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## Web3 talent evaluation system Web3 人才评价体系

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## Foreword

This document is drafted in accordance with the provisions of GB/T 1.1—2020 Directives for Standardization—*Part 1: Rules for the Structure and Drafting of Standardization Documents*.

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# Web3 talent evaluation system

## 1 Scope

This document provides guidelines for evaluation standards, methods, and level certification specifications for Web3 talent development. This document applies to guiding the cultivation and evaluation of Web3 talents.

## 2 Normative references

The following documents are indispensable for the application of this document. For dated references, only the edition cited applies. For undated references, the latest edition (including all amendments) applies.

GB/T 30663—2024 *Specification for Talent Assessment Services*

GB/T 42570—2023 *Information Security Technology—Blockchain Technology Security Framework*

GB/T 42571—2023 *Information Security Technology—Blockchain Information Service Security Specifications*

GB/T 42752—2023 *Blockchain and Distributed Ledger Technology—Reference Architecture*

GB/T 43572—2023 *Blockchain and Distributed Ledger Technology—Terminology*

GB/T 44143—2024 *Specifications for Scientific and Technological Talent Evaluation*

## 3 Terms and Definitions

The following terms and definitions apply to this document:

### 3.1 Web3

Refers to the internet that integrates blockchain technology, smart contracts, virtual assets, metaverse, and related technologies.

### 3.2 talent evaluation

Assessment of Web3 personnel's comprehensive qualities and professional competencies through qualitative and quantitative methods.

### 3.3 digital wallet

Software enabling users to make payments for goods on the Web.

### 3.4 zero—knowledge proof

A cryptographic tool that enables mutually distrustful communicating parties to prove the validity of a proposition without revealing any additional information.

### 3.5 business intelligence

Refers to the application of modern data warehouse technologies, online analytical processing, data mining, and data visualization techniques for data analysis to achieve business value.

## 4 Basic requirements

### 4.1 Professional ethics

#### 4.1.1 Fundamentals of professional ethics

Fundamentals of professional ethics shall include the following:

- a) Dedication and Continuous improvement;
- b) Data confidentiality and Privacy protection;
- c) Team collaboration and Mutual support;
- d) Strict confidentiality and Information security;
- e) Compliance with laws and Regulations;
- f) Integrity and Consistency in words and deeds.

#### 4.1.2 Code of professional conduct

Code of Professional Conduct shall include the following:

- a) Compliance with laws and Regulations, strict self-discipline;
- b) Confidentiality maintenance and Strict adherence to procedures;
- c) Respect for science, objectivity and Impartiality;
- d) Honesty and Faithful fulfillment of duties;
- e) Dedication to work and Service to the public;
- f) Diligence, progressiveness and Continuous improvement;
- g) Teamwork and Innovation;
- h) Willingness to contribute and Integrity;
- i) Continuous learning and Proactive advancement.

### 4.2 Basic knowledge

#### 4.2.1 Computer fundamentals

Fundamentals of computer science shall include the following:

- a) Computer hardware and software;
- b) Computer programming languages;
- c) Overview of computer development.

#### 4.2.2 Web fundamentals

Web fundamentals shall include the following:

- a) Internet architecture;
- b) Web applications;
- c) Web application development methods;
- d) Remix smart contract deployment methods;
- e) Overview of Web development.

#### 4.2.3 Blockchain fundamentals

Blockchain technology knowledge shall include the following:

- a) Overview of blockchain development;
- b) Cryptography technologies and applications;

- c) Distributed system technologies and applications;
- d) Common blockchain technical frameworks;
- e) Architecture of blockchain application systems;
- f) Value analysis of blockchain application systems.

#### 4.2.4 Common operational knowledge of blockchain applications

Common operational knowledge of blockchain applications shall include the following:

- a) General requirements for documentation;
- b) Chinese-English blockchain terminology;
- c) Blockchain-related policies and industry standards;
- d) Requirements for blockchain project documentation.

#### 4.2.5 Smart contract basics and operational knowledge

Smart contract fundamentals and operational knowledge shall include the following:

- a) Overview of smart contract development;
- b) Common smart contract technologies;
- c) Smart contract development methods;
- d) Smart contract testing methods.

#### 4.2.6 Virtual asset fundamentals

Virtual asset fundamentals shall include the following:

- a) Overview of virtual assets;
- b) Common virtual asset technologies.

#### 4.2.7 Metaverse fundamentals

Metaverse fundamentals shall include the following:

- a) Overview of metaverse development;
- b) Common metaverse technologies.

#### 4.2.8 Relevant legal and regulatory knowledge

Relevant laws and regulations shall include the following:

- a) Knowledge of the Labor Law of the People's Republic of China;
- b) Knowledge of the Labor Contract Law of the People's Republic of China;
- c) Knowledge of the Cybersecurity Law of the People's Republic of China;
- d) Knowledge of the Cryptography Law of the People's Republic of China;
- e) Knowledge of the Online Privacy Protection Law of the People's Republic of China;
- f) Knowledge of the Intellectual Property Law of the People's Republic of China;
- g) Knowledge of the Personal Information Protection Law of the People's Republic of China;
- h) Knowledge of the Data Security Law of the People's Republic of China;
- i) Knowledge of the Personal Data (Privacy) Ordinance;
- j) Other relevant industry laws and regulations.

