

THE FREE PLAYBOOK SERIES · NO. 3

The Chatter Hiring Kit

The job posts we run, a blueprint for the applicant exam, and the exact AI setup to screen, grade and book people, so you can vet hundreds properly, at real scale.

BEFORE YOU START

Hiring chatters is the silent bleed of most agencies. A bad hire doesn't look bad, chats get cleared, the dashboard looks busy, and money quietly leaks out for weeks before anyone notices. The fix is a real process: a post that filters, a test that reveals mindset, and a way to run it across a lot of people without drowning in manual work.

This kit gives you all three. One principle underneath it: **hire the inexperienced**. No experience means no bad habits to unlearn. The training at almost every agency is unstructured and chatters are never held to a standard, so an experienced hire usually just brings someone else's bad habits. You want raw people you can shape.

PART 1: THE JOB POSTS

Two channels, two very different rules. On OnlyFans / chatting Telegram groups everyone already knows the work, so you can be direct. On a general hiring site you must stay indirect or the post gets pulled.

A. OnlineJobs.ph (and similar hiring sites), stay indirect

READ THIS FIRST

These sites can take your post down if you name the platform. Only ever call it **social media chat management**. It's honest and broad, it can mean Instagram DMs, LinkedIn DMs, all sorts. Give them the real info, you just never say what it's actually for. Train any AI screener the same way.

Job Post: Hiring Site Version

INDIRECT

Social Media Chat Management (Full Time)

We are hiring remote chat operators to manage social media conversations for our clients.

What you'll do:

- Handle inbound chat conversations in a friendly, natural, human way
- Build rapport and keep conversations engaging
- Follow our training and scripts once onboarded

What we're looking for:

- Excellent written English, natural and casual texting style
- Typing speed of 60+ WPM
- Reliable internet and availability 7 days a week (shifts, not 24/7)
- No experience needed, we train you fully

B. Telegram / OFM groups, direct

These are OFM-specific groups, so you can be direct about OF chatting. The post must make three things clear up front: **no experience wanted**, **training is provided**, and **the pay + commission**. State where you want people based too.

Telegram Post

DIRECT

Hiring OF chatters, NO experience (we train you)

We want people with zero experience. We teach you our full system from scratch, you just need to be reliable and want to get good at this.

Based in [insert where you want them, e.g. Philippines / Balkans / Europe]. Strong English, reliable, coachable.

Pay: base + commission, the better you get the more you make. Full training provided.

DM @yourusername

PART 2: THE EXAM BLUEPRINT

The test separates people who have the instinct from people who never will. **You are not looking for perfect answers.** They can't have perfect answers, all they've done is read through your SOPs and the video course, so expecting perfection makes no sense. You just want to see if they're pointing in the right direction and have the potential to do the work properly.

Keep the exam deliberately **simple** on purpose. The real advanced training happens later, in group calls or one on one depending on the person. This is not that. It's just a test to see what they'd say based on what they reviewed. Build 20 to 25 questions, mixing open scenarios ("the fan says X, what do you actually reply?") with a few multiple-choice ones. Below are the **categories your exam should cover**. Write your own questions under each.

1. Explicit request too early

A brand new fan demands explicit content immediately. **Reveals:** can they hold the tease and build value instead of giving everything away?

2. Meet-up request

A fan wants to meet in person. **Reveals:** do they deflect smoothly without killing the vibe, and without ever confirming it?

3. Price objection on a PPV

A fan says it's too expensive. **Reveals:** do they stay warm and hold value, or go transactional and instantly discount?

4. "Prove you're real"

A fan demands proof it's not a team. **Reveals:** do they handle it playfully without getting defensive or breaking immersion?

5. Forbidden / illegal request

A fan asks for something against platform rules. **Reveals:** do they spot it instantly and decline cleanly, without repeating the request back?

6. Fan ghosts mid-script

The fan goes quiet after a PPV is sent. **Reveals:** do they know the follow-up move, and do they know when to stop?

7. "Why do I have to pay" / connection guilt

A fan questions why it costs money. **Reveals:** do they reframe emotionally instead of arguing or justifying?

8. Aftercare after climax

The fan just finished after the last video. **Reveals:** do they recognize it's an aftercare moment, not a sell moment?

9. Starting a script from the welcome

End of welcome sequence, fan is horny. **Reveals:** can they transition naturally into selling without being abrupt?

10. Big spender emotional moment

A high-value fan opens up about something personal (stress, feeling low). **Reveals:** do they show real connection instead of pivoting to a sale?

11. Small talk / rapport

A fan shares his job or his day. **Reveals:** do they actually engage as a person, or fire a robotic filler line?

12. Immersion-break question

A fan asks something that threatens the illusion ("why are you online 24/7?"). **Reveals:** do they cover it smoothly and stay in character?

13. Timewaster / dragging chat

A conversation is going nowhere. **Reveals:** do they know when to transition to selling or exit positively?

14. Fan wants to leave the platform

A valuable fan says he's thinking of deleting. **Reveals:** do they lead with connection and curiosity, not panic-selling?

