

# HRnomad

HOW TO BECOME PART OF THE FIRST GENERATION  
HR DIGITAL WORKERS NETWORK

**HR DIGITAL NOMADS**

**Frederik Haentjens**

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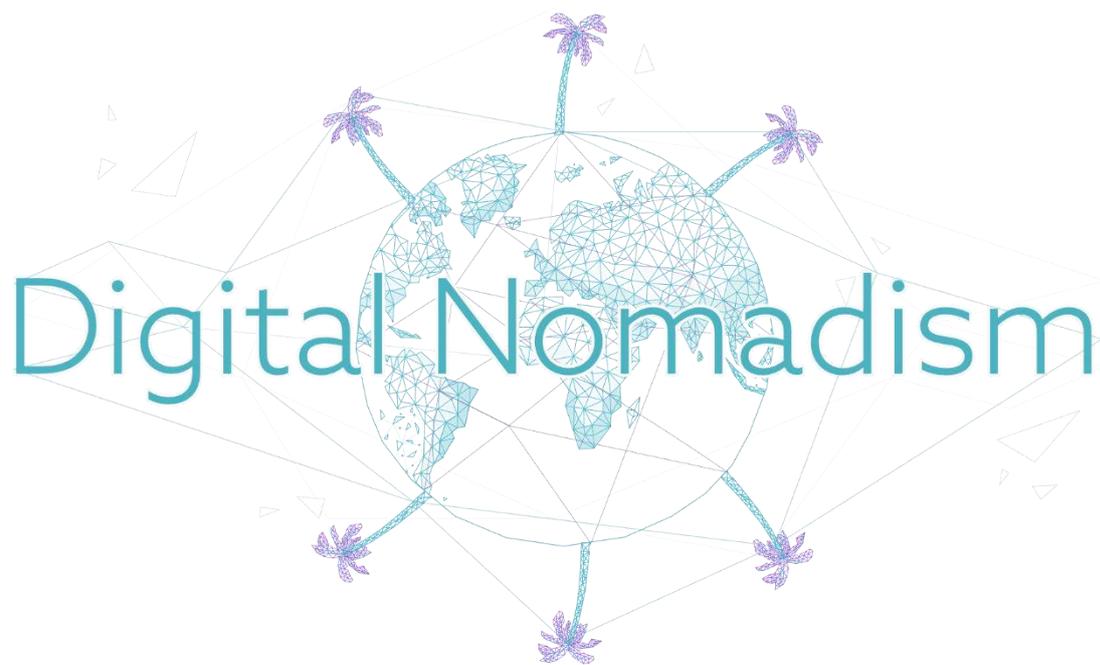
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This book was published thanks to: My wife Inge Michiels, partner in business, mother of my children and my wife.

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## Chapter 1: INTRODUCTION

### 1.1 Overview

With extensive developments in information and communication technologies, human society has been substantially affected by this technology. In a world where the number of smart device users is increasing to access a virtual world that is one click away, the possibilities of communicating, living, and working in remote areas have become endless. As we enter in the new digital age, the rise of various digital tools as different mediums for communication, including social media networks, blogs, wikis, social bookmarks, and RSS feeds has increased significantly. This new virtual environment is also responsible for bringing new employment opportunities.

The World Economic Forum Report (2016) suggests that technological, information and communication technology (ICT) developments bring forth disruptive changes to

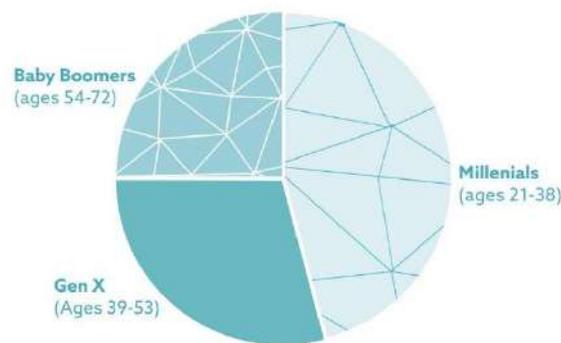
the business models and employment trends, which will become more evident and inevitable. ICT has been identified as a fundamental driver of change in context to changing employment trends, ranging from job displacement to job creation. One such trend that has gained popularity is digital nomadism.

Since the last two decades, there has been an increasing rise in the digital way of living with modifications in working and living lifestyles. Digital nomadism is credited in media as a lifestyle that helps in escaping the “rat race” to lead a dream life that goes beyond the “9 to 5” work obligations. Adopting this lifestyle has allowed individuals to redefine themselves in terms of “making a living” that allows them to travel worldwide while working remotely. For many, this is the true meaning of freedom that allows them to work without the restrictions of physical boundaries and space. It is a derivative of technological innovations and globalization coupled with increasing access to a wide array of data, sophisticated information infrastructures, a passion for traveling, a sense of adventure and preference to flexible work arrangements. As wanderers, many of the digital nomads have embarked on a journey to travel all over the world, while working remotely and independently; they may be working from a café in Cape Town, South Africa or a resort in Bansko, Bulgaria. They may travel to Bali, Indonesia to enjoy the sandy beaches and serene environment while working from a rented space.

The MBO Partners State of Independence reported that over 48% of working Americans were digital nomads. The same report also revealed that 28% were employed in conventional employment, following a rigid routine of eight to twelve hours a day and with lower working wages. These employees asserted that they would adopt digital nomadism within 2 to 3 years. The report also highlighted that there is a growing demand for digital nomadism.

FlexJobs surveys reported that 85% of the digital nomads had been categorized as millennials, who are working from remote locations to generate income, seek adventure, and balance their professional and personal life. According to MBO, 46% of digital nomads are millennials, 29% are Generation X, and 25% are Baby Boomers.

### DIGITAL NOMADS BY AGE COHORT



Source: Digital Nomadism : a Rising Trend; MBO Partners  
Figure 1 : Digital Nomads by Age (MBO Partner Report)

**Figure 1: Digital Nomads by Age (MBO Partners Report)**

Another idea of what a digital nomad is, for better or for worse, is someone who has chosen a non-tradition path of working. Nomads move around without staying in one place for very long, and the word digital describes how they work – using technology. Interesting enough, a digital nomad is one who has chosen to drop out of mainstream society and can find remote work due to the Internet. They move from place to place rarely stopping to put down traditional roots.

## 1.2 Brief History

Digital nomadism is associated with an innovative and modern work lifestyle that frees individuals from space and time locations. In 1997, authors Tsugio Makimoto and David Manners published the Digital Nomads when the Internet was at its

nascent stage. They stated that in the coming years, the internet would serve as an important method of communication, connecting individuals with their friends, families and loves ones, businesses with their clients, students with their libraries, and so forth. Their book offered diverse and novel perspectives on the Internet, highlighting its advantages and potential with its increasing ability to revolutionizing society across the world. The authors further asserted that it would bring new trends in employment, compelling individuals, and businesses to adopt and conform to these trends. By discussing the concept of digital nomadism in terms of work-lifestyle perspective, the authors created a picture-perfect image for those who wished to abandon their conventional employment in favor of remote work, while wandering from one place to another.