### 5 Talent evaluation classification and requirements

5.1 Talent evaluation system composition

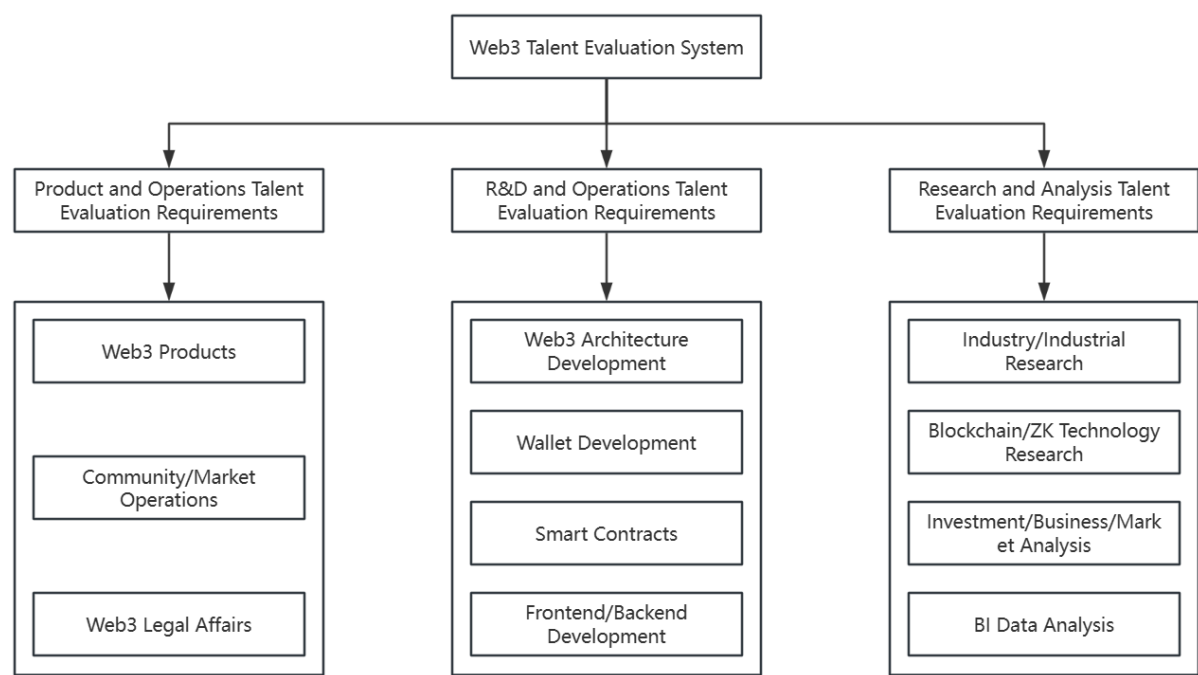


Figure 1 Web3 talent evaluation framework

5.2 Product and operations talent evaluation requirements

5.2.1 Web3 products

Job description: Capable of leading and formulating detailed planning for Web3 products, including functional features, user experience, and underlying logic. Specific evaluation requirements for Web3 product talents are specified in Table 1.

Table 1 Web3 product talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
Web3 products	Entry-Level	1.Understand fundamental blockchain concepts  2.Be familiar with basic Web3 concepts and application scenarios  3.Have knowledge of common Web3 product features and functionalities	1.Participate in product design and complete basic requirement documentation  2.Conduct research to understand user needs  3.Monitor market dynamics of Web3 products, including user demands, industry trends, and regulatory	1.Strong team collaboration spirit  2.Excellent communication and learning abilities  3.Professional competence in tracking Web3 development trends



Table 1 Web3 product talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
			changes  4. Propose product strategies and adjustment plans based on user feedback and data analysis	
	Intermediate-Level	1. Proficient in blockchain technology and principles  2. Experienced in delivering interactive product prototypes using Axure, Figma, or similar tools  3. Knowledgeable in the full lifecycle of Web3 products (including NFT, GameFi, and SocialFi), encompassing business research, requirements analysis, implementation, and product launch	1. Lead product design and complete detailed requirement documentation  2. Conduct comprehensive competitive product analysis, including product features, market positioning, and user feedback  3. Develop project plans and schedules to ensure on-time delivery, quality compliance, smooth operation, and optimal user experience  4. Formulate and execute product roadmaps, coordinating resources to achieve product objectives	1. Possess strong learning capabilities  2. Demonstrate excellent communication and collaboration skills to work effectively with cross-functional teams  3. Collaborate closely with UX designers, development teams, and other stakeholders to ensure product design aligns with user needs and market trends
	Senior-Level	1. Master blockchain technology and principles  2. Possess successful Web3 product experience with capabilities in produc	1. Develop targeted product optimization proposals based on market analysis, including but not limited to feature additions and interface enhancements	1. Maintain close collaboration with team members to facilitate information sharing and teamwork, jointly driving

Table 1 Web3 product talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
		<p>1. Planning, operational coordination, and implementation</p> <p>3. Proficient in mainstream product design tools, including Axure, Figma, and similar software</p> <p>4. Demonstrate deep understanding and relevant product design experience in CeFi, NFT, DeFi, and DAO</p>	<p>2. Continuously monitor market changes and refine product strategies to maintain competitiveness and market position</p> <p>3. Coordinate cross-departmental resources to address project execution challenges and ensure smooth progress</p> <p>4. Formulate solutions and comprehensively document requirements research, analysis, and product planning, independently completing planning-related tasks with efficiency</p>	<p>1. Project progress</p> <p>2. Establish effective communication with other departments and stakeholders to ensure project objectives align with corporate strategy</p> <p>3. Demonstrate active thinking and logical clarity, articulating ideas and perspectives effectively while excelling in cross-departmental communication</p>

### 5.2.2 Community/Market operations

Position Description: Plan and execute community activities, maintain community users, conduct market collaborations and brand promotion, track and monitor activity data and effectiveness, and be responsible for communication with domestic and international media to enhance community user engagement. Specific evaluation requirements for Community/Market Operations talents are detailed in Table 2.

