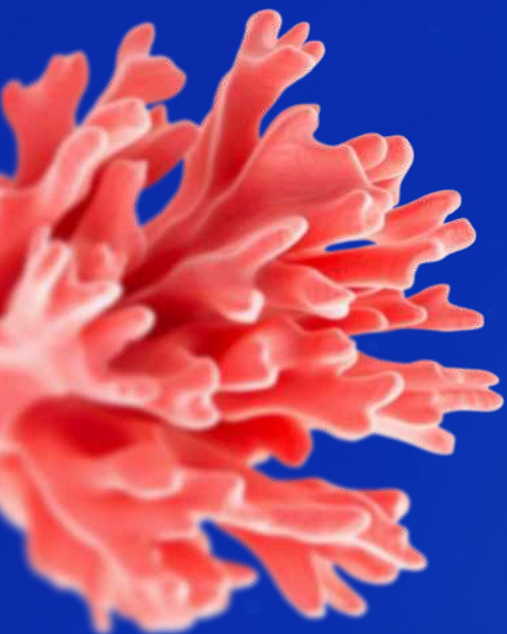




Methodology 2026/27

TALENT TITANS TOP 100

Web3 Employers List





How the Talent Titans Top 100 is built

Talent Titans ranks the best employers in Web3 and this page explains exactly how.

Most people trying to choose a Web3 employer end up looking at market cap. It tells you nothing about pay, management, progression or job security, and more than half of Web3 employers have no token at all, so they don't appear on those lists in the first place. Talent Titans exists to rank the things that actually decide whether someone builds a career somewhere.

The 2027 list publishes on 7 December 2026. Here is how it gets made.



STAGE 1: THE LONGLIST

We build a longlist of more than 400 Web3 employers from two sources:

- **Community nominations.** Anyone can nominate a company – their own or one they admire – through the nomination form on the Talent Titans website
 - **Calyptus research.** We identify employers across the ecosystem by sector, size and hiring activity, so that strong companies aren't excluded simply because nobody happened to nominate them
-

Every longlisted company is contacted directly, at both leadership and People-team level. **There is no cost to enter, no cost to feature, and no way to buy a position.** Talent Titans is not sponsored by any employer on the list.



STAGE 2: THE EMPLOYER SURVEY

Longlisted companies are invited to complete a survey covering ten criteria – turnover, retention, progression, compensation, benefits, learning and development, engagement, diversity and inclusion, and culture. It takes about fifteen minutes and is completed by whoever leads People or Talent at the company.

Companies can complete it in writing, or ask us to complete it with them on a call.

The survey closes on 15th October 2026.



STAGE 3: THE INTERVIEW

Every company that completes the survey is invited to a 15-minute interview with Calyptus during October and early November. This is where the qualitative criteria – culture, engagement and diversity – are examined properly, rather than taken at face value from a form.

Companies that missed the survey deadline are offered a 20-minute interview instead, so a missed deadline doesn't automatically cost them their place.

Interviews close on 13th November 2026.



STAGE 4: CALYPTUS SCORING

Each company is scored from 1 to 10 on each of the ten criteria, producing a score out of 100.

Quantitative criteria are normalised across the whole cohort using quantile-based normalisation with tie averaging, so a company is measured against its peers rather than an arbitrary threshold. Qualitative criteria are scored against published bands and reviewed by hand against the interview notes.

The ten criteria:

	CRITERION	CATEGORY
1	Employee turnover rate	Company culture and work environment
2	Glassdoor / Blind overall rating	Company culture and work environment
3	Annual learning and development spend per employee	Career development and growth
4	Proportion of managers promoted from within, last 24 months	Company culture and work environment
5	Offer-acceptance rate, last 12 months	Innovation and leadership in Web3
6	Employee engagement and eNPS results	Company culture and work environment
7	Equity or token participation, and its share of total compensation	Compensation and benefits
8	Breadth of benefits offered	Compensation and benefits
9	Diversity and inclusion: policy and outcomes over the last 12 months	Community and social responsibility
10	One intentional culture improvement: the intervention and its measured result	Company culture and work environment



STAGE 5: THE INDEPENDENT JUDGING PANEL

Five independent Web3 People and Talent leaders review the full dataset – every company's answers, our scores, and the notes explaining how each score was reached – and adjust the rankings according to their own judgement and experience.

The panel agrees on the ten criteria before the survey opens. Each judge scores independently, without seeing the others' scores.

Judges do not score their own employers. Where a judge's company appears on the list, their score for that company is replaced by the average of the other five scorecards. This is applied automatically and applies without exception.



The 2027 panel:

Ian Carroll

Head of Technical Recruitment
@ Circle



Ed Snook

Director People Operations and
Recruiting @ Mysten Labs



James Dawes

Sr. Manager - Talent Acquisition
@ Kraken



Pac Smith

Senior Director People & Talent
@ Figma



Luciano Belizan

Senior Vice President of Human
Resources @ Hashgraph





STAGE 6: THE FINAL RANKING

Six scorecards decide the list: one from Calyptus and one from each of the five judges. Each is worth up to 100 points, so the maximum total is 600.

The scorecards are **summed** with equal weight. Calyptus holds one vote of six. The judges hold five of six. We do not adjust the final order, and we do not change rankings after publication.

Where two companies tie, the higher position goes to the lower employee turnover rate; then to the higher Glassdoor rating; then alphabetically.



COMPANIES WE COULDN'T REACH

Some companies on the list did not complete the survey or take an interview, despite repeated invitations.

Those companies are still eligible to appear, but they are scored on **publicly available information only** – their Glassdoor or Blind rating and their publicly published benefits. They receive the lowest available score on the criteria we have no data for, and they are ranked below every company that gave us data.

This is not a judgement on those employers. It reflects only what we were able to verify.



WHAT TALENT TITANS IS NOT

- **Not paid.** No company pays to enter, to appear, or to rank higher. There is no sponsorship tier attached to the list.
- **Not a popularity contest.** Nomination volume has no effect on position. A company nominated 200 times and a company nominated once are scored identically.
- **Not a Calyptus opinion.** We hold one of six scorecards. Five independent judges hold the rest.
- **Not final forever.** The list is annual. A company that missed the window this year starts level next year.

Questions

Anything unclear, or a company that wants to check what we hold on them: callum@calyptus.co