Makimoto & Manners outlined the modern perspective of digital nomadism, but Tim Ferris redefined it to a new level a decade later in his work [The 4-Hour Workweek](#). Ferris suggested that innovations in ICT have enabled individuals to escape the traditional 9 to 5 jobs to adopt a lifestyle that offers work and leisure balance, fewer working hours, adventure, and better income. Ferris specifically identified the term *the New Rich*, which is associated with freelancers, independent contractors, and online business owners that have exploited the potential of the Internet, while working from a remote location. Although Tsugio Makimoto and David Manners and Ferris have successfully identified digital nomadism as the new working lifestyle, they could not determine whether it would become the *Fourth Industrial Revolution* in the *Digital Age*.

### 1.3 What is a Digital Nomad?

According to MBO Partners Report (2018), no single definition is available to define the concept of digital nomads. A generalized definition of the term is a person or group of people that are self-employed or independent contractors or business owners, who work from remote locations to generate income and travel from one place to another. As independent contractors or business owners, digital nomads have different career aspirations, destination preferences, and work schedules.

According to Makimoto & Manners, a digital nomad is a metaphor used to define individuals that harness the capabilities of the internet to pursue their professional and personal goals.

- *As asserted by Moravec (2008), “a nomadic knowledge worker –that is, a creative, imaginative, and innovative person who can work with almost anybody, anytime, and anywhere. Industrial society is giving way to knowledge and innovation work. Whereas industrialization required people to settle in one place to perform a very specific role or function, the jobs associated with knowledge and information workers have become much less specific concerning task and place. Moreover, technologies allow for these new paradigm workers to work within broader options of space, including “real,” virtual, or blended” (p. 19).*

A digital nomad is also a minimalist. Digital nomads have very few material possessions. They only carry around those things essential to them. They use a variety of technology platforms to complete their work. You will find that digital nomads use online applications, have data on cloud storage, and use general tools.

These tools are:

- Professional specific tools like laptops, tablets, and smartphones. Digital nomads use Google Drive, Slack, Tello, and Zoom.
- Tools specific to HR nomads are KissFlow that has clients like Domino's, Danone, Pepsi, British Council, Colruyt, Peri, and many more. Software like KissFlow will automate an HR nomad's work, reduce chaos, and give HR nomads the tools needed to find incredible employees for their clients (<https://kissflow.com/>).

The right HR software for nomads also includes Paycor, Zenefits, bob, and SentricHR. All have the features needed by HR nomads as they travel the world seeking adventure and paying the bills.

#### **1.4 Why Be A Digital Nomad?**

A digital nomad has the freedom of traveling the world and seeing new things, experiencing different cultures, and embracing a sense of freedom that can only come with traveling the globe. Become a wanderlust worker or a digital nomad who can live and work remotely from virtually any place in the world.

Your reward? You can see some of the most captivating destinations on the earth.

You can travel from the mosques, bazaars, and Turkish baths of Istanbul to the glistening waters of the Bosphorus Sea, to the white-sandy beaches in the Dominican Republic. Write while sitting in a street café on the war-torn streets of Kiev and bask in the beauty of the rolling hills of Italy's Tuscany region. Travel to the bustling Canadian metropolis of Vancouver and explore the islands and rich countries of Asia.

Becoming a digital nomad is difficult. You do need skill and talent. You need to know how and where you'll earn income. HR digital nomads have a heads up in this

department. They know what they need to do, and they find the clients who want workers from other countries. Advice: do beware of those companies who claim you can work for them from anywhere. These companies might profess to want you to work digitally and nomadically, but most want to make money from you rather than help you earn money.

Before becoming an HR Nomad or any nomad, consider these items:

### Healthcare

Traveling the world is a grand adventure, but you need to take care of yourself. From immunizations for visiting certain parts of the world to check-ups and tests in other parts of the world, you need to be aware of medical culture. Plenty of insurance plans will cover you while you're traveling and it's best to secure the right plan for your travels. It's easy to find 6-month plans and even 12-month plans that should cover emergencies. Once you have healthcare needs nailed down, your nomadic lifestyle will be less stressful.

### Banking

Banking is a convenience in most of the developing world, but there are remote islands where you need to be wary of banking scams, theft, and other perils. You may find it is not a good idea to carry around cash. You will need to find a good place to exchange currency. The best way to get the local currency is to take cash out of an ATM. Don't exchange money at an airport.

If you are traveling in Eastern Europe, cash is more popular and used than Canada or Australia. Watch ATMS. Worldwide ATMs are notorious for having devices designed to skim your card number.

## Housing

Housing is a concern no matter where you travel. One of the largest costs for digital nomads is the roof over your head. Some prefer to rough -it and sleep on a soft white beach, or even bunk on a new friend's couch. But, if you don't want to subject yourself to any of those situations, consider your housing situation carefully. There may be short-term apartments or homes you can rent but do learn to negotiate the rental prices. Read first-hand about the neighborhoods in the cities where you travel. Ask about the possibilities of renting, bunking, or just staying for a short time. The locals will give you great advice.

## Transportation

Digital nomads need to consider transportation. How are you going to get around the city you stay in? Public transportation in many places you travel to are ideal for digital nomads but do research. Does your destination have a bus system or a subway? Traveling might be ideal if you are an HR Digital nomad, but if you are in a bustling and crowded metropolis in Europe, you may need to know how to get around the city.

Do your due diligence. If you select a destination based on the cost of living, make sure you 've got transportation covered. Walking and backpack are perfect, but it can also be dangerous and inconvenient.

## Language

If you are an HR nomad, also a native English speaker, then you are lucky. English is the predominant language around most of the world. You will find, as a digital nomad, that the world is populated with English speakers, but the countryside is a little less inhabited by English speakers. You may struggle with the language when

you are in a foreign county. Don't count on people to know how to speak your language wherever you go.

Learn the basic language of where you are traveling. Pick up phrases or a conversational language book or load a phrase book onto your smartphone. These tools will help you get by without knowing the language spoken in your nomadic destinations.

### Phone & Internet

If you are a digital nomad, having access to phone and internet is vital.

Communication can be tricky when traveling, especially to remote areas. Remember that you can't always simply bring your phone and swap out the SIM card. If your phone is locked to a network, you won't be able to use a SIM card from another network. The best solution is to find yourself an inexpensive unlocked phone you can use when traveling that will give you the basic internet and voice functionality. You don't need a fancy smartphone, but you do need a phone and internet will allow you to communicate with your clients.

### Income

The goal of most digital nomads to generate enough income to live and keep traveling. Depending on how you get your income, your nomadic adventures can be the most enjoyable experience you have ever had or one of the most stressful.

The worst thing is wandering off to an exotic and far-reaching destination, and you run out of money. There is no one to help you. If you land in a destination that's relatively inexpensive to live, you might not run into that problem — plan for emergencies.

