HOW TO FIND A JOB AND OBTAIN A WORK PERMIT IN BULGARIA

A Complete Step-by-Step Guide for Foreign Professionals, Digital Nomads and Skilled Workers

INSIDE

- ✓ Finding a Job
- ✓ Work Permit
- ✓ Residence Permit
- ✓ Required Documents
- ✓ Employment Contracts
- ✓ Practical Tips
- ✓ Avoid Costly Mistakes

FIND A JOB | PREPARE DOCUMENTS | LEGAL PROCEDURES | SAVE TIME | BUILD YOUR FUTURE

PERSONAL BULGARIA

YOUR PARTNER IN A NEW BEGINNING

How to Find a Job and Obtain a Work Permit in Bulgaria

A Practical Guide for Foreign Workers

Naalyan Gendzheva, PhD

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About the Author

Naalyan Gendzheva, PhD is an international business consultant, researcher, entrepreneur, and expert in labour mobility, international recruitment, business development, and European-funded projects.

For more than two decades, she has worked with businesses, public institutions, investors, and international partners, supporting workforce development, cross-border employment, tourism, and business expansion. Her professional experience combines academic research with practical consulting, allowing her to translate complex legal and administrative procedures into clear, actionable guidance.

Throughout her career, Dr. Gendzheva has assisted employers in recruiting international talent and has supported foreign professionals seeking legal employment and successful integration into the Bulgarian labour market. She is also actively involved in developing international partnerships, investment initiatives, and training programmes that promote sustainable economic growth and workforce mobility.

Her mission is to help individuals and organisations navigate employment opportunities in Bulgaria with confidence, transparency, and practical knowledge.

Preface

Relocating to another country is more than changing your place of work—it is the beginning of a new chapter in life.

For many people, the opportunity to work abroad represents financial security, professional growth, and the chance to build a better future for themselves and their families. Yet the journey often begins with uncertainty. Questions about visas, work permits, legal requirements, employment contracts, accommodation, and everyday life can make the process seem complicated and overwhelming.

This book was written to remove that uncertainty.

It is designed as a practical guide for anyone considering employment in Bulgaria. Whether you are a skilled professional, a seasonal worker, a recent graduate, or someone seeking new opportunities, this guide will help you understand every important step—from searching for a job to obtaining the legal right to work and successfully settling into your new environment.

Rather than focusing solely on legislation, this book combines legal information with practical advice, real-world recommendations, and clear explanations. The objective is simple: to help readers make informed decisions, avoid common mistakes, and approach the relocation process with confidence.

Moving to another country is never just about paperwork. It is about building a new life.

I hope this guide becomes a reliable companion on your journey to living and working successfully in Bulgaria.

Naalyan Gendzheva, PhD

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Introduction

Welcome to Bulgaria

Bulgaria is one of Europe's emerging destinations for international employment. Located at the crossroads of Europe and Asia, the country offers a strategic location, a stable business environment, competitive living costs, and increasing demand for foreign workers across a wide range of industries.

As a Member State of the European Union, Bulgaria provides access to a regulated labour market governed by European standards while maintaining one of the lowest costs of living within the EU. In recent years, economic growth, labour shortages, and demographic changes have encouraged Bulgarian employers to recruit qualified and unqualified workers from around the world.

Thousands of foreign nationals arrive in Bulgaria every year to work in construction, manufacturing, tourism, hospitality, healthcare, agriculture, logistics, information technology, engineering, and many other sectors. For many of them, Bulgaria serves not only as a place of employment but also as the beginning of a long-term career and a new life in Europe.

Although the opportunities are significant, relocating successfully requires preparation. Understanding the legal framework, gathering the correct documents, following immigration procedures, and knowing your rights as an employee are all essential steps toward a successful transition.

This guide has been created to simplify that process.

By the end of this book, you will understand how to search for legitimate employment opportunities, prepare a competitive job application, navigate the work permit and residence procedures, and begin your professional journey in Bulgaria with confidence.

Your new career starts here.

Chapter 1

Why Work in Bulgaria?

"Every successful journey begins with choosing the right destination."

For many international workers, choosing where to build a career is just as important as choosing the job itself. Salary is only one part of the decision. Equally important are the cost of living, employment opportunities, legal protection, personal safety, quality of life, and long-term career prospects.

Over the last decade, Bulgaria has become an increasingly attractive destination for foreign workers. While the country may not always be the first choice people consider, it offers a unique combination of professional opportunities, affordable living, and access to the European Union.

Whether you are looking for your first international job, planning a long-term career abroad, or seeking a better future for your family, Bulgaria deserves serious consideration.

Bulgaria at a Glance

The Republic of Bulgaria is located in Southeastern Europe and is a full member of the European Union. It shares borders with Romania, Serbia, North Macedonia, Greece, Türkiye, and the Black Sea.

Its strategic geographical location makes Bulgaria an important transport and logistics hub connecting Europe, Asia, and the Middle East.

Capital city: Sofia

Population: approximately 6.4 million

Official language: Bulgarian

Currency: Bulgarian Lev (BGN)

Time zone: Eastern European Time (EET)

EU Member since: 2007

Schengen Area: Bulgaria is part of the Schengen Area, making travel to many European countries easier for residents who meet the applicable requirements.

A Growing Economy

Although Bulgaria is one of the smaller economies in the European Union, it has experienced steady economic development in recent years.

Several industries continue to expand and actively recruit international employees due to labour shortages. These include:

- Manufacturing
- Construction
- Tourism and hospitality
- Information technology
- Agriculture
- Transport and logistics
- Healthcare
- Food production
- Engineering
- Business services

Many employers are unable to find enough local workers and therefore recruit qualified candidates from non-EU countries.

For foreign workers, this means there are increasing opportunities to secure legal employment with competitive salaries and long-term career prospects.

Affordable Cost of Living

One of Bulgaria's greatest advantages is its affordability.

Compared with many Western European countries, everyday expenses are significantly lower. Housing, public transport, utilities, and many essential goods and services remain reasonably priced, allowing workers to enjoy a comfortable lifestyle while saving part of their income.

Naturally, living costs vary depending on the city and personal lifestyle. Sofia, Plovdiv, Varna, and Burgas generally have higher housing costs than smaller towns, but they also offer a wider range of employment opportunities.

Many employers also provide additional benefits, such as:

- Accommodation
- Transportation
- Meals during working hours

- Health insurance
- Performance bonuses
- Training programmes

These benefits can substantially reduce monthly living expenses.

A Safe Place to Live

Safety is an important consideration when relocating abroad.

Bulgaria is generally considered a safe country for both residents and visitors. Like anywhere else, it is important to exercise common sense and remain aware of your surroundings, especially in large cities and tourist areas.

Foreign workers are protected by Bulgarian labour legislation, and employees working legally enjoy rights related to working hours, paid leave, occupational safety, social security, and healthcare.

Understanding your rights is one of the most effective ways to protect yourself and avoid exploitation.

Access to Europe

Working legally in Bulgaria offers advantages beyond the country's borders.

As a Member State of the European Union, Bulgaria applies European labour standards and employment regulations. International workers who establish legal residence in Bulgaria may also benefit from easier travel within the Schengen Area, subject to the immigration status and rules applicable to their residence permit.

For many people, employment in Bulgaria becomes the first step toward building an international career in Europe.

A Rich Cultural Experience

Living in Bulgaria is about more than work.

The country offers a unique combination of ancient history, modern cities, mountain resorts, Black Sea beaches, traditional villages, and vibrant cultural life.

Foreign residents often appreciate:

- Warm hospitality
- Rich culinary traditions
- Four distinct seasons
- Affordable travel opportunities
- Diverse landscapes
- Historic landmarks
- Festivals and cultural events

Learning about Bulgarian traditions and customs can make daily life easier and help newcomers integrate into local communities.

