

Loie Taylor
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I'm an experienced People Ops Lead with history ranging from DAOs staffed by anons to traditional crypto companies and civic organisations. Web3 teams operate uniquely in regards to hierarchy, openness, & self-management - and I love these frontiers!

Work Experience

[Risc Zero](#)

December 2022 - April 2023

People Operations Consultant

Built out onboarding, performance review, and new compensation leveling framework. Ran operations for EthDenver and ZK Lisbon week - organized public facing events from venue scouting, to managing vendors, to prepping teammates.

[Gitcoin](#)

August 2021-August 2022

Director of People Operations

Grew a team from 30 to 70+ through talent & team management. Analyzed & built a DAO-native people ops strategy from the ground up:

- hiring, role agreements, comp & benefits
- team building, retreats, professional development program, peer performance review system
- various community mgmt pillars as well such as conflict resolution & vision/values work

Served as People Operations Lead to the company as well before the DAO subsumed the protocol. Built & managed a team of 4.

[People Ops Guild](#)

September 2021 - present

Founder & Community Manager

Member scouting, partner org mgmt, career mentorship & speaker skills, research initiatives

[Giveth](#) and [Commons Stack](#) (sister orgs)

March 2018 - November 2020

HR Director & Operations

Legal structure design & ops, role definition & work contracts, grant writing, fundraising, team health, project management

Documentation, contributor handbooks, internal governance, conflict resolution, hiring, role review processes, payroll including a [decentralized participatory budgeting experiment](#)

Seattle Restorative Justice

July 2014 - June 2015

Cofounder of pilot program of restorative justice alternatives to the court system, working with City of Seattle

Public Works

Classes & Talks

- ❖ Gravity Conflict Resolution Cohort #2: [Lesson on how to set up a conflict resolution process in your org](#)
- ❖ Gravity Conflict Resolution Course Cohort #3: [Lesson focusing on Harm Reduction vs Conflict Resolution](#)
- ❖ [Schelling Point Denver 2022 talk](#)
- ❖ Several unpublished sessions: DAOist Lisbon, DAOist Paris, DAOist Amsterdam, Devcon 2022, team deep work sessions for Giveth & Gitcoin

Publications

- ❖ Foreword in [Greenpilled by Kevin Owocki](#)
- ❖ [The Foundations of Decentralized HR](#)
- ❖ [The DAOist People Ops Guild recap](#)

Community Work

- ❖ [People Ops Guild](#): a group of people ops staff of web3 that I started in 2021 and have managed since (we pool research, teach classes, & summarize industry learnings)
- ❖ Volunteer Coordinator for EthBerlin
- ❖ EthBarcelona: built out code of conduct & harassment policy, trained team members on how to handle violations in the event
- ❖ Providing Conflict Resolution support to several communities
 - [DAO Resolutionaries](#): an event I hosted uniting crypto community with conflict resources available to them
- ❖ Founding Steward of multiple community spaces/hacker houses in Lisbon and Barcelona
- ❖ Volunteering in DevCon 2018 & 2019, EthBerlin 2022
- ❖ Organized 9 weekend long conferences on social justice, chaplaincy, and leadership development

References

(Please reach out to me for their phone/telegram)

Ashleigh Schapp - colleague at Risc Zero
ash@risczero.com

Kevin Owocki - colleague at Gitcoin
kevin@gitcoin.co

Bernd Lapp - colleague at Commons Stack
bernd@oldschool.ag

Danielle Bellavita - colleague at Giveth
dani@giveth.io