Table 2 Community/Market operations talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
Community/ Market operations	Entry-Level	1. Understand fundamental blockchain and Web3 concepts 2. Be familiar with basic market operations concepts and tools 3. Have knowledge of community operations processes and rules 4. Master basic user growth and retention strategies 5. Possess fundamental copywriting and editing skills	1. Capable of performing daily operations on social media platforms, including content publishing 2. Participate in brand building and marketing campaign promotions, execute online/offline activities, and produce related content 3. Able to monitor and analyze community data, providing preliminary improvement recommendations 4. Assist in conducting market research to understand user needs	1. Strong team spirit 2. Excellent communication and teamwork skills 3. Detail-oriented approach with error prevention capability 4. Compliance with company regulations and protection of corporate interests
	Intermediate-Level	1. Familiar with and attentive to mainstream media, communities, trending topics, internet trends, and platform operation models 2. Possess internet community/overseas market operation experience with knowledge of blockchain-related concepts	1. Lead the construction and establishment of Web3 operation systems, formulating operation plans suitable for Web3 products by analyzing current industry trends and competitor development stages 2. Oversee domestic and international user community operations, participate in defining target users	1. Demonstrate strong initiative, self-motivation, execution-to-completion capability, and logical thinking skills 2. Possess excellent copywriting ability to independently edit daily community content

Table 2 Community/Market operations talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
		<p>3. Proficient in platform mechanisms and operational practices of Discord, YouTube, Twitter, and similar platforms</p> <p>4. Capable of independently establishing and managing Facebook pages, YouTube channels, Twitter accounts, and other social media properties</p>	<p>based on product strategic objectives, conduct in-depth user profiling, and identify user needs</p> <p>3. Enhance product content visibility and user conversion by targeting business scenarios and critical user pathways</p> <p>4. Participate in studio project discussions, execute partial project interactions, and lead junior teams in conducting Web3 operational activities</p>	<p>t</p> <p>3. Proficient in community operation strategies and methodologies, demonstrating a conscientious and responsible work attitude with strong stress tolerance</p>
	Senior-Level	<p>1. Possess practical overseas community operation experience with case demonstrations, familiar with industry-specific community approaches, and experienced in event planning and data analysis</p> <p>2. Establish trust relationships with core users, expand domestic and international KOL resources</p>	<p>1. Manage and maintain the company's official Twitter, Medium, and Discord accounts, primarily publishing market-related content including campaign information, major events, strategic partnership announcements, and articles</p> <p>2. Develop community-based operational activities, produce reusable operational documentation, execute activity plans, and</p>	<p>1. Exceptional strategic thinking and innovation capabilities, maintaining close collaboration with team members to facilitate information sharing and teamwork</p> <p>2. Strong sense of responsibility and mission, ensuring effective communication across</p>

Table 2 Community/Market operations talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
		(including Twitter, Instagram, etc.), and develop/maintain blockchain media connections  3. Have successfully built and maintained large-scale player communities on platforms like Discord and Twitter, capable of independently planning and executing growth strategies	d conduct post-campaign reviews and optimizations to achieve phased operational objectives  3. Monitor industry trends and effectively integrate them with project business lines and branding to produce relevant content and communication strategies  4. Capable of recruiting, training, and leading an internal team, demonstrating strong communication and motivational skills to ensure efficient task completion	s departments to align project objectives with corporate strategy  3. Outstanding leadership and influence, demonstrating active thinking, logical clarity, articulate expression of ideas, and robust stress tolerance with adaptability

### 5.2.3 Web3 legal affairs

Position Description: Handle legal affairs in the Web3 domain, including legal risk assessment, contract drafting and review, compliance examination, dispute resolution, and legal consultation. Specific evaluation requirements for Web3 legal talents are detailed in Table 3.

Table 3 Web3 legal talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
Web3 legal	Entry-Level	1. Understand fundamental blockchain and Web3 concepts  2. Master basic	1. Draft and review contracts to ensure compliance, and manage legal document filing and archiving	1. Strong team spirit  2. Diligent, meticulous and highly responsible

