT STEPS

Develop a clear set of criteria for task force members: Establish the required qualifications, skills, and experience for the Task Force members, including diversity and inclusion aspects that reflect the Zcash community. See below for proposed criteria.

- 1. Open Call for Applications:** Announce the opportunity to apply for the Transition Task Force via Zcash community channels, such as the Z.cash website, forums, and social media platforms. Include a detailed description of the roles and responsibilities, as well as the selection criteria.
- 2. Application Review Process:** Establish a review committee comprising key ECC personnel to evaluate the applications based on the predetermined criteria. The review process should involve scoring the applications to maintain objectivity.
- 3. Shortlist Candidates:** Based on the review committee's evaluation, create a shortlist of candidates to be interviewed for the Task Force positions.
- 4. Conduct Interviews:** Schedule and conduct interviews with shortlisted candidates, asking them about their motivation, vision for Zcash, and relevant experience.
- 5. Final Selection:** Based on the applications and interview results, the review committee should select the three community representatives for the Transition Task Force.

PROS VS RISKS

Pros

- Ensures a fair and merit-based selection process
- Encourages community engagement and representation
- Allows for the selection of qualified and diverse candidates

Potential risks

- Time-consuming application and review process
- Potential biases in the selection process
- Limited pool of applicants depending on outreach

PROPOSED SELECTION CRITERIA FOR THE TRANSITION TASK FORCE

Relevant Experience: Applicants should have a background in blockchain technology, digital marketing, web development, content strategy, or community management, with a demonstrated understanding of the Zcash ecosystem and privacy-focused blockchains. Applicants should have an existing portfolio of relevant work that can be shared with ECC upon request.

Vision and Commitment: Applicants should showcase a strong commitment to the Zcash community and its future growth, with a clear vision for the project's long-term success.

Collaboration and Communication Skills: The ability to work effectively in a collaborative, multi-disciplinary environment, with strong written and verbal communication skills, is crucial for fostering productive teamwork within the Task Force.

Diversity and Inclusion: The Task Force should represent a diverse range of perspectives and expertise, ensuring that different voices from the Zcash community are included. This may encompass aspects such as geographical location, gender, race, professional background, and technical expertise.

Time Commitment: Applicants should be able to dedicate a sufficient amount of time (~5 hrs per week) to the Task Force's activities, including meetings, research, and communication with the community.

Conflict of Interest: Applicants should disclose any potential conflicts of interest that may arise during their involvement in the Task Force, ensuring that they act in the best interest of the Zcash community.