Key Takeaways

- Bulgaria offers increasing employment opportunities across many industries.
- Living costs remain among the lowest in the European Union.
- Foreign workers are protected by Bulgarian labour legislation.
- Many employers provide accommodation and additional benefits.
- Bulgaria combines career opportunities with an affordable and enjoyable lifestyle.
- Legal employment can provide a strong foundation for long-term professional development in Europe.

Common Mistakes to Avoid

- Choosing a job based only on salary without considering the full employment package.
- Accepting offers from unverified recruiters or employers.
- Underestimating the importance of understanding Bulgarian labour law.
- Assuming that all work permits follow the same procedure.
- Relocating without preparing the required documentation in advance.

Expert Tip

Research the employer as carefully as the job itself. Before accepting an offer, verify that the company is legally registered, review the employment contract thoroughly, and ensure you understand what benefits are included. A reliable employer will always be transparent about the recruitment process, salary, working conditions, and work permit procedures.

Did You Know?
Bulgaria is one of the oldest countries in Europe and the only European state that has kept the same name since its establishment in AD 681. Today, it combines a rich cultural heritage with a modern economy and growing opportunities for international professionals.

Chapter 2

Understanding the Bulgarian Labour Market

"Knowing where opportunities exist is the first step toward building a successful career in Bulgaria."

Introduction

Before applying for jobs, it is important to understand how the Bulgarian labour market works. While Bulgaria offers employment opportunities across many sectors, employers are often looking for specific skills and qualifications that are in short supply.

In recent years, economic growth, foreign investment, and demographic changes have created a strong demand for workers in numerous industries. As a result, Bulgarian employers increasingly recruit professionals from outside the European Union to fill vacant positions.

Understanding which sectors are growing, what employers expect, and where jobs are concentrated will significantly improve your chances of finding suitable employment.

A Growing Economy with Expanding Opportunities

Bulgaria has developed into one of the fastest-growing business destinations in Southeast Europe. As a member of the European Union, the country offers political stability, access to the European Single Market, and a favourable environment for both local and international businesses.

Many multinational companies have established operations in Bulgaria, creating employment opportunities in manufacturing, information technology, logistics, finance, customer support, engineering, and business services.

At the same time, traditional industries such as agriculture, construction, tourism, and hospitality continue to experience labour shortages, opening additional opportunities for foreign workers.

Industries with the Highest Demand for Foreign Workers

The demand for employees varies by sector, but several industries consistently experience workforce shortages.

Manufacturing

Manufacturing remains one of Bulgaria's largest employers. Production facilities require machine operators, technicians, quality inspectors, engineers, maintenance specialists, and warehouse personnel.

Many factories provide additional benefits such as transportation, meals, accommodation, and training programmes.

Construction

Large infrastructure projects and residential developments have increased the need for skilled and semi-skilled construction workers.

Typical positions include:

- Electricians
- Welders
- Carpenters
- Plumbers
- Steel fixers
- Heavy equipment operators
- General construction workers

Tourism and Hospitality

Tourism is one of Bulgaria's key economic sectors, particularly during the summer and winter seasons.

Hotels, restaurants, resorts, and spa centres frequently recruit:

- Hotel receptionists
- Housekeeping staff
- Waiters and waitresses

- Chefs and cooks
- Bartenders
- Spa therapists
- Maintenance staff

Seasonal employment often provides accommodation and meals as part of the employment package.

Healthcare

Hospitals, clinics, and elderly care facilities continue to face shortages of qualified healthcare professionals.

Demand is particularly high for:

- Nurses
- Caregivers
- Medical assistants
- Physiotherapists
- Doctors in specialised fields

Some employers may assist with qualification recognition and Bulgarian language training.

Agriculture

Agriculture offers both seasonal and long-term employment opportunities.

Typical jobs include:

- Fruit picking
- Vegetable harvesting
- Greenhouse work
- Livestock farming
- Food processing

Although these positions may require physical work, they often include employer-provided accommodation.

Logistics and Transport

The rapid growth of e-commerce and international trade has increased demand for:

- Warehouse workers
- Forklift operators
- Delivery drivers
- Logistics coordinators
- Supply chain specialists

Information Technology and Business Services

Bulgaria has become a regional technology hub, attracting international companies in software development, cybersecurity, artificial intelligence, fintech, and outsourcing.

Professionals with experience in programming, cloud technologies, data analysis, digital marketing, finance, accounting, and multilingual customer support are particularly sought after.

Where Most Jobs Are Located

Employment opportunities are available throughout Bulgaria, although certain cities offer larger and more diverse labour markets.

City	Main Industries
Sofia	IT, Finance, Business Services, Manufacturing
Plovdiv	Manufacturing, Logistics, Automotive
Varna	Tourism, Shipping, Healthcare
Burgas	Tourism, Energy, Logistics
Ruse	Manufacturing, Transport
Stara Zagora	Energy, Industry
Blagoevgrad	Tourism, Manufacturing, Education

What Employers Look For

While requirements vary by profession, most employers value candidates who demonstrate:

- Relevant qualifications or work experience
- Reliability and professionalism
- Willingness to learn

- Good communication skills
- Teamwork
- Flexibility
- Basic English or Bulgarian language skills, depending on the position

For many occupations, practical experience is considered just as important as formal education.

Key Takeaways

- Bulgaria offers employment opportunities across a wide range of industries.
- Labour shortages create strong demand for foreign workers.
- Major cities provide the largest number of job opportunities.
- Practical skills, reliability, and adaptability are highly valued by employers.
- Understanding the labour market helps you target the right positions and employers.

Common Mistakes to Avoid

- Applying for jobs without researching the industry.
- Focusing only on salary instead of the complete employment package.
- Ignoring regional differences in employment opportunities.
- Assuming every position requires fluent Bulgarian.

Expert Tip

Successful job seekers don't apply everywhere—they apply strategically. Research industries with genuine labour shortages and focus your efforts where your skills are most needed. A targeted approach will always produce better results than sending hundreds of generic applications.

Chapter 3

Do You Need a Work Permit?

"Before accepting a job offer, it is essential to understand whether you are legally allowed to work in Bulgaria and what procedures apply to your nationality."

Introduction

One of the first questions every foreign national asks is whether a work permit is required to work legally in Bulgaria. The answer depends primarily on your citizenship and, in some cases, the type and duration of the employment.

Bulgaria applies different rules to citizens of European Union (EU) and European Economic Area (EEA) countries, Swiss nationals, and third-country nationals. Understanding these differences will help you avoid unnecessary delays, legal complications, and rejected applications.

This chapter explains who needs a work permit, the main categories of foreign workers, and the legal framework governing employment in Bulgaria.

Who Can Work in Bulgaria Without a Work Permit?

If you are a citizen of an EU Member State, an EEA country, or Switzerland, you generally **do not need a work permit** to work in Bulgaria.

Instead, you enjoy the principle of free movement of workers, allowing you to accept employment under the same conditions as Bulgarian citizens.

However, depending on the length of your stay, you may need to register your residence with the Bulgarian authorities after arriving in the country.

This category includes citizens of countries such as Germany, France, Italy, Spain, Poland, Romania, Greece, the Netherlands, Sweden, Norway, Iceland, Liechtenstein, and Switzerland.

Who Needs a Work Permit?

If you are **not** a citizen of the EU, EEA, or Switzerland, you will generally require legal authorisation before starting work in Bulgaria.

These individuals are commonly referred to as **third-country nationals**.

Examples include citizens of:

- India
- Nepal
- Bangladesh
- Pakistan
- Türkiye
- Egypt
- Philippines
- Indonesia
- Vietnam
- Sri Lanka
- Uzbekistan
- Kazakhstan
- Serbia (in most employment situations)
- North Macedonia (depending on the legal basis)
- Albania

In most cases, the Bulgarian employer must initiate the employment procedure before the employee can legally begin working.