Organize your finances before traveling. Pay off as much of your debt as you can and make sure you have savings for emergencies.

### **1.5 The Secret to Becoming an HR Digital Nomad**

Being a location depend worker does depend on several things. You must have an internet connection. Your clients depend on it, your revenue depends on the internet, and you depend on the internet. You can never unplug from the internet. Being tethered to the internet can be a minus, but if you can pay attention to the internet connection you can be a successful digital nomad.

You are always on the move, so you do need to be aware of your health and how to take care of yourself. Invest in medical insurance that will be valid in international areas. You can find inexpensive medical insurance by looking online and discussing options with an insurance agent.

In addition to paying attention to your health, you need to be aware of your financial health. It is necessary to reduce or eliminate your debt so you can leave your home country debt free and avoid debt weighing heavy on your shoulders.

You also need a phone. Several digital nomads suggest you purchase an unlocked phone that is not tied to just one carrier. Traveling international means you need a phone that can adapt to any country. Upgrade or even replace your phone and buy it outright. Owning your phone outright will avoid the problem of having to use a subpar phone while traveling.

Invest in Skype and give your forwarding number to everyone. A Skype number allows you to call anywhere in the world. Get a local number and use that as your

primary number. Forward this number as you travel around so people can get in touch with you whenever they need to get in touch with you.

Use a credit card that has no international fees. Many credit cards will charge you for using it in international ATMs. American Express doesn't charge internationally.

If you want to be an HR digital nomad, roam the planet and go wherever the wind might take you, you need passive income. What is passive income? It is automatic.

To embrace traveling and be a digital nomad, you need to make sure you can get by if you can't find work or you can't get a good internet connection. Without a steady gig, then this is where passive income comes into play.

Passive income is hard to produce, but one digital nomad has been able to travel the world for the past decade because of his passive income. Jack calls passive income, "easy money for lazy people." Passive income is something that countless digital nomads use to supplement their lifestyle.

Jack says that passive income works like this, "You make an initial investment which may be money or legwork or even research. From that point on, once you have established your passive income, you sit back and enjoy an income stream without having to make much of an effort. Investments that can make you passive income are stocks, bonds, investment in private businesses, or even an online eCommerce business."

Jack goes on to say that passive income can be as involved as a blog series or logging into a robo-advisor platform and investing \$100. You can gain passive income even if you are an entrepreneur, a talented artist, or just happen to have extra cash to invest."

You don't need a passive income to become a digital nomad. You could head to a city like London and live digitally, taking jobs in the digital gig economy by writing articles, recruiting workers for your HR company, or even teaching writing to the locals. You can do all of that, but if you want to be a true digital nomad, you do need a passive income. Think about it. What would happen if your laptop gets stolen or internet access is disrupted? What will you do? Be free by having a little passive income to make sure you can make ends meet.

Keep a source of housing in your pocket and find housing before you arrive at a destination. Whether you stay in a hostel,

## **1.6 Digital Nomads' Personal Narrative**

Bali is the top tourist destination for Digital Nomads, which over the years has become a strong and growing community of remote workers. It is the epitome of natural beauty, paved with volcanoes, deep valleys rich in vegetation, exotic flowers, sandy beaches, and turquoise oceans. That Bali is popular for its beauty and is the hub of tourism and leisure activities is well-known, but it is also popular for being the number destination of digital nomads, which is the attractive part of this lifestyle.

The internet has given digital nomads the chance to live and work from independent locations. Many have the whim to lead the free-spirited lifestyle, yet only a few have made it possible to achieve their dreams. Some individuals have aspired to work from the tropical islands of Bali, whereas others have dreamed of tasting the authentic tacos of Sergio Sala, Mexico. No matter the destination, the digital nomad lifestyle is the new way to go.

As I entered the peaceful and serene natural environment of Canggu, Bali, the Indonesian Island, I realized I had entered a world of creativity, beauty, and serenity that could never be justified through visual representations but only through the eyes of the beholder to recognize that Canggu is a natural paradise. It is a true vision that appeases the eyes. Its sights and wonders enthrall the human senses, captivating them in the natural environment, allowing them to know the true meaning of freedom. I had reached my destination, *Hotel Tugu Bali*.

As a tourist in Canggu, my interaction with digital nomad working and vacationing changed my perspective on employment. Digital nomads rarely are associated or labeled as backpackers or tourists, yet, they are not expatriates. They are on tourist visas but are not spending most of their time vacationing. The digital nomad lifestyle is multifaceted. It comprises working without the boundaries of physical walls and doors and the environment. Although this lifestyle is difficult to comprehend, yet seeing it, first-hand opened my eyes to the world of digital nomads. Canggu is the ideal location for digital nomads for many reasons. It allows them to tame the unruly waves, has affordable accommodations, a variety of economical food, and accessibility to the rest of the Island.

But, yet, there is a dark side to the tropical paradise that is called Bali. According to Nomad List, the most attractive destination is the village of Canggu on Bali's west coast, and 5,000 digital nomads work in Bali at any one time. Says, Pieter Levels, founder of Nomad list, "*Canggu is ranked number one because of its low cost of living – \$1,863 a month – the weather is pretty good, there's fast wi-fi, it's safe and lots of fun with nightlife, restaurants, fashion, and yoga,*" he explains.

*“You see, the biggest problem for digital nomads is loneliness. But in Canggu, you can fly right in and meet other digital nomads in minutes. I tried doing it in Tokyo and Los Angeles; it wasn’t easy. In Medellin [Colombia’s entrepreneurial hub] I couldn’t find good co-working spaces.”*

Currently, there are 17 international schools in Bali, and most of the children in the school have parents who are digital nomads. There is also a sleek library-like co-working space within Finns Recreation Club and Tony Smith is building a lifestyle resort with 170 loft apartment for digital nomads.

And you have Michael Craig, a software developer from Perth Australia who taught himself to code at 15 and founded a multimillion software company when he was only 18. In 2015 he bought an Internet café on Canggu’s Echo Beach, named it Dojo Bali and turned it into a co-working corporate office with Skype booths, a smoothie bar, pool and meeting rooms for digital nomads.

Craig thought that if he brought enough smart people together in the same place, “They could bounce knowledge off each other the way people do in universities, creating change and giving back to the community.”

Great idea, but many digital nomads who use Dojo Bali feel that they are “less productive than when working at home but this time it is not just about working for me,” says Attila Cznayi a web developer from Hungary, “Today I learned to ride a motorbike. I’d never done that before.’ In other words, digital nomads in Bali have too many other digital nomads around, and too many distractions. These distractions have interrupted what was supposed to be traveling and working, not traveling and playing. Cznayi is not the only digital nomad who feels that the essence of Bali and working as a digital nomad is becoming more socially distracting and disappointing.

According to Ahmed Hammad ad freelance data scientist from Italy, “I’d say only about 10 percent of digital nomads in Bali today are earning real money. The rest are just floating around and trying to make ends meet with “soft tech,” bloggers, Instagrammers, low-level coders, and social media managers – roles that are oversubscribed or have made redundant by automation.”

