NoKantDo

ABOUT NOKANTDO: *Work Curiously. Enjoy Discoveries.*

NoKantDo is a network of talented and experienced Information Technology professionals worldwide who work together to improve the hospitality industry. We cultivate innovation and creativity, competence and inspiration, and cooperation and dedication.

We engage in original and creative projects that gain tangible results with our unique expertise and skill sets. We are self-driven and deeply passionate about what we do.

Our collaborators practice immersive engagement in innovative technology projects and work intelligently to solve every problem. They take ownership of each project and share a solution that works for both the client and the company. More importantly, they feel enriched with a deep sense of satisfaction.

We thrive because we give freedom to our collaborators. It is our belief that flexible working conditions maximise happiness and ensure best results for all stakeholders involved.

OUR VALUES: *A New Way to Collaborate Worldwide*

Our cooperative was founded on the principles of equality and collaboration. We believe that collaborators from across the world with similar levels of expertise should be compensated fairly for their intelligence and skills. Honouring our values, we offer equal role-based compensation globally.

We also think that work must create conditions for individual freedom to allow for human agency, excellence and growth. Therefore, our collaborators benefit from flexible working conditions that give them the opportunity to work from anywhere at any time. Our only expectation is that they fulfil their commitment responsibly.

Together, we grow. Our collaborators actively participate in development projects and earn from referrals and other partnership structures while maintaining their freedom as freelancers. We also provide collaborators a chance to apply for membership to become a comrade in the cooperative. Through this opportunity, they can engage in driving the strategic vision of the network as one of its core members.

HOW WE WORK: *Relationships Matter*

We share prosperous and long-term relationships with our partners and do everything possible to maintain mutual trust and sustainability. The following attributes can be thoroughly expected at the core of our partnership:

Integrity
For us, every interaction is a building block of a long-term relationship. Sincere engagement is an essential element in all our commitments. We are prepared to bear the loss if we spend more time than estimated on a given project. If we end up taking less time, we keep our partners in the loop and create an invoice based on the time spent.

Meaningful Distribution
Our cooperative is built on the principle of equality and fair collaboration. In all our projects, the collaborator receives most of the compensation. A small percentage goes to the cooperative to cover project costs, develop partnerships and knowledge structures, and finance social initiatives endorsed by the team members.

Transparency
Transparency at every step of the process is important to us. Through our project wikis, we keep our partners informed about the method of interpretation and proposed solutions. In every project, we ensure effective communication based on clarity, interactive feedback and mutual agreement.

Insights
Our partners have complete access to all the information about the roles assigned to their projects. We share the project pool with you to give insights into the efficient utilisation of various competencies to complete the proposed task.

Milestones
Progress is evaluated on multiple levels. We request our partners to review the 'efforts' section and ensure that all parties agree to its content. Only once each milestone is approved – what we mutually recognise as progress, we prepare an invoice for that line item before moving forward to the next task.

Open-mindedness
We are open to diverse forms of compensation. Money is one way to compensate us; if our partners propose a meaningful and valuable alternative, we are happy to explore and review that possibility. Please note that we offer discounts based on the total number of hours spent during the current year.

Sharing
Innovation and collaboration gets us excited. We welcome ideas for development projects from our partners, and when we manage to deliver it successfully, we are happy to share part of the revenue with you.

ROLES: *Stay Free. Do Your Best.*

Architect
You love design and set the highest standard for it. You direct technical standards that encompass software coding, tools, platforms and schema definition diligently followed by all collaborators involved.

Conceptor
You are a builder. We trust you to make conceptual decisions that help build the framework for projects to be implemented and delivered in a successful manner.

Catalyst

You make collaborations happen - a function that lies at the heart of the cooperative. With your earnestness, you inspire collaborators and bring the right stakeholders together. We count on you to represent the cooperative in public and be the magician behind stimulating diverse, meaningful collaborations.

Scientist

You have an innate ability to visualise data and communicate its insights clearly and successfully. You use your exceptional analytical skills to find and interpret rich data sources. Later, others get to understand important findings through your simple and coherent mathematical models.

Product Wizard

You master the art of articulation and communication. You make it simple for development and implementation teams to understand the product vision. With your skills of investigation and product development, the desired product fits perfectly into the destination business model.

Facilitator

You bring members of a project group on the same page. As a facilitator, you maintain a neutral position while handling your team and possess the traits of being dependable and approachable. To enable a collective understanding of objectives common to a project group, you employ your skills of patience, sincerity, and transparency. Your emotional intelligence ensures that project goals are achieved smoothly and efficiently.

Engineer

You are the mastermind behind software design and development who formulates creative application of scientific principles. An independent engineer, you intelligently forecast software behaviour under specific operating conditions. We approach you with questions related to the economics of operation because only you understand them fully. You also know all about safety procedures to carry out design perceptively and knowledgably.

Quality Consultant

You are obsessed with the quality of product and delivery. The collaborators stay happy because you take full ownership of data accuracy, reliability and timely delivery. The cooperative fully trusts you to ensure that the output completely fulfils business expectations and is perceived as useful and valuable. Fundamentally, your work involves four components: planning, assurance, control, and improvement. You engage not only at the level of results i.e. product quality and service, but also during the process of devising methods to achieve the desired goals. In other words, you believe in and practice the principle that great processes ensure success and efficiency, enhance consistency and foster continuous improvement.

Technologist

You're the balancer who thrives on managing technical processes and teams while ensuring that the skills of collaborators are suitably utilised for project success. We appoint you as the decision-maker who takes complete responsibility of project planning with achievable targets, appropriate budgeting and timely delivery.

Developer
You create and correct new and existing programming codes respectively, while adhering to pre-defined specifications. You take charge of crafting comprehensible and logical sets of instructions used for software application. We want you to make our partners happy with your easy directions.

Technical Writer
Your writing skills make it simple for experts, consumers and users to understand complex technical information. You collaborate effectively to produce technical documentation. These may be in the form of online help, user manuals, classroom training guides, computer-based training, white papers, specifications, videos, reference cards, data sheets, journal articles, patents, and forms and documents.

Validator
You grant approval for software usage by conducting the required testing procedures to evaluate its functions and properties. The stakeholders look forward to learning about your findings. The quality consultant and/or the product consultant are always there for you to share findings, ask questions or bounce off ideas.

Product Trainer
You are passionate about educating users on software utilization. Trainees think that you possess the skills of effective communication, active listening, problem solving, service orientation and systems evaluation. For refinement, you take full responsibility of obtaining user feedback and follow up with corrective action and improvement.

Implementation Specialist
The clients need you to implement the purchased software. They count on you for system set-up, configuration and customisation, and proper installation of the software. You also help them understand how to use the technical product.