Table 3 Web3 legal talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
		<p>legal professional ethics and conduct</p> <p>3. Be familiar with foundational legal knowledge and legal systems</p> <p>4. Possess basic legal research and retrieval methodologies</p> <p>5. Have knowledge of common legal terminology and regulations</p>	<p>2. Conduct research and analysis on laws, regulations, and policies in the fintech industry, assisting the company in proper implementation to mitigate legal risks</p> <p>3. Participate in establishing and improving the company's legal compliance policies and procedures, assess legal and regulatory risks in business projects, and provide legal support for strategic development</p>	<p>work attitude</p> <p>3. Detail-oriented approach with flexible application of professional knowledge</p> <p>4. Patient and capable of handling complex work tasks</p>
	Intermediate-Level	<p>1. Experience with SAFE, Token Warrant, and SAFT agreements</p> <p>2. Familiarity with the Web3 industry, possessing market acumen and trend analysis capabilities</p> <p>3. Proficient knowledge of relevant laws including Contract Law, Civil</p>	<p>1. Responsible for reviewing and drafting relevant English agreements, updating agreement templates, and facilitating communication between business departments and project parties</p> <p>2. Accountable for drafting and updating legal terms on the company's official website, as well as other HR-related agreements</p> <p>3. Handle legal affairs, respond to regulatory requirements, conduct l</p>	<p>1. Possess strong initiative, self-motivation, execution-to-completion capability, and logical thinking skills</p> <p>2. Demonstrated diligence, meticulousness, and a strong sense of responsibility in work</p> <p>3. Ability to flexibly apply acquired knowledge</p>



Table 3 Web3 legal talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
		Code, Company Law, Labor Law, and Intellectual Property Law, with ability to draft and review related contracts	Legal research on regulatory issues, and stay informed of the latest policy developments	<p>Deal with patience to handle complex work tasks</p> <p>4. Excellent verbal and written communication skills with professional and cordial demeanor</p>
	Senior-Level	<p>1. Expertise in cutting-edge legal issues within blockchain and Web3 domains</p> <p>2. In-depth understanding of the complexity and diversity of Web3 legal matters</p> <p>3. Mastery of sophisticated legal analysis and research methodologies</p> <p>4. Familiarity with global Web3 legal environments and cultural variations, maintaining current awareness of legal developments and trends</p>	<p>1. Formulate corporate legal strategies to ensure business operates within legal frameworks, mitigating legal risks</p> <p>2. Provide comprehensive legal support for major corporate projects to ensure smooth implementation</p> <p>3. Establish effective legal risk prevention and control mechanisms to reduce corporate legal exposure</p> <p>4. Deliver training and guidance to junior/mid-level legal staff to enhance team capabilities</p> <p>5. Develop collaborative relationships with external law firms and industry associations to secure additional legal resources</p>	<p>1. Possess exceptional strategic thinking capabilities to provide long-term legal planning and guidance for the company</p> <p>2. Demonstrate outstanding leadership skills to lead teams in accomplishing tasks and enhancing capabilities</p> <p>3. Exhibit strong stress tolerance to maintain composure and rationality in high-pressure environments</p> <p>4. Maintain integrity and honesty, adhere to legal profession</p>

Table 3 Web3 legal talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
				al ethics and conduct, and safeguard corporate reputation

### 5.3 R&D and operations talent evaluation requirements

#### 5.3.1 Web3 architecture development

Position Description: Design and continuously develop the team's Web3 products, including Web3 architecture design, module functionality implementation, Web3 market demand analysis, and formulation of product specifications and development plans. Specific evaluation requirements for Web3 architecture R&D talents are detailed in Table 4.

Table 4 Web3 architecture R&amp;D talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
Web3 architecture R&D	Entry-Level	1. Proficient in English with strong English documentation reading skills 2. Possess computer programming capabilities 3. Familiar with system programming languages, including proficiency in at least two of the following: Python, Java, Go, Solidity, or Rust	1. Participate in designing and continuously developing the team's Web3 products, including blockchain wallet connectivity and authorization 2. Assist in architecture design and implement partial module functionalities 3. Contribute to blockchain open-source projects by writing portions of open-source code	1. Strong team spirit 2. Excellent communication and learning abilities 3. Professional competence in tracking Web3 development trends



Table 4 Web3 architecture R&amp;D talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
		4. Understand the underlying code/product logic of mainstream blockchains, such as Ethereum/Bitcoin/Solana, and their smart contract programming logic		
	Intermediate-Level	<p>1. Proficient in programming languages including Python, Java, Go, Solidity, and Rust</p> <p>2. Possess test development capabilities to complete automated test scripts and API interface test development</p> <p>3. Familiar with on-chain/off-chain operations, with strong information collection and analysis skills, and proficient in using analytical tools such as Dune</p>	<p>1. Lead system acceptance testing, propose improvement measures and optimization solutions to ensure successful project delivery</p> <p>2. Spearhead Web3 market demand analysis, and formulate product specifications and development plans</p> <p>3. Establish technical documentation frameworks to ensure comprehensive project materials</p>	<p>1. Strong learning capability</p> <p>2. Excellent communication and collaboration skills, enabling effective cooperation with cross-functional teams</p> <p>3. Close collaboration with stakeholders to ensure product design aligns with user needs and market trends</p>