An interesting observation that digital nomadism is becoming too much of a fad in certain places, like Bali. Has digital nomadism become a trend rather than a working lifestyle? I felt like I needed to talk to more digital nomads and see what was going on in a more digital nomad type lifestyle.

I met Mark at the local restaurant, where he agreed with my observation that there were almost too many digital nomads in Bali. However, he was busy working with his laptop while having lunch. I was intrigued, and without realizing, I stood up and greeted him cheerfully, introducing myself. Mark smiled and appeared to be friendly. I was interested in him and out of curiosity, I asked him about himself. Mark introduced himself as a digital nomad, working as a virtual human resource (HR) recruiter for an organization, which hires only remote HR workers. I was surprised yet baffled that how is it possible to enjoy the blue skies, turquoise oceans, and sandy beaches of Canggu while working in a remote location. Mark gave me a warm smile and invited me to have dinner with him the next day. We exchanged phone numbers, and as we waved our goodbyes, I was more curious and baffled at the concept of Digital Nomads.

The next night I got ready since I was having dinner with Mark at a local restaurant. When I got there, Mark was already present. The host led us to our table, and the waiters gave us our menus. We ordered and started the discussion on digital

nomads. My first question to Mark was what is the job nature of digital nomads and how it is possible for individuals to work from a remote location. I did not know that his dialogue on digital nomadism would change my perception forever on traveling while working.

I had been fascinated by traveling and working as and wondered how it was possible to avoid conventional forms of employment in place of remote jobs while balancing personal-professional life. Escaping the shackles of traditional employment that restrain freedom and autonomy seemed a mere fantasy, and while I conversed with Mark, a new grounded reality opened. For anyone, it appeared to be a fantasy, but for Mark, it was a reality. A dream he had been living for the past eight years.

My first question to Mark related to what he thought a digital nomad was. He explained that over the years, the digital nomad concept had gained significant attention from researchers, academicians, and business professionals to become a topic of survey and study. Digital nomads are individuals who work online to make a living, but who do not have a specific location where they work. With technological innovations such as cloud computing and 3G and 4G internet technology, working from a remote location is no longer a dream but a living reality.

Upon further investigation, I found that a digital nomad's job is not dependent on location and time, and this allows them to work remotely. Examples of such nomadic individuals include marketers, web designers, computer programmers, and video language tutors. These individuals do not have permanent residences and do not choose their locations based on work but on their way of life. An example is a

graphic designer staying near a café with internet connectivity in a tourist destination zone.

I listened to Mark intently with obvious fascination since digital nomads appeared as an appealing and attractive lifestyle that enabled individuals to live independently; something impossible with conventional jobs. Pondering on this question led to my second question. What is the digital nomad lifestyle? He replied that digital nomad's lifestyle was dependent on their preferences. Some work remotely from a single location, whereas some are on long term sabbaticals moving from one place to another. For instance, they spend two nights in Bali and then move to the sandy beaches of Bangkok, Thailand. Some are traveling to escape the harsh winters of Canada and the United States and move to enjoy summers in Australia. The digital nomad community is highly eclectic. Traveling, working, and earning have been synergized effectively. Many digital nomads are self-employed or working for companies in remote locations. They can either rent working spaces with other digital workers or work online sitting at an outside Internet cafe. Mark also explained that his preference was to stay in Bali, while working independently, as a remote HR digital nomad.

Based on Mark's explanation on digital nomad's lifestyle, I came to an understanding these workers lived and worked as nomads. They are wanderers with a burning desire to discovering new places to fulfill their blazing passion for adventure. Because of their ability to defy the conventional job trends, they are nonconformists, who do not follow the trends set by society. They move from one place to another or settle for a single location to live their life the fullest, focusing on developing their relations with those around them to find freedom from materialism and consumerism.

I inquired further regarding the drivers of digital nomadism, to which he replied that the gig economy provides flexibility and freedom to the workers and the business. The workers are time and location independent, and employers do not incur overhead expenses. Neither do employers have concerns about the provision of benefits for the employees.

Interconnection of technologies has increased over the time largely through the internet, hence, making it easy to graduate from individual discussion applications or information technology implementations to expansive systems discussions and infrastructures used and shared by a larger society or community. The understanding of digital nomad's study is important as it provides a platform where its boundaries can be intertwined and interplayed between information infrastructures and communities. However, you may find a community being formed by people sharing the same practices but are not working at the same time due to their geographical locations.

Based on my understanding, digital nomadism jobs are engagements, which include jobs done on a single occasion. Digital nomadism, as depicted by articles and books, distinguishes itself from other mobile forms or nomadic work by endless leisure travel with remote work. Like many other emerging freelance classes, digital nomads have a complex set of motivators for selecting a job and for working flexibility, including their employer's evaluations and their current location. These thoughts led to another inquiry.

I asked Mark why he preferred Bali. He elucidated that Bali is the heart of tourism and is specifically known for its beauty and tranquillity, which is evident from its green vegetation, blue oceans, and sandy beaches. The tranquillity, peacefulness, and serenity permeate throughout Bali mixed with its innovative culture, which is

alive in its rural and urban areas, offering a blend of ancient and modern culture. According to Mark, “Bali is a top tourist destination for digital nomads like me as the community of remote workers, and location-independent workers are increasing. Since the last decade, Bali has undergone extensive changes in terms of urban development. With improved transport networks, resorts, preservation of cultural sites, and the new airport, Bali is an excellent center of culture combined with tourism and affordable lifestyle. Accommodation, great green landscapes, tourists and cultural heritage sites, visa extension convenience, affordable and fast internet, and availability of abundant co-work spaces are some of the benefits that Bali offers to digital nomads. For instance, meals, accommodation, and transport can cost up to \$30 in Bali. Uber is available here, which can be used as a means of transport. Local diners and cafés are dispersed throughout the island and offer up to \$1 to \$2 meal for one person, which is very economical. Furthermore, it offers diverse activities ranging from surfing in Canggu to enjoying cocktail bars in Seminyak. Bali has temples, museums, beaches, and clubs that offer digital nomads the opportunity to explore while they work.”

Mark lives and “works” in the paradise of Bali, but what about other locations and other HR nomads? I moved on to just as exotic a location in the Indonesia area and found myself in Java, an island bordered by the Indian Ocean on the south and the Java Sea on the north. There are over 141 million people here, which gives me a plethora of people to watch and places to explore.

Indonesian history began on Java, which was the center of Islamic sultanates, Hindu-Buddhist empires, and the main part of the colonial Dutch East Indies. During the 1930s and 40s Indonesia struggled for independence and Java was the center. Today, Java is the focus of culture, economics, and politics in Indonesia.



Java is the 13<sup>th</sup> largest island in the world and the fifth largest in Indonesia by land mass. The island boasts a chain of volcanic mountains that form the east and west spine along the island. Thirty-eight mountains have at one time all been active volcanoes. The highest volcano in Java is Mount Semeru at 12,060 feet (2,930 meters), and the rest of Java has more than 150 mountains all laid out in the sharp and craggy volcanic rock.

