

**BOESE VA · OPERATIONAL GUIDE**

# OnlyFans Chatter Hiring Checklist

This checklist is the same sequence Boese VA uses internally when bringing a chatter onto a managed account. Use it whether you are hiring solo or briefing an agency — print it, tick the boxes, and don't skip steps.

**KEY TAKEAWAY**

The breaking point isn't subscriber count or revenue. It's a specific operational signal: **10-20 fans messaging you outside your active chatting hours, every day**. That's the threshold where a chatter stops being optional.

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# 01 Before You Hire

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Most creators wait too long because they look at revenue first. The real test is the coverage gap. Get these basics down before you write a single job post.

- Measure your coverage gap.** Open your inbox at the end of your normal chatting window. Count fans who messaged after your last reply. If that number sits around **10-20 per day**, you are missing revenue every night.
- Write your voice guide.** Tone, pet names you do and don't use, off-limit topics, recurring fan stories the chatter needs to know.

*Without this, the first month is improv and the fans pay for the learning curve.*

- Decide: solo hire vs. agency.** Solo is lower cost but coverage collapses the moment one person is sick. Agency means redundancy, QA, and 24/7 shifts.
- Set the compensation model.** Base + commission, never flat hourly. Our standard internal setup is **\$3/hour base plus 2% of net revenue**. Flat hourly pays for time; base + commission pays for outcomes.
- Decide your trial period and exit terms upfront.** A 1-2 week paid trial on a small portion of the inbox, with explicit performance criteria.

## 02 Write the Job Description

You are not hiring customer service. You are hiring a sales role with high emotional intelligence. Write the post to attract that kind of applicant, not typing-speed maximizers.

- Lead with the sales mindset**, not typing speed. Make it clear that conversion rate and fan retention matter more than how fast they type.
- Use search-friendly keywords** in the title: OnlyFans Chatter, OnlyFans Assistant, DM Manager, Subscription Upselling Specialist.
- State explicit requirements**: native-level English fluency, comfort with adult content, attention to detail, sales instinct.
- List shift expectations clearly**. Time zone, hours per week, expected response window. We hold our team to **under 90 seconds, 2 minutes hard ceiling**.
- Be transparent about pay structure**: base + commission percentage, and what an average top performer earns.

## 03 Vetting & Testing

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Resumes lie. Interviews lie. Live tests don't. Filter applicants with practical tests before you ever get on a call.

- English fluency test.** Sample fan messages, written reply. Look for natural flow — no robotic phrasing, no overly formal grammar, no awkward translations.
- Slang and tone awareness.** Can they switch between playful, dominant, soft, and teasing on demand? Can they read internet culture?
- Internet stability check.** Short live typing test. Confirm upload/download speed. A chatter representing your voice in real time can't afford lag or disconnects.
- Sales instinct test.** Give them a casual fan exchange and have them transition to a paid offer naturally. If it sounds scripted or pushy, they're out.
- Verify the workspace.** Photo of their setup with a written code phrase you provide visible in the shot. Confirms they actually have the equipment and aren't fabricating credentials.

## 04 The Vibe Check

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Skill matters. Persona mastery matters more. A great chatter is a **voice-adopter, not a personality-match**. You're testing whether they can become you on the page.

- Give them past chat samples** (anonymized). Ask them to reply in your tone.
- Test emotional escalation:** casual → flirty → premium upsell. Can they make the transition feel inevitable rather than forced?
- Evaluate empathy and energy mirroring.** Do they react to what the fan said before leading the conversation forward? React-then-action is the pattern that works.
- Check boundary handling.** Plant a fan asking for off-platform contact or restricted content. See how they decline — in-character, no shaming, and a clear topic change.

## 05 Security & Account Access

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You are handing someone access to your revenue and private content. Security is non-negotiable. Treat it like you would treat handing someone your bank login — because you basically are.

- Sign an NDA** before granting any access. Standard non-disclosure covering account credentials, content, fan lists, and earnings.
- Never share raw passwords.** Use a chatting platform with per-chatter logins (Infloww, CreatorHero, or equivalent). The platform sees the account; the chatter sees the platform.
- Enable two-factor authentication** on the account. Codes go to you, not the chatter.
- Limit access permissions where possible.** Chatters should never need access to banking info or payout settings.
- Document an offboarding process.** If a chatter leaves, revoke access within the hour. Fan tags stay on the account; data stays with you.

## 06 Onboarding (First 3 Weeks)

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Don't drop a new chatter in cold. The structure below is the same one we run internally on every new hire.

- Week 1 — Foundations.** Voice guide, sales playbook, platform-rule training, restricted-words list. Video course + live seminars. No live shifts yet.
- Week 2 — Shadowing.** They watch an experienced chatter handle the inbox in real time. They learn the account's specifics — whales, recurring fan stories, the tone in practice.
- Week 3+ — Supervised solo work.** They handle the inbox; you (or a senior chatter) review every conversation line by line. Coaching after each shift.
- Probation review window.** First weeks reviewed message by message. Mistakes get coached, not ignored. By end of week 3 you know whether this hire works.
- Recurring feedback loop.** Once probation is over, formal review every 48-72 hours for the first month. After that, weekly QA reviews of a sample of their conversations.

## 07 Performance Metrics to Track

What gets measured gets improved. Track these from day one — not after the chatter has been on for three months and you can't diagnose what went wrong.

- Response time.** Standard target: **under 90 seconds** on every fan, every time. Hard ceiling: **2 minutes**. Measured live, not averaged.
- Revenue per hour.** Productivity benchmark: **\$50-\$100 per chatter hour**. Below the floor = coaching or pulled off the account. Consistently above = move to higher-value accounts.
- PPV unlock rate.** Healthy: **60-80%** on properly segmented sends. Below 40% means something is broken — teaser, segmentation, or schedule.
- \$ per script start.** Total script revenue divided by fans who started the script. Portfolio average sits around **\$45**. Scripts above get scaled, below get rewritten or retired.
- Top-10 fan revenue share.** Healthy: **20-35%**. Below 20% = whale tier underbuilt. Above 50% = dangerously concentrated — one whale leaving collapses the month.

## 08 Mistakes That Quietly Cost Revenue

The patterns we see kill the most accounts are operational, not creative. Avoid these from day one.

- Hiring on resume alone.** Always run a paid trial on a small portion of the inbox with explicit performance criteria.
- Flat hourly pay.** Misaligns incentives. Pay for outcomes, not hours.
- No voice guide.** Without it, every chatter improvises and fans notice the inconsistency. Fans pick up on inconsistency, not delegation.
- No QA layer.** Without review, small mistakes compound silently into broken accounts.
- Going dark after a sale.** Aftercare is non-negotiable — short, emotional, non-transactional follow-up within the first hour.
- Apologizing for prices.** "Only \$25, if you want..." collapses the sale. Confidence in pricing is part of the product.
- Spamming PPVs.** Without conversational messages in between, the inbox starts to feel like a sales newsletter. Fans tune out.

## Skip the hiring process.

Boese VA runs pre-vetted, trained chatter teams on managed accounts — with 24/7 coverage, line-by-line QA, and the exact playbook in this checklist applied to your account from day one. Free account analysis, no commitment.

[Get an Account Analysis →](#)

**About Boese VA.** LJBVA Group Ltd. trading as Boese VA. OnlyFans chatting agency operating since 2020. \$50M+ generated for creators & agencies. Founder: Lukas Boese.

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