Types of Employment Authorisation

Bulgarian legislation provides several legal pathways for foreign nationals to work in the country. The appropriate procedure depends on the applicant's qualifications, profession, and intended duration of employment.

The most common categories include:

Standard Work Permit

The most frequently used procedure for foreign workers employed by Bulgarian companies.

Single Residence and Work Permit

A combined permit allowing both legal residence and employment in Bulgaria. This is one of the most common options for long-term employment.

EU Blue Card

Designed for highly qualified professionals with higher education and specialised expertise.

The EU Blue Card offers additional mobility rights within the European Union and is particularly suitable for professionals in sectors such as information technology, engineering, healthcare, and scientific research.

Seasonal Work

Available for employment in sectors such as tourism and agriculture for a limited period during the year.

Intra-Corporate Transfer (ICT)

Applicable when multinational companies temporarily transfer employees from offices outside the European Union to their Bulgarian branch or subsidiary.

Who Applies for the Work Permit?

A common misunderstanding among foreign workers is that they must personally submit the work permit application.

In reality, **the employer is responsible for initiating most employment authorisation procedures**.

The employer prepares the necessary documentation, submits the application to the competent authorities, and demonstrates that the legal requirements have been met.

The employee, however, must provide personal documents such as:

- Passport

- Educational qualifications (when required)
- Professional certificates
- Criminal record certificate (if applicable)
- Medical documents (where required)
- Passport photographs

Close cooperation between employer and employee is essential throughout the process.

Can You Start Working Before the Permit Is Approved?

The answer is simple:

No.

Foreign nationals who require employment authorisation **must not begin working until all necessary permits have been issued and the legal conditions have been fulfilled.**

Working without the required authorisation may result in:

- Administrative penalties
- Fines for both employer and employee
- Cancellation of immigration procedures
- Difficulties obtaining future visas or residence permits

Always wait for official approval before starting employment.

Important Authorities Involved

Several Bulgarian institutions participate in the employment authorisation process.

The most important include:

- Employment Agency
- Ministry of Interior
- Migration Directorate
- Ministry of Foreign Affairs (through Bulgarian embassies and consulates abroad)

Depending on the specific procedure, additional institutions may also be involved.

Common Misconceptions

Many applicants believe that:

- A tourist visa allows employment.
- A job offer automatically grants the right to work.
- A residence permit automatically includes the right to work.
- Every foreign worker follows the same application procedure.

None of these assumptions is necessarily correct. Each case depends on the applicant's nationality, immigration status, and the type of employment.

Key Takeaways

- Whether you need a work permit depends primarily on your nationality.
- EU, EEA, and Swiss citizens generally do not require a work permit.
- Most third-country nationals must obtain employment authorisation before starting work.
- In most cases, the Bulgarian employer submits the application.
- Working without the necessary permits is illegal and may have serious consequences.

Common Mistakes to Avoid

- Accepting a job before verifying your legal status.
- Entering Bulgaria on a tourist visa with the intention of working.
- Assuming all work permits follow the same procedure.
- Starting work before receiving official approval.

Expert Tip

Before accepting any job offer, ask the employer which type of employment authorisation will apply to your case. Understanding the process from the beginning will help you prepare the correct documents, avoid delays, and ensure a smooth relocation to Bulgaria.

Chapter 4

Finding a Job in Bulgaria

"A successful job search is not about luck—it is about preparation, persistence, and knowing where the best opportunities are."

Introduction

After understanding the Bulgarian labour market and determining whether you need a work permit, the next step is finding the right employer.

Bulgaria offers numerous employment opportunities across a wide range of industries, including manufacturing, construction, tourism, healthcare, logistics, information technology, engineering, agriculture, retail, and business services.

Today, most employers advertise vacancies online, while many companies also recruit through specialised recruitment agencies, professional networking platforms, and their own corporate career pages.

The most successful candidates combine several job search methods, prepare professional application documents, and actively communicate with employers throughout the recruitment process.

This chapter will help you identify the best job opportunities, use the most reliable recruitment channels, and avoid common mistakes when searching for employment in Bulgaria.

Where to Search for Jobs

There are several effective ways to find employment in Bulgaria.

Most successful candidates use a combination of:

- Online job portals
- Company career websites
- Recruitment agencies
- Professional networking
- Career fairs

- Recommendations and referrals

Using multiple sources significantly increases your chances of receiving interview invitations.

The Best Job Portals in Bulgaria

Jobs.bg

Jobs.bg is Bulgaria's largest and most popular employment portal, publishing thousands of vacancies every day across almost every industry.

It is particularly suitable for:

- Manufacturing
- Construction
- Hospitality
- Healthcare
- Retail
- Finance
- Administration
- Engineering
- Information Technology

Features include:

- Free registration
- Online applications
- Job alerts
- English-language interface
- CV database

Website:
https://www.jobs.bg

Zaplata.bg

One of Bulgaria's leading employment websites offering vacancies nationwide.

Suitable for:

- Tourism
- Logistics
- Agriculture
- Manufacturing
- Sales
- Customer Service

Website:

https://www.zaplata.bg

JobTiger.bg

One of Bulgaria's oldest recruitment platforms.

Especially useful for:

- Graduates
- Young professionals
- International employers
- Career fairs

Website:

https://www.jobtiger.bg

Rabota.bg

A well-known platform focused on operational and technical positions.

Popular sectors include:

- Warehousing
- Logistics
- Construction
- Manufacturing
- Hospitality

Website:

https://www.rabota.bg

LinkedIn Jobs

One of the world's largest professional recruitment platforms.

Recommended for:

- IT
- Engineering
- Finance
- Marketing
- Human Resources
- Business Services
- Management

Many international companies recruit directly through LinkedIn.

Website:

https://www.linkedin.com/jobs

EURES

The official European Employment Services portal.

Ideal for:

- EU citizens
- Verified vacancies
- Cross-border employment
- Living and working information

Website:

https://eures.europa.eu

Bulgarian Employment Agency

The official public employment service.

Provides:

- Official vacancies
- Employment programmes
- Labour market information

Website:

https://www.az.government.bg

Top Employers Hiring Foreign Workers

Many international companies operating in Bulgaria regularly recruit foreign employees and have experience employing third-country nationals.

Below are some of the country's largest employers.

Company	Industry	Typical Positions
Lidl Bulgaria	Retail	Sales Assistants, Warehouse Staff
Kaufland Bulgaria	Retail	Logistics, Warehouse, Store Staff
Bosch	Manufacturing	Engineers, Technicians, Production Workers
Liebherr	Manufacturing	Welders, Operators, Engineers
Schneider Electric	Manufacturing	Engineers, Technicians
Sensata Technologies	Electronics	Operators, Engineers
Yazaki Bulgaria	Automotive	Machine Operators
Festo Production	Automation	Engineers, Assembly Workers
Aurubis Bulgaria	Metallurgy	Operators, Electricians
Coca-Cola HBC Bulgaria	Food & Beverage	Production, Logistics
TELUS Digital Bulgaria	Customer Experience	Multilingual Customer Support
Concentrix Bulgaria	Business Process Outsourcing	Customer Advisors
Foundever Bulgaria	Customer Services	Multilingual Specialists
HP Inc. Bulgaria	Technology	IT Specialists
SAP Bulgaria	Enterprise Software	Software Developers
VMware Bulgaria	Software	Engineers, Developers

Company Career Pages

Many employers advertise vacancies on their own websites before publishing them elsewhere.

If you have already identified companies where you would like to work, regularly visit their **Careers** page and apply directly.

Direct applications often receive faster responses than applications submitted through job portals.

Recruitment Agencies in Bulgaria

Recruitment agencies play an important role in connecting employers with qualified candidates.

Many international companies rely on specialised agencies to recruit both Bulgarian and foreign workers.

