

Administration and Management

CSD is registered as a public benefit organization with the Central Registry of NGOs at the Bulgarian Ministry of Justice. Public benefit organizations are obliged by law to conform to a number of additional financial reporting rules and to submit annual activity reports.

In 2008, CSD employed a staff of thirty-three of whom twenty-seven in professional and management positions, including part-time consultants, and six in administrative personnel positions.

The application of sound management practices has been of crucial importance to the success of the Center for the Study of Democracy. In 2008 CSD continued its efforts to adapt to the changing donor environment and the new EU financial instruments available to Bulgaria for the 2007-2013 period – the 7th Framework Program, the financial instruments in the area of justice and home affairs, the operational programs administered by the Bulgarian government, etc.

In 2008 CSD began the implementation of a project under the Administrative Capacity Operational Program aimed at strengthening the capacity of the Center in the area of justice and home affairs. As a result of the project CSD:

- **Strengthened its organizational structure and capacity** in the design and implementation of methods of data analysis, as well as in training delivery and presentation skills. In 2008, there were thirty-one days of training grouped under ten topics. Trainees included forty-three CSD and other NGO experts, fifty-three experts (incl. with government institutions), and four civic organizations. As a result of
 - the training, CSD staff improved their skills and knowledge in the following areas: organizational diagnostics, horizon scanning, script planning, strategic planning, elaborating a system of development-assessment indicators, business modeling, work-process modeling, collaborative work software, statistical methods of data analysis, and presentation skills;
 - **Worked out internal organizational documents** outlining CSD's development over the next several years: organizational diagnostics, analysis of CSD's mission and vision, a system of key successful performance indicators, optimization of organizational processes, a Strategy for CSD Organizational Development, and an action plan for its implementation;
 - **Improved the capacity of its staff in the area of justice and home affairs.** CSD staff acquainted themselves with established standards in this area and with existing best practices in EU countries regarding the monitoring, analysis, and assessment of public policies and social processes, prevention policies, and crime monitoring.
- Accountability and transparency** are guiding principles in the operation of the Center for the Study of Democracy. They are intrinsic to CSD activity and are related to the critical analysis of reforms in this country. These principles are implemented by means of:
- Publishing annual audit reports since 1992;
 - Auditing individual projects;
 - Publishing annual reports (since 1994);

- Providing regularly updated information about activities on the CSD website;
- Providing information to the mass media about ongoing projects and the results achieved;
- Publishing a wide range of reports and working papers;
- Developing the consultancy units of CSD – Vitosha Research and Project 1.

List of Staff

Governing Board

Ognian Shentov, Chair

Vladimir Yordanov, Executive Director

Alexander Stoyanov, Director of Research

Program Board

Alexander Stoyanov, Director of Research

Boyko Todorov, Program Director

Maria Yordanova, Director of Law Program

Ruslan Stefanov, Coordinator, Economic Program

Economic Program

Todor Yalamov, Project Coordinator

Boyan Belev, Senior Fellow

Petkan Iliev, Senior Fellow

Ilian Iliev, Senior Fellow

Daniela Mineva, Fellow

Law Program

Dimitar Markov, Project Coordinator

Miriana Ilcheva, Project Assistant

Galina Sapundjieva, Project Assistant

Vitosha Research

Andrey Nonchev, Senior Analyst

Blagovest Gergiev, Senior Analyst

Slavyanka Ivanova, Project Manager

Ralitzia Ruseva, Project Manager

Antoaneta Getova, Senior Researcher

Michela Misheva, Senior Researcher

Daniela Vaneva, Researcher

Velichko Ivanov, Researcher

Tzvetoslava Tosheva, Cashier-Accountant

European Program

Boyko Noev, Ambassador, Director

Chavdar Chervenkov, Lieut. Gen. (Ret.), Senior Fellow

Tihomir Bezlov, Senior Analyst

Philip Gounev, Research Fellow

Nikolay Tagarov, Senior Analyst

Administration

Mariana Yankova, Administrative Secretary
Yanita Georgieva, Executive Assistant
Alexander Gergov, LAN Administrator

Financial Department

Maria Georgieva, Chief Accountant
Lazarina Andonova, Cashier / Bookkeeper

Technical Support

Boyko Tasev
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