15. Forbidden-topics knowledge (multiple choice)

List topics, ask which are forbidden. **Reveals:** do they actually know the compliance lines that can ban an account?

16. Situational judgment (multiple choice)

Partial script purchase, or a fan at work with little time. **Reveals:** do they make the smart call under a realistic constraint?

YOU DON'T GRADE THESE BY HAND

Reading every exam yourself is slow and inconsistent. You feed all the answers into Claude / the Haiku API with your SOPs as context and it rates each one for you. The full setup, including a tip for explaining your grading criteria without typing forever, is in Part 3.

PART 3: THE AI SETUP (STEP BY STEP)

The real leverage is running this across hundreds of people with almost no manual work. That doesn't come from pasting into a browser chatbot, it comes from setting it up properly in Claude Code. Most people aren't technical, so here's the exact process, step by step.

1 Install Claude Code and log in

If you don't already have it, install Claude Code and log in. This is the tool that lets you build the automation instead of doing it all by hand.

2 Understand how the API works

Before building, launch a deep research prompt in Claude asking it to explain how Claude Code and the API work. In plain terms: the API is the same as talking to Claude in your browser, just done through code, which is what makes it fast and able to run at scale. You want to understand this before you wire anything up.

3 The first-contact screening conversation

Before you send an applicant the form link, having the AI actually talk to them first makes them feel you care, which matters. Haiku is strong enough for this.

What you're building here is a bit of Python code that controls a browser. It connects to your normal browser, or spins up a fresh browser of its own when it needs to, and drives the conversation from there.

Depending on where you're talking to them (Telegram, OnlineJobs.ph, wherever), grab the site's HTML selectors, map them out, and give them to Claude Code with an explanation of what you're building. Through the selectors it always knows the context of the chat, so it can ask proper questions. Train it with a few examples, and Claude Code runs the whole thing in a loop. When the conversation's done, it sends them the form link.

4 Auto-grade the exams

You feed the API all your SOPs and MD files as context, plus what a good answer looks like, and it rates every exam for you. Manual grading is the slow, inconsistent option, skip it.

Give it example answers for every single question. For each exact question, show it what a good answer looks like, then watch how it grades a few real ones and check the grading is actually to your liking. This is the part that makes or breaks it, tune the examples until it scores the way you would.

The tip for explaining your criteria fast: instead of typing out everything the AI should check for, talk it out. Use a transcription tool like Whisper, or the free site **SpeechTexter (speechtexter.com)**, to speak your grading criteria. Drop that transcription into Claude in your browser, have it turn it into a clean MD file, then feed that MD file into the API alongside your SOPs.



SpeechTexter

<https://www.speechtexter.com>

SpeechTexter | Type with your voice!

Speech to text converter. Dictate with your voice. **Free web app for typing with your voice.** Over 70 different languages supported!

SpeechTexter (speechtexter.com), free speech-to-text for dictating your criteria

Pulling the answers in: if you use Google Forms, build a headless Chrome bot that opens the spreadsheet linked to your form and reads every applicant's answers. If you've built a custom solution instead, point the bot at your own database. Either way it grades each answer against the context you gave it, then outputs it into a document or a simple custom HTML page showing every applicant's answers with their rating.

Haiku isn't too slow for this, but Sonnet is more capable and grading needs real reasoning and thinking, so Sonnet is the better pick here.

5 Auto-book the calls

Once the AI has graded everyone, a human still approves before anything sends. You, a VA, or a manager goes through the good picks and gives the final yes. The AI does the reviewing, a person does the approving, that human check is the real filter.

For the approved picks, use Calendly (or just your calendar plus Zoom). Calendly gives you **webhooks**, which is what makes this hands-off.

The flow: when someone registers they give you their email (or Telegram / Discord). Once they pass the exam **and a human approves them**, the calendar link auto-sends ("we took a look at your exam, looks good, here's a link to book"). They pick a time from your availability, which you can tweak daily. When they book, a Calendly webhook pings you in Telegram through a bot you set up, so you don't even need to open your email. Set the exact same thing up for your manager and it's fully hands-off.

The screenshot shows the Calendly Help Center interface. The top navigation bar includes the Calendly logo and links for Product, Solutions, Resources, and Pricing. A search bar is located below the navigation. The left sidebar contains a 'Help Center' header, a 'Learning Hub' section, and a 'Categories' list with options like Account, Integrations, Scheduling, Notetaker, Admins, Contact support, Report abuse, Calendly community, and Developer docs. The 'Integrations' category is expanded, showing sub-sections like Calendar connections, Video conferencing, Embed options, Extensions, Salesforce, Other integrations, and Integrations FAQs. The main content area features a list of integration types, including 'Capture data when someone submits a routing form (even if no event is booked)'. Below this, the 'Before you begin' section lists prerequisites for using webhooks. The 'Webhook event types' section lists three types of events: Invitee Created Events, Invitee Canceled Events, and Routing Form Submissions. The 'Create a webhook' section provides instructions on how to set up a webhook subscription and how to test it. At the bottom, there is a caption: 'Calendly webhook event types, what fires the Telegram ping when a call is booked'.