A professional recruitment agency can help you:

- identify suitable vacancies;
- prepare your CV;
- arrange interviews;
- explain the work permit process;
- assist with relocation;
- communicate with your future employer.

Always verify that the agency operates legally and avoid agencies requesting excessive upfront payments.

Top Recruitment Agencies in Bulgaria

The following agencies are among the most recognised recruitment companies operating in Bulgaria.

Recruitment Agency	Main Specialisation	Foreign Workers
HRS Bulgaria	Multisector Recruitment	✔✔
Manpower Bulgaria	Manufacturing, Logistics	✔✔
Adecco Bulgaria	Manufacturing, Engineering	✔✔
JobTiger	General Recruitment	✔

Recruitment Agency	Main Specialisation	Foreign Workers
Horizons Bulgaria	Executive Search	✔
Human Power	Manufacturing	✔✔
Catro Bulgaria	International Recruitment	✔✔✔
Alpha Consult Bulgaria	Industrial Recruitment	✔✔
Antal Bulgaria	Executive Search	✔
Easy Consult	International Recruitment	✔✔✔
Balkaninvest	Construction	✔✔
Top Skills Recruitment	Customer Support	✔✔
Center Stars	Hospitality	✔✔
New Career Recruitment	BPO	✔✔
Blue Lynx Bulgaria	Multilingual Recruitment	✔✔
Recruitment.bg	IT Recruitment	✔
RIR Recruitment	Executive Search	✔
talaint by Human Recruiters	IT & Finance	✔
Future Job Solutions	Hospitality	✔✔
Hermes HR	Office Recruitment	✔
Synectica HR	Manufacturing	✔✔
Talent First	Business Services	✔
Perpetum	Executive Search	✔
Evropa Konsult	Construction	✔✔
InfoSource Bulgaria	Outsourcing	✔
FullHelp	General Recruitment	✔
InterContinental Recruiting	International Placement	✔✔
BAB Consult	Manufacturing	✔✔
Candor International	Skilled Workers	✔✔
International Master Chefs	Hospitality	✔✔✔

Legend

✔ Occasionally recruits foreign workers

✔✔ Regularly recruits foreign workers

✔✔✔ Specialises in international recruitment and work permit support

Which Recruitment Agency Should You Contact?

Manufacturing & Production

- Manpower Bulgaria
- Adecco Bulgaria
- Alpha Consult Bulgaria
- Human Power
- Catro Bulgaria

Construction

- Balkaninvest
- Alpha Consult Bulgaria
- Adecco Bulgaria
- Manpower Bulgaria

Hotels & Restaurants

- Center Stars
- Future Job Solutions
- International Master Chefs

Customer Support & Languages

- HRS Bulgaria
- Easy Consult
- Top Skills Recruitment
- New Career Recruitment
- Blue Lynx Bulgaria

Information Technology

- Easy Consult
- Recruitment.bg
- Antal Bulgaria
- HRS Bulgaria
- talaint by Human Recruiters

Executive Positions

- Horizons Bulgaria
- Antal Bulgaria

- Perpetum
- RIR Recruitment

Professional Networking

Not every vacancy is publicly advertised.

Many employers prefer candidates recommended by trusted colleagues, employees, or professional contacts.

Expand your network by:

- maintaining an active LinkedIn profile;
- attending career fairs;
- participating in professional events;
- joining industry associations;
- contacting recruiters directly.

Networking often opens opportunities unavailable through traditional job advertisements.

Beware of Recruitment Scams

Be cautious if an employer or agency:

- requests payment before employment;
- promises unrealistically high salaries;
- refuses to provide a written employment contract;
- communicates only through social media or messaging apps;
- pressures you to accept immediately;
- cannot verify the company's identity.

Legitimate recruitment agencies are generally paid by employers—not by job seekers.

Organise Your Job Search

Treat your job search as a professional project.

Create a spreadsheet to track:

- Company
- Position
- Date Applied
- Contact Person
- Interview Date
- Status
- Follow-up Date

Keeping organised allows you to follow up professionally and avoid missing opportunities.

Practical Checklist

Before submitting your first application, make sure you have:

☐ Prepared a professional CV.

☐ Written a tailored cover letter.

☐ Created a LinkedIn profile.

☐ Registered on Jobs.bg.

☐ Registered on Zaplata.bg.

☐ Registered on LinkedIn Jobs.

☐ Set up job alerts.

☐ Prepared copies of your diploma and certificates.

☐ Prepared a scanned copy of your passport.

☐ Created a folder containing all application documents.

Key Takeaways

- Register on several reputable job portals.

- Apply directly through company career pages whenever possible.
- Work with trusted recruitment agencies.
- Build a professional network.
- Keep your application documents updated.
- Stay organised throughout your job search.

Common Mistakes to Avoid

- Sending the same CV to every employer.
- Applying without reading the job description carefully.
- Ignoring recruitment agencies.
- Failing to research employers.
- Accepting suspicious job offers.
- Forgetting to follow up after interviews.

Expert Tip

The most successful job seekers dedicate time every day to searching for vacancies, improving their CV, networking with recruiters, and following up on previous applications. Consistency and persistence are often the deciding factors between finding employment within a few weeks or continuing the search for several months.

Chapter 5

Preparing a Professional CV and Cover Letter

"Your CV is often your first introduction to an employer. A well-prepared application can open doors before you even attend an interview."

Introduction

Finding a suitable vacancy is only the first step toward employment. The next challenge is convincing an employer that you are the right candidate.

In Bulgaria, employers usually request a **Curriculum Vitae (CV)** and, in many cases, a **Cover Letter**. These documents provide your first opportunity to demonstrate your qualifications, experience, and motivation.

Many excellent candidates are rejected—not because they lack the necessary skills, but because their application documents are incomplete, poorly organised, or not tailored to the position.

This chapter explains how to prepare professional application documents that meet the expectations of Bulgarian employers.

What is a CV?

A Curriculum Vitae (CV) is a summary of your professional background.

Its purpose is to present your qualifications clearly and allow recruiters to quickly determine whether you are suitable for a position.

A professional CV should be:

- concise;
- well organised;
- accurate;
- easy to read;
- free of spelling mistakes.

Ideally, a CV should be **one to two pages long**, depending on your professional experience.

Which CV Format Should You Use?

The most widely accepted format throughout Europe is the **Europass CV**.

Many Bulgarian employers are familiar with Europass, particularly when recruiting foreign nationals.

However, many international companies also accept modern professional CV formats created using Microsoft Word or online design tools.

The most important consideration is clarity rather than design.

Essential Sections of a CV

Every professional CV should include the following sections.

Personal Information

Include:

- Full name
- Telephone number
- Professional email address
- Current address or city
- Nationality (optional)
- LinkedIn profile (if applicable)

Avoid including unnecessary personal information such as religion, marital status, or passport number.

Professional Summary

Begin your CV with a short introduction.

Example:

Experienced hospitality professional with five years of international customer service experience. Skilled in communication, problem-solving, and teamwork. Seeking employment in Bulgaria within the hotel and tourism industry.

This section should immediately capture the employer's attention.

Work Experience

List your experience in reverse chronological order.

Include:

- Job title
- Company name
- Country
- Employment dates
- Main responsibilities
- Key achievements

Example:

Receptionist

ABC Hotel – Dubai, UAE

March 2022 – Present

Responsibilities:

- Welcoming guests
- Managing reservations
- Processing payments
- Handling customer requests
- Coordinating with housekeeping

Education

Include:

- Degree
- Institution

- Country
- Graduation year

Example:

Bachelor's Degree in Business Administration

University of Delhi

India

2021

Professional Skills

Highlight skills relevant to the position.

Examples:

- Customer Service
- Communication
- Teamwork
- Time Management
- Problem Solving
- Computer Skills
- Microsoft Office
- Cash Handling
- Inventory Management

Languages

Specify your level honestly.