Table 4 Web3 architecture R&amp;D talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
	Senior-Level	<p>1. Proficient in Web3 blockchain programming languages including Python, GO, RUST, Solidity, and Java</p> <p>2. In-depth understanding of underlying blockchain encryption, consensus, and validation algorithms, with familiarity in Ethereum protocols, BFT consensus, POA consensus, P2P messaging, and encryption methods</p> <p>3. Strong comprehension of cryptography, performance parameters, and use case-specific data structure design</p>	<p>1. Responsible for analyzing the latest developments, policy changes, technological innovations, and market trends in the Web3 domain, and producing in-depth research reports</p> <p>2. Responsible for researching, developing, and implementing blockchain protocols, operational mechanisms, encryption technologies, consensus algorithms, and underlying implementations, as well as organizing blockchain technology application project development</p> <p>3. Responsible for optimization, R&amp;D, and innovative improvements of blockchain product foundations, core components, consensus mechanisms, networks, etc</p>	<p>1. Demonstrate responsibility, commitment to work outcomes, and willingness to learn and share knowledge</p> <p>2. Exhibit strong accountability, diligence, proactiveness, and ability to withstand work pressure</p> <p>3. Possess independent problem-solving skills, along with strong learning ability, communication skills, and teamwork spirit</p>

### 5.3.2 Wallet development

**Position Description:** Lead the architectural design of encrypted digital currency wallet systems, develop protocols for various chains and derivatives, and create corresponding wallets to address user deposit and withdrawal issues. Specific evaluation requirements for wallet development talents are detailed in Table 5.

Table 5 Wallet development talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
Wallet development	Entry-Level	1. Possess computer programming skills  2. Proficient in any two of the following programming languages: Golang, C++, Java  3. Understand mainstream consensus algorithms, including but not limited to PoW, PoS, DPoS, PBFT, Paxos, and Raft	1. Participate in application development for public chains based on blockchain technology  2. Engage in research, development, and implementation of blockchain protocols, operational mechanisms, encryption technologies, consensus algorithms, and underlying implementations	1. Demonstrate strong teamwork spirit  2. Possess excellent communication and learning abilities  3. Maintain professional awareness of Web3 development trends
	Intermediate-Level	1. Proficient in development languages including Golang, C++, and Java  2. Thorough understanding of blockchain principles, mechanisms, and related encryption algorithms such as Bitcoin and Ethereum  3. Familiar with common internet technologies, including but not limited to	1. Lead the architectural design of encrypted digital currency wallet systems  2. Oversee backend interface development, deployment, operation, and optimization of wallets  3. Develop protocols for various chains and derivatives, create corresponding wallets, and resolve user deposit/withdrawal issues	1. Demonstrate strong learning capabilities  2. Exhibit excellent communication and collaboration skills to work effectively with cross-functional teams  3. Maintain close cooperation with stakeholders to ensure product design aligns with user requirements and market trends

Table 5 Wallet development talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
		<p>d to MySQL, NoSQL, RPC, MQ, caching technologies, and microservices architecture</p>		
	Senior-Level	<p>1. Proficient in development languages including Golang, C++, and Java</p> <p>2. Experienced in developing open-source blockchain wallets for EVM, BTC, Solana, etc.</p> <p>3. Possess information security awareness and master security rules for platforms like ETH</p> <p>4. Familiar with various data structures and algorithms, proficient in cryptography, security protocols, and encryption algorithms</p>	<p>1. Responsible for constructing and implementing blockchain technology systems</p> <p>2. Implement functionalities such as sending, signing, and connecting plugin wallets for major blockchain networks</p> <p>3. Continuously optimize system stability and performance through elastic design and high-availability architecture</p>	<p>1. Demonstrate responsibility, commitment to work outcomes, and willingness to learn and share knowledge</p> <p>2. Exhibit strong accountability, diligence, proactiveness, and ability to withstand work pressure</p> <p>3. Possess independent problem-solving skills, along with strong learning ability, communication skills, and teamwork spirit</p>

### 5.3.3 Smart contracts

Position Description: Capable of leading and formulating the business direction for smart contract design, as well as writing and testing smart contracts. Specific evaluation requirements for smart contract development talents are detailed in Table 6.

Table 6 Smart contract development talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
Smart contract development	Entry-Level	1. Familiar with Solidity or other smart contract development languages, and knowledgeable in Java Script, Python, Rust, etc. 2. Basic understanding of blockchain technology, with experience in FISCO BCOS, Chang'an Chain, Hyperledger, or other blockchain platforms 3. Strong English reading and writing skills	1. Participate in the design, development, and testing of smart contracts to ensure functionality meets business requirements 2. Collaborate closely with product managers, front-end engineers, and other team members to ensure overall product architecture and performance 3. Stay updated on the latest developments in blockchain technology and smart contracts to continuously enhance professional skills	1. Strong teamwork spirit 2. Excellent communication and learning abilities 3. Professional awareness of smart contract development trends
	Intermediate-Level	1. Proficient in Web3 technology stack, with experience in blockchain system and smart contract development	1. Lead the development of business-related smart contracts and documentation 2. Ability to identify and resolve smart contract security issues and potential vulnerabilities	1. Strong communication and teamwork skills, capable of working efficiently in multidisciplinary teams 2. Excellent analysis