• Capture data when someone submits a routing form (even if no event is booked)

Before you begin

- You'll need access to either a [personal access token](#) or an [OAuth application](#) for authentication.
- Make sure your endpoint is ready to receive and process webhook data.
- View the [Calendly API Use Cases](#) for more ideas and examples.

Webhook event types

Calendly supports the following webhook subscriptions:

- **Invitee Created Events** – when a new event is scheduled
- **Invitee Canceled Events** – when an existing event is canceled
- **Routing Form Submissions** – when someone submits a routing form (with or without booking)

Create a webhook

Follow the steps shown in our [Developer Portal](#).

Once you create a webhook subscription, Calendly sends event data to the endpoint you specify when new activity occurs.

To test your webhook, trigger a new event (such as a booking, cancellation, or reschedule). Webhooks are not triggered by past events.

View sample data in our [Webhook Payload documentation](#). Delete a webhook

To remove a webhook, visit our [Delete Webhook Subscription guide](#).

Calendly webhook event types, what fires the Telegram ping when a call is booked

6 Long term: the full custom system

You don't need all of this automated to start, but it's ten times easier when it is. The end goal is chatters registering themselves with an access code (like in the video), doing a WPM test, going through all your SOPs and the video course, then taking the exam. The moment they finish, it drops into your database, the Claude / Haiku API auto-rates it, and you either get a Telegram ping or just see it on your dashboard.

The one thing worth obsessing over is the AI's rating, training it to accurately score what potential each chatter actually has. Get that right and the whole machine runs itself.

THE WHOLE THING, START TO FINISH

Here's the entire pipeline on one board, from the job post to a booked call. This is what you're building.



NOT TECHNICAL? YOU DON'T NEED TO BE

You don't have to already know any of this. Each piece takes minutes to pick up or you can have Claude explain it to you. Quick pointers:

Inspecting a page / copying HTML selectors: takes about 2 minutes to learn. YouTube or Google "how to use inspect element and copy HTML" and you've got it.

What a headless Chrome bot is: paste this into Claude, it'll explain it fully:

"Explain in simple terms, for a non-technical person, what a headless Chrome browser bot is, what it's used for, and roughly how one gets built. Keep it plain English."

Feeding the API: paste this into Claude to understand it:

"Explain in simple terms how feeding context and files into an AI API works, and how I'd use it to grade a batch of exam answers automatically. Assume I'm not a developer."

BONUS: MAKE THE INSTAGRAM AD IN CLAUDE

One of your sourcing channels is Instagram ads. You don't need Meta Ads Manager, you can boost straight from your agency IG page, set your budget over a few days, pick your country and demographic, and let people reply in the DMs or click your link. The same screening bot from Step 3 then handles the DMs.

To make the ad itself fast, paste the prompt below into Claude, fill in the brackets, and it builds you a clean, professional ad creative you can screenshot and run.

META WILL REJECT THE WRONG AD

Paid Instagram ads get auto-reviewed. If the ad mentions OnlyFans, "chatter", adult content, or reads like a get-rich-quick post, it gets rejected. You must keep it indirect, frame it as **remote chat management**, and keep it looking like a real company hiring. The prompt below already tells Claude to do this, but know that this is why an ad gets pulled, so never edit those parts back in.

PASTE INTO CLAUDE, FILL THE BRACKETS

You are a senior graphic designer making a paid recruitment ad for Instagram. Build it as a single polished HTML/CSS creative at 1080x1350px that I can screenshot and run as an ad. Output only the HTML.

THE ROLE:

- Remote social media chat management (work from home)
- Target country: [COUNTRY]. The ad must feel local to this country, mention it naturally, and use a tone that resonates there
- Pay: [base rate + commission, monthly range]
- No experience needed, full training provided
- Requirements: strong written English, fast typing, reliable internet
- How to apply: [DM the word "START" / click the link in bio]

HARD RULES (this is a paid Meta ad, it gets auto-reviewed):

- NEVER mention OnlyFans, OF, adult content, or the word "chatter". Call it "remote chat management" or "online chat support".
- No get-rich-quick or scammy framing. No "make \$\$\$ from home", no money-emoji spam, no fake urgency.
- It must read like a real, credible company hiring, not a spammy side hustle.

DESIGN DIRECTION (must NOT look AI-generated or templated):

- Clean, modern, professional, like a real tech or agency brand, not a Canva template
- Restrained: minimal or zero emojis, generous whitespace, one strong accent colour, one clean font (Montserrat or Inter)
- Clear hierarchy: a strong headline, 3 to 4 crisp bullet points, one obvious call to action
- Subtle depth (a soft gradient or one geometric element), not heavy neon or busy backgrounds
- Looks intentional and premium

Use the brackets I filled in, don't ask me anything first. Make it look like an ad a real company would actually run.

This is the entry level.

Follow these steps and you'll be vetting hundreds of applicants with almost no manual work, which is how you actually find the best of the best. The system we run does all of this end to end. The kit above is yours to keep and build.

DBCO · Chatting Agency. If you want to see how we'd build this for your team, that's a quick conversation.