Example:

Language	Level
English	C1
Bulgarian	A2
Hindi	Native

Certifications

Examples:

- First Aid
- HACCP
- Forklift Operator
- Welding Certificate
- Food Safety
- Microsoft Office
- Project Management

References

You may write:

References available upon request.

Tailoring Your CV

One of the biggest mistakes job seekers make is sending the same CV to every employer.

Instead, adjust your CV for each vacancy.

If the advertisement emphasises:

- customer service,
- teamwork,
- communication,

ensure these skills appear prominently in your CV.

Recruiters often spend less than one minute reviewing an application.

Make those first seconds count.

Writing a Cover Letter

Although not always mandatory, a cover letter demonstrates professionalism and genuine interest.

A good cover letter should explain:

- why you are interested in the position;
- why you want to work in Bulgaria;
- why you are suitable for the role;
- how your experience matches the employer's needs.

Keep it to one page.

Sample Cover Letter

Dear Hiring Manager,

I am writing to express my interest in the position of Hotel Receptionist advertised on your website.

I have more than five years of experience in customer service and hospitality, working with international guests in multicultural environments. I am confident that my communication skills, positive attitude, and ability to work under pressure would make me a valuable member of your team.

I am highly motivated to relocate to Bulgaria and contribute to your company's continued success.

Thank you for considering my application. I look forward to discussing my qualifications during an interview.

Yours sincerely,

John Smith

Common CV Mistakes

Avoid:

- spelling mistakes;
- poor formatting;

- missing contact information;
- outdated phone numbers;
- unprofessional email addresses;
- false information;
- very long CVs;
- irrelevant work experience.

Remember:

Quality is more important than quantity.

Using Artificial Intelligence

Modern job seekers increasingly use AI tools to improve their applications.

AI can help you:

- improve grammar;
- rewrite your professional summary;
- optimise keywords;
- tailor your CV to a vacancy;
- prepare interview answers.

However, always review AI-generated content carefully to ensure it accurately reflects your qualifications and experience.

Practical Example

Imagine you are applying for the following vacancy introduced in the previous chapter.

Position: Hotel Receptionist

Employer requirements:

- Good English
- Customer service experience
- Computer skills
- Ability to work shifts

Instead of writing:

Worked in a hotel.

Write:

Assisted international guests, managed reservations, processed payments, handled customer enquiries, and coordinated daily operations with housekeeping and maintenance teams.

Specific achievements create a much stronger impression than general descriptions.

Practical Checklist

Before sending your application, ask yourself:

☐ Is my CV no longer than two pages?

☐ Is it free of spelling mistakes?

☐ Have I adapted it to the vacancy?

☐ Is my email address professional?

☐ Have I included relevant experience?

☐ Is my LinkedIn profile updated?

☐ Have I written a personalised cover letter?

☐ Have I saved my documents as PDF files?

Key Takeaways

- A professional CV creates a strong first impression.
- Tailor every application to the specific position.
- Keep your documents clear, concise, and accurate.
- Use a cover letter whenever possible.

- Highlight achievements rather than simply listing duties.
- Proofread everything before submitting your application.

Common Mistakes to Avoid

- Sending the same CV to every employer.
- Exaggerating qualifications.
- Including irrelevant information.
- Using poor formatting.
- Forgetting to include contact details.
- Ignoring the importance of a cover letter.

Expert Tip

Employers hire people who demonstrate value. Instead of simply listing responsibilities, emphasise measurable achievements, problem-solving abilities, and the positive impact you made in previous positions. A results-oriented CV is far more persuasive than a list of job duties.

Chapter 6

Job Interviews and the Recruitment Process

"A job interview is not an examination—it is a conversation where both you and the employer determine whether you are the right match."

Introduction

Receiving an invitation to a job interview is an important milestone in your job search. It means that the employer believes you may have the qualifications and experience required for the position.

The interview is your opportunity to demonstrate not only your professional skills but also your personality, communication abilities, motivation, and willingness to become part of the organisation.

Understanding how interviews are typically conducted in Bulgaria will help you feel more confident and significantly improve your chances of receiving a job offer.

The Recruitment Process in Bulgaria

Although recruitment procedures vary between companies, the hiring process usually follows these steps:

1. Submit your application.
2. Initial screening of your CV.
3. Telephone or online pre-screening interview.
4. Personal or online interview.
5. Skills assessment or practical test (if required).
6. Reference checks.
7. Job offer.
8. Signing the employment contract.

For positions requiring a work permit, additional administrative procedures will follow before employment can officially begin.

Types of Job Interviews

Employers may conduct interviews in several different formats.

Telephone Interview

A short conversation lasting approximately 10–20 minutes.

The recruiter usually confirms:

- your availability;
- work experience;
- salary expectations;
- language skills;
- willingness to relocate.

The purpose is to determine whether you should proceed to the next stage.

Online Interview

Many international companies conduct interviews using:

- Microsoft Teams
- Zoom
- Google Meet

Before the interview:

- test your internet connection;
- use headphones if possible;
- choose a quiet environment;
- dress professionally.

Face-to-Face Interview

Traditional interviews usually take place at the employer's office.

Depending on the position, you may meet:

- Human Resources representatives;

- department managers;
- company directors;
- future supervisors.

Some companies organise two or three interview rounds before making a final decision.

Preparing for the Interview

Preparation begins long before the interview itself.

Research the company carefully.

Find out:

- What products or services does the company offer?
- How many employees does it have?
- Where are its offices located?
- What are its values?
- Why do you want to work there?

Employers appreciate candidates who demonstrate genuine interest in the organisation.

Documents to Bring

Always carry copies of:

- your CV;
- passport;
- diploma;
- professional certificates;
- references (if available);
- portfolio (if applicable).

Some employers may also request original documents for verification.

Frequently Asked Interview Questions

Below are some of the most common questions asked during interviews in Bulgaria.

Tell us about yourself.

Focus on your professional background rather than your personal life.

Why do you want to work in Bulgaria?

Explain your motivation positively.

Example:

I would like to build a long-term professional career in Bulgaria because of its growing economy, stable employment opportunities, and welcoming international business environment.

Why should we hire you?

Highlight your strengths.

Discuss:

- experience;
- reliability;
- willingness to learn;
- communication skills;
- adaptability.

What are your strengths?

Examples:

- teamwork;
- responsibility;
- customer service;
- technical expertise;
- organisation;
- attention to detail.

What is your greatest weakness?

Choose a genuine but manageable weakness.

Example:

I sometimes spend too much time trying to perfect my work, but I have learned to prioritise tasks more effectively.

Avoid saying you have no weaknesses.

Describe a difficult situation at work.

Use the STAR method.

Situation

Explain the background.

Task

Describe your responsibility.

Action

Explain what you did.

Result

Describe the positive outcome.

Questions You Should Ask the Employer

An interview is also your opportunity to learn about the company.

Good questions include:

- What does a typical working day look like?
- What training do new employees receive?

- What opportunities exist for career development?
- How large is the team?
- What are the next steps in the recruitment process?

Thoughtful questions demonstrate professionalism and genuine interest.

Salary Expectations

Many recruiters ask:

What are your salary expectations?

Before the interview:

- research average salaries for the position;
- consider your qualifications;
- remain flexible.

If you are unsure, you may respond:

I am open to discussing a salary that reflects the responsibilities of the position and my experience.

Cultural Expectations in Bulgaria

Professional behaviour is highly valued.

Remember to:

- arrive on time;
- dress appropriately;
- maintain eye contact;
- speak clearly;
- listen carefully;
- be polite and respectful.

Punctuality creates a strong first impression.

Common Interview Mistakes

Avoid:

- arriving late;
- criticising previous employers;
- interrupting the interviewer;
- giving dishonest answers;
- checking your phone;
- appearing uninterested;

After the Interview

Before leaving:

- thank the interviewer;
- ask about the next steps;
- confirm when you can expect feedback.