Java is split into isolated regions known for being the richest wet-rice lands in the world. Indonesian coffee or Coffa arabica is grown in the rich fertile volcanic soil of large plantations.

Being a nomad and a lover of strong coffee, I traveled to a high plain of Central Java surrounded by eight magnificent mountains. About one and a half hours driving from Semarang Airport, I found the Losari Coffee Plantation-Resort & Spa.

This history of this coffee plantation originates from a 22 hectares Dutch Colonial plantation abandoned and unmanaged. Losari has been restored and transformed into an exclusive Eco Resort & Spa. The facilities are stunning and blend Dutch Colonial, Javanese, and Contemporary Architecture into one elegant and memorable facility.

As I was sitting at the wide veranda of The Club House, or the 1828 coffee plantation house and drinking afternoon tea, I watched a fellow traveler, who looked out of place as he studiously worked on a laptop. I was intrigued and forced myself into his space to ask a few well-intentioned questions.

My first question was, what was he so intent on doing on his laptop? He smirked at me and let me know that he was on assignment for an HR group and writing blogs on finding international workers to work in various industries.

I questioned him further about what an HR recruiter does and why was he not in a traditional office?

David replied, "It is predicted that by 2020, 1 out of every three workers will be hired for online work." Working online gives employees flexibility, convenience, and freedom away from looking at four walls in an enclosed space. The beauty of being nomadic is the ability to work from any exotic place – even sitting on a beach.

"Work where you want," David told me. He also told me that companies are finding benefits to hiring nomad workers. American Express reports its BlueWork program saves \$10 to \$15 million annually. AmEx doesn't have to outlay millions of dollars for expensive office buildings for their employees. Employees crave being digital nomads – they can work where ever they want, and due to the internet, no one knows the difference.

I asked David why he chose Java as a working site. He again smirked at me and replied, "Why not?"

The cuisine is one reason David works remotely in Java. Javanese food differs from one town to the next. Famous dishes from Java include Bakso, or a simple meatball soup served with noodles, bean sprouts, and eggs. Nasi Rawon is a traditional beef

black soup made from fermented black nuts and served with rice. Toprak is popular with vegetarians, and this dish features tofu, noodles, vegetables, and rice crackers topped with peanut sauce. Java is truly a “back to the earth” eater’s paradise.

Indonesia digital business work is a sexy market for VCs and US graduates who love the nomad world. Here, many digital nomad workers who have made a solid business plan, done their market research, and traveled to this lush land where volcanic peaks rise from rainforest jungles and where an underwater world comes to life in the planet’s unique landscape. Giant reptiles to gentle denizens for the forest roam the land, and there is a surprise around every corner.

Indonesia’s digital boom offers opportunities for HR nomads to find opportunities and enlist those workers who could enhance Indonesia’s economy. The Indonesian market is not ready to enlist HR practices, however. The HR world is experiencing automation and using HE software in MNCs. Nomad HR recruiters are facing challenges in Indonesia that may cause them to move on to other spectacular areas. Some of these challenges are:

- Lack of talented and skilled graduates. The level of education in Indonesia is not nearly high enough to recruit graduates in high technical positions. Those graduates who are highly skilled and educated in Indonesia are usually hired by reputed companies before they even graduate.
- There is a lack of stability in middle-level management. Nomad HR recruiters find it increasingly difficult to find and offer jobs to employees any package deals.
- The Sungkan Culture in Indonesia means indirect communication and jobs performed by managers. Communication is a culture problem. The respect for

people is so high in Indonesia that when an employee performs poorly, they are not reprimanded or fired openly.

- Collectivism. It is hard to recruit Indonesian workers since they are more concerned about protecting the interests of their group over their interests. Cooperation is much more valued than the competition.

These make it difficult for a nomad HR recruiter to find excellent candidates in Indonesia. The future of Indonesia relies on start-ups, HR, and finding a skilled workforce. However, being an HR nomad in Indonesia and specifically, Java, is a wonderful experience culturally, artistically, and the beaches are spectacular – white sand and sea turtles ambling down to the beach to swim away to their feeding grounds.

Start your new life working from your laptop, live, and invest in overseas adventures. The internet has provided an incredible way of earning a living and finding journeys. You can work from anywhere in the world, sit on a beach and search the net, climb a mountain and rest in a crevasse while you write, and have a new lifestyle that is glamorous, sexy and a much better way to make money than sitting in an office.

What about adventure in the Maldives? The Maldives or officially the Republic of Maldives is in South Asia near the Arabian Sea. It is southwest of Sri Lanka and India and is about 620 miles or 1,000 kilometers from the Asian continent. Twenty-six atolls stretch from one atoll to another a comprises a territory of about 298 square kilometers or roughly 115 square miles. It is the smallest Asian county by land and population with about 427,756 inhabitants. Male is the capital of the



Maldives. The religion is Islamic, and the country has seen political instability and environmental challenges posed by climate change.

Because of its size, HR nomads love to work and explore in the Maldives because of its luxury resorts and world-class waves. The Maldives is where the weather is perfect, and the white sands of the beaches urge you to stay awhile. Don't worry about the hot and humid weather. It is complemented with cooling sea breezes and warm periodic rain.

The Maldives is 1,192 coral islands grouped in a double chain of 26 atolls. The UN's environmental panel warns that sea levels could rise high enough by 2100 to make the Maldives uninhabitable. The fact that the Maldives will be flooded makes it imperative that digital HR nomads visit the county now to experience the shallow coast and reef ecosystems and the fringing mangroves. Write about sea turtles, 21 species of whale and dolphin, and an endless amount of exotic fish that swim in the warm waters and through the coral reefs.

Sit down on a beach in Hangnaameedhoo, Maldives. Hangnaameedhoo is an island so small you can walk from one end to the other in 15 minutes. The island is very secluded, and during the low season, there aren't many other tourists. Half-constructed buildings dot the streets, and the streets themselves are unpaved and uneven. Prices are low at convenient stores where you can buy water and snacks. A telecom tower on the island makes it easy to access the internet.

The wildlife in Hangnaameedhoo is out of this world. There are hermit crabs on the west beach, and on the east beach, there are thousands of crabs just roaming around. Exotic fish are everywhere, and exotic birds fly around in abundance.

Food on this small island in the Maldives has one rule: you will wait for one hour for your food. Stay in Kalaafaanu on the island, and you will receive free daily breakfast that is toast with butter and jam, fried eggs, and water. Lunch in Kalaafaanu was grille fish mind-blowing. There are a few restaurants in Hangnaameedhoo. If you want to eat well, be prepared to pay for it. You will not eat cheap and fresh chicken meat is imported or non-existent.

The beaches claim to be bikini beaches, but when the locals are swimming nearby, it is best to cover up. Still, it is quiet, beautiful, and very conducive when working for clients. You can get more work done on your HR programs when visiting Hangnaameedhoo.