Table 6 Smart contract development talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
		<p>2. Familiar with protocol standards such as ERC20, ERC721, and ERC777</p> <p>3. Knowledgeable in cryptographic algorithms, with understanding of XMIR, DASH, ZEC, etc.</p>	<p>es (e.g., reentrancy attacks, overflow)</p> <p>3. Lead research and analysis of blockchain technologies, evaluating the feasibility of different platforms and technologies</p>	<p>lytical and problem-solving skills, able to independently address complex technical issues</p>
	Senior-Level	<p>1. Deep understanding of language low-level mechanisms, strong security auditing skills, and ability to reliably write secure smart contracts</p> <p>2. Strong object-oriented design skills, capable of independently designing and implementing complex contract architectures and interactions, and writing high-quality, well-tested smart contract code</p>	<p>1. Responsible for blockchain smart contract security audits, conducting source code reviews to identify vulnerabilities and security risks</p> <p>2. Lead overall system architecture design, technology selection, and key system module design and quality control, guiding and participating in core code development, and leading the team in tackling technical challenges, problem analysis, and system optimization</p> <p>3. Establish and optimize standardized, efficient technical management systems, and design overall system architectures, industry solutions, and technology selection</p>	<p>1. Responsible, outcome-driven, and willing to learn and share knowledge</p> <p>2. Highly accountable, diligent, proactive, and able to handle work pressure</p> <p>3. Independent problem-solving skills, strong learning ability, communication, coordination, and teamwork spirit</p>

Table 6 Smart contract development talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
		3.Full-stack development expertise, proficient in front-end and back-end languages like Java and Go, with mastery of SOA, microservices, cloud computing architectures, reusable architecture mechanisms, and experience in large-scale web project architectures, familiar with distributed caching, messaging, search mechanisms, and principles	tions aligned with company strategic planning	

#### 5.3.4 Front-end development, Back-end development, Testing, Operations security

Position Description: Lead the development of technical projects, including front-end and back-end development, testing, and operations. Specific evaluation requirements for talents are detailed in Table 7.



Table 7 Front-end development, Back-end development, Testing, and Operations security talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
前端开发、 后端开发、 测试、运维 安全	Entry-Level	1. Proficient in Java, shell scripting, and command languages 2. Skilled in at least one database system: MySQL, Oracle, or SQL Server 3. Strong learning ability and good programming practices	1. Participate in coding, documentation, code reviews, and unit testing to ensure project progress and quality 2. Engage in new system development, internal multi-system integration, and interface connections 3. Contribute to product optimization, upgrades, and maintenance	1. Strong teamwork spirit 2. Excellent communication and learning abilities 3. Professional competence in project management
	Intermediate-Level	1. Master at least two programming languages: Java, C/C++, Python, Go, C#, or shell 2. Proficient in mainstream databases such as MySQL, PostgreSQL, Redis, and MongoDB 3. Familiar with web development frameworks like Spring Boot, Spring, Hibernate, and MyBatis	1. Organize and lead discussions on requirement analysis and design documentation 2. Lead project development, including software requirement analysis, design, coding, and testing 3. Develop platform operation strategies to continuously optimize performance and enhance user experience	1. Strong learning capability 2. Excellent communication and collaboration skills to work effectively with cross-functional teams 3. Collaborate closely with stakeholders to ensure project development aligns with user needs and market trends



Table 7 Front-end development, Back-end development, Testing, and Operations security talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
	Senior-Level	<p>1.Expertise in Java, Java EE, SOA, microservices, object-oriented programming, and design patterns</p> <p>2.Mastery of mainstream front-end and back-end frameworks and database technologies</p> <p>3.Familiar with system design and architecture, including distributed systems, caching, messaging, and search/recommendation mechanisms; capable of integrating common technologies</p>	<p>1.Responsible for upgrading the technical architecture and overall design of content platforms, including content production/storage, data modeling, operations management, and presentation</p> <p>2.Collaborate with content teams to identify core challenges, determine directions, and implement technical solutions, leading the team in value assessment and development</p> <p>3.Oversee team building, talent development, and skill enhancement for content teams</p>	<p>1.Experience in team management, with strong business judgment, technical control, and self-driven learning and collaboration abilities</p> <p>2.Exceptional strategic thinking to provide long-term technical planning and guidance</p> <p>3.Outstanding leadership to lead teams in achieving goals and enhancing overall capabilities</p> <p>4.Strong stress tolerance to remain calm and rational in high-pressure environments</p>

Table 7 Front-end development, Back-end development, Testing, and Operations security talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
				ronments

5.4 Research and analysis talent evaluation requirements

5.4.1 Industry/Industrial research

Position Description: Lead industry research, continuously monitor industry developments, and analyze industry trends and competitor strategies. Specific evaluation requirements for industry/industrial research talents are detailed in Table 8.

Table 8 Industry/Industrial research talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
Industry /Industrial research	Entry-Level	1.Understand i ndustry resear ch methodologi es, common app roaches for ho t project anal ysis and scree ning  2.Possess stro ng data analys is capabilitie s to independe ntly conduct d ata analysis a nd model devel opment	1.Participate in drafti ng industry research, p roject discovery, and c ompetitive analysis rep orts  2.Collect relevant indu stry information and ma intain continuous in-de pth research experience in the field  3.Collaborate with othe r departments to produc e financial index repor ts, industrial chain da ta reports, and digital	1.Demonstrate s strong teamwork spirit  2.Possess excel lent communicat ion and learnin g abilities  3.Exhibit profe ssional researc h competencies