If you do not receive a response within the stated timeframe, sending a polite follow-up email is perfectly acceptable.

Sample Follow-Up Email

Subject: Thank You for the Interview

Dear Mr./Ms. _____,

Thank you for taking the time to meet with me today regarding the position of Production Operator.

I appreciate the opportunity to learn more about your company and remain very interested in joining your team.

Thank you again for your time and consideration.

Kind regards,

John Smith

Practical Interview Checklist

Before the interview:

☐ Research the company.

☐ Review the job description.

☐ Prepare answers to common questions.

☐ Prepare questions for the interviewer.

☐ Print your CV.

☐ Charge your phone.

☐ Choose appropriate business attire.

☐ Plan your journey.

☐ Arrive at least 15 minutes early.

Key Takeaways

- Prepare thoroughly before every interview.
- Learn about the company.
- Answer honestly and confidently.
- Demonstrate enthusiasm and professionalism.
- Ask thoughtful questions.
- Follow up after the interview.

Common Mistakes to Avoid

- Arriving late.
- Speaking negatively about previous employers.
- Giving vague or dishonest answers.
- Failing to prepare.
- Not asking any questions.

Chapter 7

Employment Contracts and Labour Rights in Bulgaria

"Before you sign an employment contract, make sure you understand every clause. A well-informed employee is better protected."

Introduction

Congratulations! After successfully completing the recruitment process, you may receive a job offer from your future employer.

Before starting work, you will usually be asked to sign an employment contract. This document establishes the legal relationship between you and your employer and defines your rights, responsibilities, salary, working hours, and employment conditions.

Understanding your employment contract is essential. Never sign a document you do not fully understand. If necessary, ask for clarification or request an English translation before signing.

This chapter explains the key elements of employment contracts in Bulgaria and introduces the most important labour rights that every employee should know.

The Job Offer

A successful interview is usually followed by a formal job offer.

The offer may be sent by:

- email;
- recruitment agency;
- telephone confirmation followed by written documentation.

Before accepting, carefully review:

- job title;
- salary;

- working hours;
- location;
- starting date;
- probation period;
- benefits;
- accommodation (if provided);
- transportation arrangements (if applicable).

Do not hesitate to ask questions before accepting the offer.

The Employment Contract

In Bulgaria, employment relationships are governed by the Labour Code.

An employment contract must always be concluded in writing before the employee starts work.

A typical contract includes:

- employer's details;
- employee's details;
- position;
- place of work;
- working hours;
- salary;
- annual paid leave;
- probation period (if applicable);
- notice period;
- date of commencement.

Always keep a signed copy for your records.

Types of Employment Contracts

Several types of employment contracts are commonly used in Bulgaria.

Permanent Employment Contract

The most common type.

It has no fixed end date and provides the highest level of job security.

Fixed-Term Contract

Used for:

- temporary projects;
- seasonal work;
- replacement of absent employees;
- specific assignments.

The contract automatically ends on the agreed date unless renewed.

Seasonal Employment

Common in:

- tourism;
- agriculture;
- hospitality.

These contracts are often valid for several months during the busy season.

Part-Time Employment

Employees work fewer hours than the standard working week.

Part-time employees generally enjoy the same labour rights as full-time employees, proportionate to their working time.

Probation Period

Many employment contracts include a probation period.

The probation period allows both the employer and the employee to assess whether the employment relationship is suitable.

The maximum probation period under Bulgarian law is generally **six months**.

During this period, specific termination rules may apply depending on the contract.

Working Hours

The standard working week in Bulgaria is:

- **40 hours**
- **5 working days**
- **8 hours per day**

Certain industries operate with shift work, including:

- healthcare;
- manufacturing;
- hotels;
- restaurants;
- security services.

Employees should receive information about their working schedule before starting work.

Overtime Work

Sometimes employees may be required to work beyond their normal working hours.

Bulgarian labour legislation regulates overtime and generally requires additional compensation or time off, depending on the circumstances.

Employees should understand:

- when overtime may be required;
- how it is compensated;
- any legal limits that apply.

Salary and Payment

Your contract should clearly specify:

- gross salary;
- payment frequency;
- payment method;
- bonuses;
- additional benefits.

Most employers transfer salaries directly to the employee's bank account once per month.

Always keep your payslips.

Paid Annual Leave

Employees are generally entitled to paid annual leave.

For most full-time employees, the statutory minimum is:

- **20 working days per year**

Some employers offer additional leave as part of their benefits package.

Leave should normally be approved in advance by the employer.

Sick Leave

If you become ill, inform your employer as soon as possible.

A medical certificate issued by an authorised healthcare provider is generally required.

Compensation during sick leave depends on the applicable legal rules and social insurance provisions.

Maternity and Paternity Rights

Bulgarian labour legislation provides protection for employees who become parents.

Eligible employees may benefit from maternity, paternity, and parental leave, subject to the conditions established by law.

Health and Safety at Work

Employers are responsible for providing a safe working environment.

Before starting work, employees usually receive health and safety instruction covering:

- workplace risks;
- emergency procedures;
- protective equipment;
- accident reporting.

Always follow workplace safety rules.

Protection Against Discrimination

Employees are protected against discrimination based on characteristics protected by Bulgarian and European legislation.

Examples include discrimination related to:

- nationality;
- race;
- ethnic origin;
- sex;
- age;
- disability;
- religion;
- sexual orientation.

Every employee has the right to equal treatment in recruitment, employment, promotion, and dismissal.

Ending the Employment Relationship

Employment may end through:

- mutual agreement;

- resignation by the employee;
- termination by the employer;
- expiration of a fixed-term contract;
- retirement;
- other legal grounds.

Notice periods depend on the employment contract and applicable legislation.

Always obtain written confirmation when your employment ends.

Important Documents to Keep

Throughout your employment, keep copies of:

- employment contract;
- additional agreements;
- payslips;
- annual leave approvals;
- medical certificates;
- termination documents;
- employment record documents;
- work permit documents (if applicable).

These documents may be required for future employment or immigration procedures.

Practical Checklist

Before signing your employment contract, confirm that you understand:

☐ Job title

☐ Salary

☐ Working hours

☐ Place of work

☐ Probation period

☐ Paid annual leave

☐ Overtime conditions

☐ Notice period

☐ Benefits

☐ Starting date

☐ Health insurance arrangements

☐ Work permit conditions (if applicable)

Key Takeaways

- Never sign an employment contract without reading it carefully.
- Ensure that all agreed terms are included in writing.
- Keep copies of all employment documents.
- Understand your working hours, salary, and leave entitlements.
- Familiarise yourself with your rights and responsibilities under Bulgarian labour law.

Common Mistakes to Avoid

- Signing a contract without understanding it.
- Accepting verbal promises that are not included in the written contract.
- Failing to keep copies of important documents.
- Ignoring workplace safety instructions.
- Not checking salary and benefits before signing.
- Missing deadlines related to probation or notice periods.

Expert Tip

A written employment contract protects both the employer and the employee. If any clause is unclear, ask for clarification before signing. A reputable employer will always be willing to explain your rights and obligations.

Chapter 8

Work Permits and Residence Permits in Bulgaria

"Obtaining a work permit is not only an administrative requirement—it is the legal foundation that allows you to live and work in Bulgaria with confidence."

Introduction

For many foreign nationals, receiving a job offer is only the beginning of the journey. Before employment can legally begin, it is often necessary to obtain the appropriate work and residence authorisations.

The procedures differ depending on your nationality, the type of work you will perform, and the expected duration of your stay in Bulgaria.

Citizens of the European Union generally enjoy free access to the Bulgarian labour market, while most third-country nationals must complete additional legal and administrative procedures before they can start working.