The Maldives does not require a visa to stay on any of her islands. All you need is a valid passport, which all HR nomads have, and the money or a way to be self-sufficient while in the Maldives. Being self-sufficient is no problem for HR digital nomads. They carry the tools of their trade with them where ever they go. All an HR nomad needs is a laptop, a good internet connection, a bank where money can be wired, and a place to sit and research good employees for their clients. Digital nomads are in the Maldives because they have clients easily contacted via the internet. Having good internet access makes working remotely, the perfect lifestyle.

I find that moving from county to country brings me the opportunity to meet digital nomads. It is surprising how many digital nomads there are. It's a wonderful life, and you need not compete with office workers who try and take away your clients. You are on your own to work your hours, sightsee, and give your clients 100% of your attention while you are working.

Working as a digital HR nomad in Chaing Mai, Thailand is an experience every digital nomad should try. The country has adventure travel, stunning beaches and is the land of smiles. The outskirts of Chiang Mai are tucked away in the mountains of northern Thailand, and it is peaceful and solitary. Working remotely from Chiang Mai mean allows you to be remote but close to Bangkok, one of the largest metropolitan cities in the world.

The food is amazing in Thailand. Night markets will fix you an authentic plate of pad Thai and Khao soi (a handful of crispy fried crickets). Meals cost less than \$1, and you can afford to treat yourself at a fancy restaurant for only \$10. Chill at a hostel and work in a park. Check out coworking spaces with wi-fi where you can do your HR nomad work. While you are in Thailand, make sure you take a trek through the jungle. The best remote work gig is graphic design, but content writing and HR work are also perfect in Chaing Mai.

I have met many HR remote workers in Thailand. Every one of them is taking advantage of the low cost of living the green world and the ancient temples that offer a religious experience you can't find anywhere else.

We all agree that digital nomadism is a trend on the rise. It has been a part of the working world since the mid-2000s, and it is now estimated that by 2020, one out of 3 employees will be recruited for remote jobs.

It used to be that digital remote workers were those who were hired by travel magazines and TV programs, but now you can pick up your laptop and smartphone, travel to Thailand, and work remotely from one of the most beautiful beaches in the world. Thailand is one of the most popular places to visit in Southeast Asia because the climate is ideal. The beaches offer clear waters, white sand, and watching iconic

longtail boats moving along the shore. You will find vendors peddling food, drink, or massages. It is impossible to avoid crowds at Thailand's most popular beaches, but if you are game to going off the beaten path, you can find a beach where you can stretch out, open your laptop and connect with your HR clients.

I met Jane, a digital HR nomad at one of Thailand lesser-known beaches. Jane's reason for being a digital nomad? Her job isn't about taking a vacation and setting out for a few days. Her freedom is in the ability to travel the world as a digital nomad, connecting with her HR clients remotely, but having no boundaries. She can live and work from anywhere in the world. This month Jane chooses Thailand. To Jane and me, the ultimate goal, the pinnacle in life, is being able to sit on a beach, open a laptop, and make money as a digital nomad.

Jane began her work in HR as a manager of a recruiting agency. The hours were long, the clients were rude, and she could not seem to please anyone. Jane watched a program about digital nomads who were living the dream – they traveled, they worked, and they were happy. She began her adventure in Mexico, traveled to Argentina, and back to Canada. She volunteered in Thailand after a tsunami in 2004 wiped the beaches clean. In Thailand alone, over 5, 300 people were killed, and among the 2,000 foreign tourists killed was her sister and family.

Jane stayed for six months, helped clean up, and returned to the State and her HR job. But she couldn't forget the "Land of Smiles" and the tragedy of that day. In 2015 Jane traveled back to Thailand, found a different county, and decided to start her own HR remote business. Today her business is somewhat successful, and she vows to never again work in a closed in office.

Thailand is the recipient of more than US\$2 million from Microsoft in the form of free software and internet software in years past. In 2016 Microsoft announced that more than US\$1 billion was given to countries around Asia to develop cloud computing, artificial intelligence, communication tools, and internet access. These changes make Thailand a paradise for digital nomads. HR digital nomads have the opportunity to work in a beautiful county and fulfill their dreams of traveling and working remotely.

On the plane to the Maldives, I met Sheila, who is a digital nomad. She has worked for over three years as a nomad and firmly believes that working as an HR Recruitment Manager for different clients has given her a new definition of freedom. Sheila has learned how to balance her personal and professional life while visiting exciting new places and interacting with different individuals. She has learned about new cultures and integrated these cultures into her own life. Sheila has been to Spain, Estonia, Serbia, Hungary, Brazil, Peru, and Mexico plus the United Kingdom, Canada, Indonesia, Malaysia, and Thailand. Now Sheila is visiting the Maldives to journal its varied cultures and sunny people.

Sheila has no regrets of leaving her land-based office. She feels free, and her ability to use various platforms to gain access to new and old clients has made her a successful businesswoman. It has created a balance in her life that Sheila believes is a godsend.

Sheila and I first met when traveling to Koh Phangan, Thailand. She was my seatmate, and we talked the entire trip. I learned that Sheila was a digital nomad, an avid reader, loved traveling, hiking, swimming, and sightseeing. She was planning to travel the entire world. Sheila was an independent contractor, a digital nomad, who

could work from anywhere. I know about digital nomads, and this gave Sheila and me a subject to talk about for hours. We discussed the trends in digital nomadism and focused on HR and the digital platforms available for HR nomads. I asked her what the future of HR nomadism was, and Sheila gaily informed me she firmly believes that the field is wide open. Sheila plans to develop her consultancy firm in the next couple of years. I let her know about my research on digital nomadism and specifically HR nomads.

I met Sheila in the Maldives where we had coffee on a luxury hotel veranda. Sheila gave me an outline of her exciting life. Sheila was from Brisbane, Australia and traveled extensively with her family. She had traveled to New Zealand, Peru, Brazil, the United States, and Canada at a very young age. Sheila told me, "I had been exposed to different cultures." I told her more about digital nomads and my research, and she replied that her being a digital nomad was pure luck.

Sheila graduated from the University of Queensland with a degree in HR. She was offered a job at a local company, but Sheila was not satisfied. "I was looking for a job that would allow me to travel. Luckily, I was offered a job in the United States, but due to work visa issues, they offered me to work remotely from Australia until they could process my visa. So, I just quit my last job and started to work remotely. I was free! When my visa issues were sorted out, I began to travel, and there was no looking back."

Sheila works as an HR recruitment manager. She has many different clients, and one day, Sheila plans to open her HR recruiting firm. Sheila says, "I have been able to find different clients across various platforms, and all my clients give me the freedom to work remotely. My platforms include Freelancer.com, Upwork, FlexJobs.

People Per Hour, Local Solo, Guru, Truelancer, Talent Hub Staff, Fiverr, Remote OK, Remotey.com, Jobspresso.com, and Indeed.com.” These are only a few of the digital platforms where Sheila has searched for HR related jobs.