Table 8 Industry/Industrial research talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
		3.Familiar with macroeconomic policies, with solid industry analysis, risk identification, and financial analysis skills	industry reports	
	Intermediate-Level	1.Strong business analysis and structured thinking skills 2.Proficient in analytical methodologies with solid quantitative analysis and data-driven decision-making awareness 3.Excellent presentation skills to communicate company value propositions and deliver client service activities	1.Lead industry research, continuously track industry developments, and assess trends and competitor strategies 2.Maintain close collaboration with business units to deeply understand and support operational needs 3.Provide timely and insightful data analysis conclusions and strategic recommendations	1.Strong learning capability 2.Excellent communication and collaboration skills for cross-functional teamwork 3.Work closely with designers, developers, and stakeholders to align products with user needs and market trends
	Senior-Level	1.Master industry research methodologies and frameworks 2.Exceptional	1.Oversee market research, data collection, and analysis operations 2.Conduct competitor benchmarking and provide	1.Team management experience with business acumen and technical mastery, plus self-driven

Table 8 Industry/Industrial research talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
		client communication and relationship management skills  3.Strong writing proficiency, logical rigor, independent thinking, and analytical problem-solving approaches	expert guidance for market positioning  3.Lead teams in delivering research proposals, questionnaire design, project execution, data analysis, and report finalization	learning and collaboration  2.Outstanding strategic thinking to provide long-term planning and guidance  3.Exceptional leadership to drive team performance and capability enhancement

#### 5.4.2 Blockchain/ZK technology research

Position Description: Lead the research, development, and testing of blockchain product technical architectures, while producing technical reports and establishing technical standards. Specific evaluation requirements for Blockchain/ZK technology research talents are detailed in Table 9. .

Table 9 Blockchain/ZK technology research talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
Blockchain/ZK technology research	Entry-Level	1.Passionate about and knowledgeable in blockchain industry and technologies, with strong self-learning initiative and rapid learning capability  2.Goal-oriented with excellence	1.Participate in blockchain technology research and product development  2.Contribute to optimization and maintenance of company's blockchain products  3.Engage in industry exchanges, project roadshows, solution presentations, and business development	1.Demonstrate strong teamwork spirit  2.Possess excellent communication and learning abilities  3.Exhibit professional blockchain engineering competencies

Table 9 Blockchain/ZK technology research talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
		<p>nt project management and resource coordination skills</p> <p>3. Proficient in one or more programming languages: Go, C++/C, Solidity</p>	lopment	
	Intermediate-Level	<p>1. Solid theoretical foundation in computer science, mathematics, cryptography, etc.</p> <p>2. Familiar with technical architectures of world-renowned blockchain projects: BTC, ETH, FILECOIN, Polkadot, etc.</p> <p>3. In-depth blockchain research with continuous tracking of latest trends and technological developments</p>	<p>1. Lead article writing, professional book/report compilation, and standard formulation</p> <p>2. Direct blockchain development and design, including SDK encapsulation for practical applications</p> <p>3. Spearhead technical architecture research, development, and testing of blockchain products</p>	<p>1. Strong learning capability</p> <p>2. Excellent communication and collaboration skills for cross-functional teamwork</p> <p>3. Maintain close cooperation with stakeholders to align technical research with user needs and market trends</p>
	Senior-Level	<p>1. Master data structures with expertise in cryptography, privacy compu</p>	<p>1. Responsible for blockchain project proposals, commercial negotiations, project execution tracking, and partnersh</p>	<p>1. Team management experience with business acumen, technical mastery, and s</p>

Table 9 Blockchain/ZK technology research talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
		<p>ting, and computational theory</p> <p>2. Expert in consensus algorithms (Raft, PBFT, Hotstuff), architectures (Fabric/EOS/Ethereum), and threshold signature cryptography</p> <p>3. Proficient in zero-knowledge proof theory and applications</p>	<p>ip maintenance</p> <p>2. Manage ecosystem collaborations in blockchain verticals, including project evaluation and partner relationship management</p> <p>3. Drive blockchain technology system construction and innovation, pursuing patents or academic publications</p>	<p>self-driven learning/communication skills</p> <p>2. Outstanding strategic thinking for long-term planning and guidance</p> <p>3. Exceptional leadership to achieve team objectives and enhance collective capabilities</p> <p>4. Strong stress tolerance to maintain composure and rationality under pressure</p>

#### 5.4.3 Investment/Business/Market analysis

Position Description: Lead market analysis, develop market forecasting models, predict medium-to-long-term industry trends, and provide decision-making recommendations based on market analysis data. Specific evaluation requirements for investment/commercial/market analysis talents are detailed in Table 10.

Table 10 Investment/Commercial/Market analysis talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
Investment/Commercial/Market analysis	Entry-Level	1. Possess fundamental Web3 and software industry theoretical knowledge	1. Participate in Web3 market production/sales data collection and analysis, providing data support and decision recommendations	1. Demonstrate strong teamwork spirit 2. Possess excellent

Table 10 Investment/Commercial/Market analysis talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
		<p>2. Capable of data analysis to extract valuable insights from massive datasets</p> <p>3. Conduct regular tracking and research on market dynamics with timely interpretation of market changes</p>	<p>ommendations</p> <p>2. Develop market forecasting models based on market data to predict medium-long term industry trends</p> <p>3. Engage in niche market research and product opportunity identification with analytical proposals</p>	<p>lent communication and learning abilities</p> <p>3. Exhibit professional investment/commercial market analysis competencies</p>
	Intermediate-Level	<p>1. Understand Web3 industry development trends with deep comprehension of its advantages/disadvantages</p> <p>2. Proficient in mainstream data analysis tools (Axure/Office/Figma, etc.)</p> <p>3. Master market research frameworks with practical experience for comprehensive Web3</p>	<p>1. Lead market analysis and forecasting model development for trend prediction and data-driven recommendations</p> <p>2. Conduct regular market dynamics tracking/research with timely change interpretation</p> <p>3. Assist product teams in drafting Web3 product design proposals</p>	<p>1. Strong learning capability</p> <p>2. Excellent communication/collaboration skills for cross-functional teamwork</p> <p>3. Maintain close stakeholder cooperation to ensure analytical alignment with user needs/market trends</p>