This chapter explains the different types of permits, the application process, the institutions involved, and the documents you should prepare before moving to Bulgaria.

Who Needs a Work Permit?

Whether you need a work permit depends primarily on your citizenship.

EU, EEA and Swiss Citizens

Citizens of the European Union, the European Economic Area (Iceland, Liechtenstein and Norway), and Switzerland **do not need a work permit** to work in Bulgaria.

They have the right to:

- seek employment;
- accept a job offer;

- work under the same conditions as Bulgarian citizens;
- change employers without obtaining a new work permit.

However, if they intend to stay in Bulgaria for more than three months, they may need to complete residence registration in accordance with Bulgarian immigration rules.

Third-Country Nationals

If you are **not** a citizen of the EU, EEA or Switzerland, you will generally need legal authorisation before starting employment.

In most cases, your future employer begins the procedure by applying for permission to employ a foreign national.

Only after the relevant approvals have been obtained can you apply for the necessary visa or residence permit, depending on your circumstances.

Main Types of Work Authorisation

Several legal pathways allow foreign nationals to work in Bulgaria.

The most common include:

- Single Work and Residence Permit
- EU Blue Card
- Seasonal Work Permit
- Intra-Corporate Transfer (ICT)
- Long-Term Residence with Access to Employment
- Highly Qualified Employment

The appropriate option depends on your qualifications, profession, salary, and the duration of your employment.

Single Work and Residence Permit

Duration of Validity

The Single Work and Residence Permit is generally issued for **up to one year** when granted for the first time. If the employment relationship continues and all legal requirements remain satisfied, it may be **renewed**. Under the current rules, renewals may be granted up to a maximum total period of **three years**. An application for renewal should be submitted **before the permit expires**.

Can the Permit Be Renewed?

Yes.

As long as:

- the employment contract remains valid;
- the employer still wishes to employ the foreign worker;
- the employee continues to meet the legal requirements;
- there are no immigration or labour law violations,

the permit may be renewed. Renewal applications should be filed in advance to avoid interruptions in legal residence or employment.

Can You Change Employer?

This is one of the most important limitations of the Single Permit.

The permit is issued for **a specific employer**, **a specific position**, and **a specific type of work**. It cannot simply be transferred to another employer. If you receive a better job offer, the new employer must begin a **new application procedure** before you can legally start working for that company.

What Happens If You Resign?

If your employment ends, the legal basis for your Single Permit may also end. In practice, your employer is required to notify the authorities that your employment has terminated. If you wish

to continue living and working in Bulgaria, you should secure a new employer and complete the required legal procedure as soon as possible.

Can Your Family Join You?

Yes.

Depending on your residence status and provided you meet the legal requirements, your spouse and minor children may later apply for **family reunification**. They must follow a separate immigration procedure and submit their own applications.

Path to Long-Term Residence

Legal residence in Bulgaria under a Single Permit may count towards the period required to obtain **long-term resident status**. In general, after **five years of continuous legal residence**, and provided all statutory conditions are met (including limits on absences from Bulgaria), a foreign national may apply for long-term residence. Once granted, a separate work permit is no longer required.

EU Blue Card

The **EU Blue Card** is a combined work and residence permit intended for **highly qualified third-country nationals**. It enables Bulgarian employers to recruit specialists for positions requiring advanced professional knowledge, higher education, or specialised expertise. Unlike the Single Work and Residence Permit, the EU Blue Card is harmonised under European Union legislation and provides additional rights and mobility opportunities within the EU.

Typical professions include:

- Software Engineers
- Artificial Intelligence Specialists
- Data Scientists
- Mechanical Engineers
- Electrical Engineers
- Architects
- Medical Doctors
- Dentists
- Pharmacists

- University Lecturers
- Researchers
- Financial Analysts

Duration of Validity

The EU Blue Card is generally issued for **up to five years**. If the employment contract is shorter than this period, the Blue Card is usually issued for the duration of the contract plus an additional period provided by law, within the applicable statutory limits.

Can the Blue Card Be Renewed?

Yes.

If the employment relationship continues and the legal conditions remain fulfilled, the EU Blue Card may be renewed before its expiry. There is no requirement to leave Bulgaria in order to submit a renewal application.

Can You Change Employer?

Yes, but specific rules apply.

During the **first two years**, a Blue Card holder may change employer **only after obtaining written permission from the Bulgarian Employment Agency**.

After this initial period, changing employers becomes significantly easier, provided the new position still qualifies as highly qualified employment.

What Happens If You Lose Your Job?

Losing your job does **not automatically** result in the cancellation of your EU Blue Card.

If you become unemployed, Bulgarian legislation allows you a period to seek new highly qualified employment. The permit will generally not be revoked unless unemployment exceeds the legally permitted period or other statutory conditions are no longer fulfilled.

Can Your Family Join You?

Yes.

One of the major advantages of the EU Blue Card is the possibility of **family reunification**.

Your spouse and minor children may apply to join you in Bulgaria during the validity of your Blue Card, provided the legal requirements are satisfied.

Does It Lead to Long-Term Residence?

Yes.

Time spent legally residing in Bulgaria as an EU Blue Card holder counts towards obtaining **EU long-term resident status**. Generally, after **five years of legal and continuous residence** (subject to the applicable conditions and permitted absences), you may apply for long-term residence.

Main Advantages

Compared with the Single Work and Residence Permit, the EU Blue Card offers:

- longer initial validity;
- greater labour market flexibility;
- simplified family reunification;
- enhanced mobility within the European Union;
- an attractive pathway for highly qualified professionals.

Practical Example

Carlos, a software engineer from Brazil, accepts a position with an international technology company in Sofia. Because his qualifications and salary meet the statutory requirements, the company applies for an EU Blue Card. After two years, Carlos receives an attractive offer from another Bulgarian IT company. He obtains the necessary approval, changes employers and continues working in Bulgaria without leaving the country.

Seasonal Work Permit

The **Seasonal Work Permit** is intended for third-country nationals employed in sectors where labour demand increases during certain periods of the year. It is widely used in tourism, hospitality, agriculture and food processing.

Typical occupations include:

- Hotel Housekeepers
- Waiters
- Bartenders
- Chefs
- Kitchen Assistants
- Receptionists
- Fruit Pickers
- Agricultural Workers
- Greenhouse Employees
- Food Processing Workers

Duration of Validity

A Seasonal Work Permit may authorise employment for **up to nine months within a twelve-month period**, depending on the type and duration of the seasonal employment.

Can It Be Renewed?

Unlike the Single Permit, the Seasonal Work Permit is **temporary**.

It is linked to a specific seasonal activity and expires automatically at the end of the authorised employment period.

If the employer wishes to hire the worker again during a future season, a new application is normally required.

Can You Change Employer?

Yes, but not automatically.

A seasonal worker may change employer **only after obtaining the required approval from the competent Bulgarian authorities**. The new employer must satisfy the legal requirements before employment may begin.

Can Your Family Join You?

Generally, **no**.

Because seasonal employment is temporary, this permit is **not intended as a route for long-term family settlement** in Bulgaria.

Can It Lead to Long-Term Residence?

Not directly.

Since seasonal work is temporary by nature, time spent under a Seasonal Work Permit generally does **not** provide the same pathway to long-term residence as the Single Permit or the EU Blue Card.

Workers who later receive a long-term employment offer may apply for a different immigration status if they satisfy the legal requirements.

Main Advantages

- relatively fast procedure;
- ideal for short-term employment;
- suitable for tourism and agriculture;
- opportunity to gain international work experience.

Practical Example

Fatima from Morocco signs a seven-month contract with a ski resort near Bansko as a hotel housekeeper. After the employer receives approval, she is granted a Seasonal Work Permit and works legally throughout the winter season. When the season ends, the permit expires automatically.