Sheila told me that the advantages and the best things about being a digital nomad were the lifestyles. Sheila stated, “I love freedom. I am independent and well...I never depend on others. Working under someone in a formal office had been a difficult experience for me. I find that the 9 to 5 job has a monotonous routine, long working hours, and no balance between professional and personal life. I hardly had a social life while working fulltime in Brisbane. As a digital nomad, I feel like I am in control. I travel, and I meet new friends, to new places and learn about new cultures. I feel like I am making memories with my friends. Although it is difficult for me to move from one place to another, I always keep in touch with them. I also believe that the digital nomadic lifestyle makes me a person that no longer treasures material possessions. I have adopted a minimalistic lifestyle.”

Sheila is blessed. She has passion and ambitions and makes incredible things happen in her own life.

Sheila gave me insight into digital platforms like Freelancer.com, Upwork.com, Fiverr.com, Guru.com, People Per Hours, and Truelancer that offer benefits to freelancers, remote workers, and HR nomads, plus businesses looking for ambitious and talented people. These platforms give nomads an infrastructure that can be accessed for communication. Businesses love these platforms and can recruit temporary workers for projects that do not require permanent workers. Nomads help businesses save money and help the organization reduce their operational costs. They outsource independent contractors who are dedicated and efficient.

Being an HR digital nomad in Europe will give you an experience of unsurpassed learning in history, geography, people, and mysterious places. One of the best places for digital nomads in Europe is Romania. Internet speeds are fast throughout Romania, and it is easy to keep in touch with your HR clients. The culture, cost of entertainment, and public transportations are ideal. Most European cities have an international airport, and Bucharest is no exception.

I landed in Cluj, Romania and had no idea about this city. I had read an article entitled "The Greatest City You've Never Heard Of" and knew this city would be a perfect and secluded area to finish my HR digital work.

Grocery prices in Romania and Cluj are 57% lower than in Canada, and about 60% cheaper than in the U.S. Cluj has one of the fastest broadband internets available in Europe. There is a low crime in Cluj, which is reassuring, and rent for the short term can be about USD 400 a month.

I was fortunate to find an apartment in the center of Cluj that cost me only \$400 a month, and when I share the cost with a roommate, the cost is only USD 200.

Perfect. My roommate was also a digital nomad. She worked for a company that developed websites, and she was their content writer. She was paid well, very busy, and happy to be in a city where no one bothered her.

One weekend we took a break from our digital duties and traveled the city. Cluj has some of the most wonderful museums. All are within easy walking distance. The National Art Museum on the eastern side of Piata Unirii square houses Romanian art from the 19<sup>th</sup> and 20<sup>th</sup> centuries. There are several pieces by impressionist and war painter Nicolae Grigorescu that are worth seeing. In the town is the palace of the noble Banffy family. They hosted Habsburg Emperor Franz Joseph I on several

occasions, and the palace looks like Dracula would live there. Then the Pharmaceutical Museum is a delight. Tours are led by a pharmacist in a white lab coat who discusses glass cases full of ground mummy dust, medieval alchemist symbols, and 18<sup>th</sup>-century aphrodisiacs.

Next, we traveled to the center of Cluj to visit Bohemian cafes, music festivals, and the energetic nightlife that is the soul of Cluj. Cluj welcomes travelers who run off to the Apuseni Mountains or explore mysterious and popular towns in Southern Transylvania. Since we had no immediate transportation, we began with the architecture of Cluj. Here we found Romania's second-largest Gothic church and scary medieval towers. The city is ripe with galleries, museums, and gardens, and we found an unusual bookstore that also provided refreshments.

As we sat outside the bookstore, we talked about digital nomadism, I asked how she became a digital nomad, and she told me her story. "I am from the United States and left my homeland about eight years ago to become a teacher in China. I wanted to see the world and learn Chinese. After teaching for a year, I went to work for a software company marketing digital product to Westerners. I traveled all around Asia but found that something was missing.

After working for six years for the Chinese company, I went into freelance work. I received a tourist visa and worked in Chengdu, Bangkok, and Chiang Mai. Life in Asia is cheap, food is great, and the dating scene can be interesting.

About a year ago, I read an article about digital nomads who traveled to Europe, and I broadened my horizons. I read an article, "The Greatest City You Never Heard of" (imagine her surprise when I told her I read the same article and it sent me to Cluj!). I wanted to visit Transylvania, so here I am. "

We discussed how digital nomadism is not a whim of millennials but an authentic philosophy of life. It is not a fad but a trend that could be called the beginning of the working future. “The Prophecy of the Digital Nomad” by Plazida, states “The [digital](#) nomad is the natural consequence of “cultural capitalism,” the “economy of experience” and the “era of access.” It is a pioneer in an obsolete labor market and an inevitable [process](#) of transformation.”

Digital nomadism is governed by freedom, independence, and detachment from material things. It is the cult of experience. Digital nomads are guided by entrepreneurial and adventurous spirits. Digital nomads do not allow themselves to be carried away by the establishment but follow their path. Digital nomads are mavericks, outsiders, and have a great deal of wanderlust in their spirits.

Technology allows digital nomadism. It is a part of those who take advantage of the Internet and technological advances to build his or her own life, and it does not matter where they be. Their laptop is one tool of a digital nomad, and it is often the only possession of value a digital nomad has.

Don't think that a digital nomad is only a vagabond who just goes where the wind blows; they are demanding professionals who do outstanding work and offer services of high quality. Digital nomads are diligent in working and the ones who never back down. Digital nomads are independent, but they also participate in society.

Jeremy Rifkin says in his book [The Age of Access: The Revolution of the New Economy](#) (2000), “*For them, access is a way of life and although ownership is important, it is even more important to be connected. People in the 21st century perceive themselves as nodes embedded in a network of shared interests as*

*autonomous agents in a Darwinian world of competitive survival. For them, personal freedom has less to do with the right of possession and the ability to exclude others and more to do with the right to be included in networks of interrelation.”*

My roommate, George and I concluded that digital nomadism is spreading. The future of work will soon be more than sitting in an office and working from 9 to 5. It will include creative thinking planning, and the meeting point will always be on the internet. Digital nomads can work anywhere, and they will get more done since they need not conform to a schedule.

These two digital nomads have stayed longer in Cluj longer than we anticipated, and now it is time to move to another city where adventure just waits. George misses his friends and his nomadic life in Asia, so he is off to Chiang Mi once again. Me, I want to discover more about Romania, and I am headed to Bucharest with its plethora of great restaurants, fast internet speeds, and excellent parks where I can sit and recruit for my clients.

Once in Bucharest, I have learned that it is one of the safest cities in Europe. Violent crime is almost unheard of, and walking around at night is safe. Rent is as low as \$470 per month, and the food is hardy, cheap, and just what I needed.

Bucharest boasts a population of about 2,000,000 inhabitants who live within the city limits. The city is a mix of the historical neo-classical, communist era and modern architecture. Between the two World Wars, the city's elegant architecture was heavily damaged, and earthquakes and Nicolae Ceausescu's program of systematization damaged even more of the architecture. But much has survived and been renovated.