Table 10 Investment/Commercial/Market analysis talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
		market analysis		
	Senior-Level	1. Expertise in Web3.0/blockchain, finance, securities, and futures trading industries 2. Transaction product design experience with detailed understanding of trading/user services/risk control/clearing modules 3. Extensive financial sector experience, particularly in asset management	1. Oversee exchange/derivatives product planning/implementation including design/features/UX/core logic/development/release 2. Propose targeted product optimization strategies based on Web3 market analysis 3. Establish/maintain external partnerships with timely market insight solutions	1. Team management experience with business judgment, technical mastery, and self-driven learning/communication skills 2. Outstanding strategic thinking for long-term planning/guidance 3. Exceptional leadership to achieve team objectives and enhance capabilities 4. Strong stress tolerance to maintain composure/rationality under pressure

#### 5.4.4 BI data analysis

**Position Description:** Lead the company's data operations, design data warehouse architectures, refine data product requirements, and collaborate with teams to implement data products. Specific evaluation requirements for BI data analysis talents are detailed in Table 11.



Table 11 BI data analysis talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
BI data analysis	Entry-Level	1.Data-sensitive with strong pattern recognition and problem-solving skills to extract data models  2.Proficient in SQL queries and stored procedure development  3.Skilled in data extraction tools (Hive/SQL) and office tools (Excel/PPT)	1.Participate in daily data operations and new platform feature development  2.Engage in business system data collection, cleansing, and aggregation  3.Support departmental reporting requirements including development, validation, and output	1.Demonstrate strong teamwork spirit  2.Possess excellent communication and learning abilities  3.Exhibit professional data analyst competencies
	Intermediate-Level	1.Familiar with databases and programming languages (SQL/Python/VBA/R)  2.Proficient in reporting tools (Power BI/Tableau)  3.Experienced in data warehouse construction and model design	1.Lead report development/testing with ETL and data warehouse design capabilities  2.Drive corporate data initiatives by refining product requirements and implementing solutions  3.Maintain cross-departmental communication to identify reporting needs	1.Strong learning capability  2.Excellent communication/collaboration skills for cross-functional teamwork  3.Ensure analytical alignment with user needs /market trends through stakeholder engagement
	Senior-Level	1.Strong data sensitivity with exceptional extraction/an	1.Establish BI team structure to optimize client analytical services	1.Team management experience with business acumen and techni

Table 11 BI data analysis talent evaluation requirements

Position	Classification	Fundamental knowledge	Professional skills	Professional competency
		<p>analysis skills</p> <p>2. Logical analysis and clear communication for rapid business requirement understanding</p> <p>3. Strategic business analysis mindset for decisive decision-making</p>	<p>2. Monitor core operational metrics with anomaly analysis/feedback</p> <p>3. Conduct thematic analysis to enhance trading efficiency through data-driven approaches</p>	<p>cal mastery</p> <p>2. Exceptional leadership to achieve team objectives and capability enhancement</p> <p>3. High stress tolerance to maintain composure under pressure</p>

## 6 Talent evaluation methods

### 6.1 Evaluation forms

Talent evaluation process:

Diverse evaluation forms shall be adopted based on different levels and professional characteristics of evaluatees to ensure comprehensiveness and accuracy.

Entry-Level evaluation:

Focuses on knowledge-based assessments through multiple question types (multiple-choice, true/false, fill-in-the-blank, short-answer) to examine foundational knowledge and theoretical literacy. Practical assessments (operational/scenario-based tasks) are incorporated to evaluate skills in simulated/real contexts for holistic capability assessment.

Intermediate-Level evaluation:

Balances knowledge-based assessments with operational/practical evaluations. Deepens professional knowledge examination while increasing task difficulty/complexity to assess proficient application of knowledge in problem-solving, demonstrating advanced professional competence.

Senior-Level evaluation:

Emphasizes representative achievements/works and defense performance. In-depth analysis of deliverables evaluates innovation and practical outcomes, while defense sessions assess

logical thinking, communication, and adaptability for comprehensive competency/potential evaluation.

## 6.2 Evaluation weightings

The specific scoring weights for the Web3 Talent Evaluation System are detailed in Table 12.

Table 12 Web3 talent evaluation system scoring weights

Classification \ Level		Entry-Level (%)	Intermediate-Level (%)	Senior-Level (%)
Product And Operations	Knowledge	90	50	10
	Skills and Competencies	10	30	0
	Management and Guidance	0	20	90
	Total	100	100	100
R&D And Operations	Knowledge	80	30	30
	Skills and Competencies	20	60	0
	Management and Guidance	0	10	70
	Total	100	100	100
Research And Analysis	Knowledge	90	40	10
	Skills and Competencies	10	30	0
	Management and Guidance	0	30	90
	Total	100	100	100

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