I am excited to begin my HR digital nomad work and find some intelligent and expressive Romanians to work for my clients.

## **1.7 Lessons from a Digital Nomad**

Eva is a successful digital nomad, and her story is a lesson for aspiring nomads. She says, *“What led me here, can also lead you to your success. I also may be the complete opposite route that you’ll end up taking. Regardless of your outcome, understanding how other people have found success will be detrimental to the speed at which your beings. I’ll prove this later.”*

Lesson #1: If you want something, ask for it.

Eva was not yet in the mindset to ask for opportunities, and instead of working toward her dream of pursuing a career as a writer, she kept waitressing. Eva stumbled upon Elite Daily at the end of 2015 and applied to be a contributing writer. She was accepted, but there was no pay just the chance to be featured on a larger platform. Eva had four articles published in Elite Daily but had no interest in writing about other subjects they wanted for their readership. Eva quickly lost sight of her writing path and went back to waitressing.

Lesson #2: What you put time towards, you become

Eva continued waitressing to make money, but she put little time into searching platforms, leads and building a portfolio. There was no networking in her life. One-night Eva googled the “Top Thee Freelancing Websites.” She hit on Upwork, made a profile and getting writing work. Her first job was to write 100 product description of an online boutique. The pay was \$37.50 and took Eva for about five hours. She

picked up low paying jobs, but it didn't matter at the time. Eva knew this was what she wanted – freelancing, nomadic work.

Eva wrote as she traveled on airplanes and even wrote from a hospital room while staying with her sister. The pay was crummy, but Eva knew this was her calling. For about six months, Eva had 29 jobs, and she made less than \$2000. Just this little bit of money convinced Eva she could make freelancing work. She sold everything she owned, became a minimalist, and pack her laptop into a backpack and set off to make her mark on the digital nomad world.

Eva's mistake? She relied on only one digital platform and explored no other opportunities until she met her first digital nomad. He was traveling and going to in Split, Croatia for a few months. He had a good plan for how he would live and work out his digital nomad dreams. Unfortunately, Eva did not have enough money in her bank account to even take a bus to Croatia.

Lesson #3: The content world is fast-paced and hungry.

Eva stayed with her sister for a time where she a set office space to work. She created momentum. She submitted over five proposals a day, answered clients immediately, and gave them a twenty-four-hour turnaround on assignments. It was not making Eva rich or an immediate success, but in about four weeks, she had things going. She learned there was a ton of work, and if she could do it fast, people would value her.

She worked seven days a week, answered clients within twenty-four hours, and completed projects within a day of starting a contract.

For Eva, the nomad world was successful due to this formula: Free work + Yes Man + A Little Bit of Luck = Success.

Lesson #4: Start small and work big.

If you are starting as a content writer or an HR nomad, start at low and work up to your desired amount of money. You are building your client rate so you can travel.

Don't get greedy.

Lesson #5: Say yes to anything that comes your way.

Eva would not say no to projects. She would take any project that came her way. Her goal: build up a business and stay nomadic.

Lesson #6: Knock on every door.

Knock on every door and talk to every person until someone opens and you find your pot of gold. If you are serious about starting a nomadic content or a nomadic HR career, you will find there is nothing else you want to spend your time doing. You will listen to nomad stories, learn from their experiences, and apply these lessons in your own life. Find the ability to avoid mistakes and get advice from everyone you meet living the nomadic HR lifestyle.

Find those digital platforms to grow an audience. Write, post every single day, and contact companies that need your services. Represent yourself and take pride in your talents and work.

## **1.8 Digital Platforms**

Digital platforms helped to market one's services with almost zero investment. You can directly make new connections through these digital platforms. Digital platforms are new networking systems. Digital platforms also can allow nomads to generate an income. Digital nomad platforms enable digital nomads to increase the scale of services and allows them to think globally rather than locally. Digital platforms

provide a secure place for digital nomads to find work and business owners to find freelancers.

The 'Wemote' job platform a current tool for digital nomads to utilize when seeking to stop being prisoners of their 9-5 life and live a digital nomad lifestyle. The platform is almost a matchmaking service [for potential employees](#) and companies looking for remote employees or those seeking gigs to help find the best opportunities and projects for users that also make sense for employers. Remote workers simply can place their information on the website to find existing opportunities or be entered into the database to let employers find them as needed to make sure remote workers and digital nomads never miss out on the right position. The 'Wemote' job recruitment platform comes as a way for companies, and digital nomads find gigs that they can do while traveling.

An interesting job for a digital nomad is eCommerce or selling items on the internet. If you think about it, digital nomads are already doing this – they sell their skills to find gigs to continue working and traveling. Check out BigCommerce a platform that has many built-in apps and features to give you the time to focus on running your business, traveling, and finding adventure. BigCommerce advertises itself as a one-stop hub for selling products everywhere.

In a report published by [Accenture](#), it was revealed that more than `1000 of the Fortune 500 companies use Upwork, a freelancer platform, to hire contractors. Upwork platform is almost a marketplace or an eCommerce site. Instead of facilitating the sale of physical goods, Upwork is the liaison between employers and contractors for the exchange of professional services. Digital nomads often use Upwork by searching and applying for available gigs. They bill their time using the

Upwork time tracking app and Freelancers are paid within a week or so based on the hours they work or the project they are doing.

There are some digital nomads like Brian, who uses Upwork exclusively for his travel and work. In Brian's words, "I love Upwork. Upwork is fueling the new economy, empowering small business owners, and bringing the free market to every corner of the globe. I personally believe in the platform, and I tell everyone that I can think about it."

Platforms bring works and projects together. These platforms are fueling the digital nomad economy.

Accenture's report predicted that by 2030, 80% of the global workforce would be freelancers, remote workers, and digital nomads. In a 2018 survey, it was revealed that 41.8 million Americans work as freelancers, remote workers, and digital nomads.

The potential advantage offered from the digital nomad lifestyle and online digital platforms can also be used for HR Nomads. With this book, I intend to benefit anyone who will take part in the gig economy as a contractor or a potential client. Through digital HR platforms, I want to develop an infrastructure specifically for clients and HR contractors to connect and communicate in the gig economy. Limited jobs about HR in an office leads to working as an HR nomad. Traveling and working in different countries opens the HR job market door wider.

Who wants to be a digital nomad? The perfect blend of adventure and work sounds wonderful, but is it really for everyone? It depends from one individual to another.

The nomadic lifestyle would mean traveling all the time and moving from one place to another without putting down roots. At the same time, as you move around, you

need to stay focused on a career path that means you only work remotely. You need to be focused, self-disciplined, and passionate. Traveling all the time would be awesome. However, it could also be highly challenging. You will need to balance online and offline life. Once you work remotely and not in an office, your hours can be long and go far into the night. You need to exercise persistence, commitment, and hard work. If you can do these things, you can be successful at being a digital nomad.

This chapter is part of “The HR Nomad: A remote working guidebook for HR professionals” The whole book is available on Amazon <https://amzn.to/2ZACKfJ>.