Intra-Corporate Transfer (ICT) Permit

The **Intra-Corporate Transfer (ICT) Permit** allows multinational companies established outside the European Union to temporarily transfer managers, specialists and trainee employees to a branch or subsidiary in Bulgaria. Unlike other work permits, the employee remains part of the same international corporate group throughout the assignment.

Who Can Apply?

The ICT Permit is available only to employees transferred within the same multinational group.

It applies to:

- Senior Managers
- Specialists
- Graduate Trainees

Before the transfer, the employee must generally have worked for the sending company for a minimum period prescribed by law (normally **12 months for managers and specialists, and 6 months for trainees**).

Duration of Validity

The maximum validity depends on the employee's role:

- **Managers:** up to **3 years**
- **Specialists:** up to **3 years**
- **Graduate Trainees:** up to **1 year**

Can the ICT Permit Be Renewed?

The permit may be extended where the legal conditions continue to be met, **but only within the maximum periods permitted by law**. It is not intended as a permanent immigration route.

Can You Change Employer?

No.

The ICT Permit is issued **exclusively for the receiving company or companies within the same corporate group**.

You cannot use it to accept employment with an unrelated Bulgarian employer.

If you wish to work for another company, you must apply under a different immigration and employment regime.

Can Your Family Join You?

Yes.

Subject to the applicable legal conditions, your spouse and minor children may apply for residence in Bulgaria through the family reunification procedure. Family members may also obtain access to the Bulgarian labour market under the conditions established by law.

Does It Lead to Long-Term Residence?

Not automatically.

The ICT Permit is designed for **temporary assignments**. Employees who later wish to remain in Bulgaria on a long-term basis will generally need to change to another residence status if they meet the relevant legal requirements.

Main Advantages

- ideal for multinational companies;
- simplified transfer of experienced staff;
- no need to recruit a new employee locally;
- facilitates international business operations;
- enables mobility within the same corporate group in the EU under certain conditions.

Practical Example

A Japanese automotive manufacturer transfers its Production Manager to its Bulgarian factory for three years to oversee the launch of a new production line. Because he remains employed by the same multinational group, the company applies for an ICT Permit rather than a standard work permit. After the assignment is completed, he returns to the company's headquarters in Japan.

Who Applies for the Work Permit?

In most cases, the employer initiates the employment authorisation procedure.

The employer is generally responsible for submitting the required documentation to the competent Bulgarian authorities.

The employee must provide the requested personal documents and cooperate throughout the process.

Documents Commonly Required

Although requirements vary depending on the type of permit, applicants are commonly asked to provide:

- valid passport;
- passport photographs;
- employment contract or job offer;
- educational diplomas;
- professional qualifications;
- curriculum vitae;
- criminal record certificate (where required);
- medical insurance (where applicable);
- proof of accommodation (in some cases);
- completed application forms.

Documents issued abroad may need to be translated into Bulgarian and legalised or apostilled, depending on the issuing country.

The Application Process

The procedure usually follows these steps.

Step 1 – Receive a Job Offer

The employer decides to hire a foreign national.

Step 2 – Employer Initiates the Procedure

The employer prepares and submits the required documentation.

Step 3 – Approval by the Competent Authorities

The competent Bulgarian authorities review the application and determine whether the legal requirements are met.

Step 4 – Visa Application (if applicable)

If required, the employee applies for the appropriate long-stay visa through the Bulgarian diplomatic mission in their country of residence.

Step 5 – Entry into Bulgaria

After obtaining the necessary visa, the employee may travel to Bulgaria.

Step 6 – Residence Permit

After arrival, the employee completes the residence permit procedure where required.

Step 7 – Start Employment

Employment begins only after all applicable legal requirements have been fulfilled.

Processing Times

Processing times vary depending on:

- permit type;
- completeness of documentation;
- nationality;
- workload of the competent authorities.

Applicants should begin preparations well before their planned starting date.

Your Rights After Receiving a Permit

Once all legal requirements have been fulfilled, you may generally:

- live legally in Bulgaria;
- work for the authorised employer;
- receive salary and social security coverage;
- access healthcare according to the applicable rules;
- open a bank account;
- rent accommodation.

Always comply with the conditions attached to your permit.

Changing Employers

A work authorisation is often linked to a specific employer.

If you wish to change jobs, additional procedures or approvals may be required before starting employment with the new employer.

Never assume that an existing permit automatically allows you to work for a different company.

Family Members

Certain categories of foreign workers may later apply for family reunification.

Eligible family members may include:

- spouse;
- minor children;
- other relatives where permitted by law.

Separate legal procedures apply.

Reasons Why Applications May Be Delayed or Refused

Applications may encounter delays or be refused because of:

- incomplete documentation;
- inaccurate information;
- missing translations;
- expired documents;
- failure to satisfy legal requirements;
- employer non-compliance.

Careful preparation significantly reduces the risk of delays.

Practical Checklist

Before beginning the application process, make sure you have:

☐ Valid passport

☐ Signed employment contract or job offer

☐ Educational diplomas

☐ Professional certificates

☐ Passport photographs

☐ Criminal record certificate (if required)

☐ Health insurance (where applicable)

☐ Certified translations

☐ Apostille or legalisation (if required)

☐ Copies of all submitted documents

Key Takeaways

- The required procedure depends on your nationality and employment type.
- Most third-country nationals require work and residence authorisation.
- Employers usually initiate the employment procedure.
- Prepare your documents carefully before applying.
- Never begin working before receiving the necessary legal authorisation.

Common Mistakes to Avoid

- Travelling to Bulgaria without understanding the correct immigration procedure.
- Assuming every permit allows employment with any employer.
- Submitting incomplete documentation.
- Ignoring translation or legalisation requirements.
- Missing application deadlines.
- Starting work before obtaining the required authorisation.

Expert Tip

Keep both digital and paper copies of every document you submit during the immigration process, including application forms, translations, receipts, and official correspondence. These records can save considerable time if additional information is requested or if you need to renew or amend your permit in the future.

Chapter 9

Visa D and Residence Permit

"Receiving a work permit is only one part of the immigration process. To live and work legally in Bulgaria for an extended period, most third-country nationals must also obtain a Type D visa and a residence permit."

Introduction

Receiving approval to work in Bulgaria is an important achievement, but it does not automatically give you the right to enter, reside, and remain in the country for a long period.

For most third-country nationals, the next stage involves obtaining a **Type D Visa**, travelling to Bulgaria, and applying for a **Residence Permit**. These procedures are governed by the Foreigners in the Republic of Bulgaria Act and related legislation.

Understanding the sequence of these steps is essential. Many applicants mistakenly believe that a work permit alone allows them to relocate immediately. In reality, the work permit is only one element of the immigration process. In most cases, employment may begin only after all legal requirements relating to entry and residence have been fulfilled.

This chapter explains the purpose of the Type D Visa, the residence permit procedure, the documents required, the authorities involved, and the rights and obligations that arise once you become a legal resident of Bulgaria.

The Immigration Process at a Glance

For most third-country nationals, the process follows these steps:

1. Receive a job offer from a Bulgarian employer.
2. The employer obtains the required work authorisation.
3. Apply for a **Type D Visa** at the Bulgarian embassy or consulate.
4. Travel to Bulgaria.
5. Apply for a residence permit.
6. Receive your Bulgarian residence card.
7. Begin living and working legally in Bulgaria.

Although the exact procedure may vary depending on the immigration category, this sequence applies to the majority of employees relocating to Bulgaria.

What Is a Type D Visa?

A **Type D Visa** is a long-stay visa that allows a foreign national to enter Bulgaria for the purpose of obtaining long-term or permanent residence.

Unlike a short-stay Schengen or tourist visa, a Type D Visa is specifically intended for individuals who plan to remain in Bulgaria for an extended period. It is the legal bridge between receiving permission to work and obtaining a Bulgarian residence permit.

A Type D Visa **does not replace** a residence permit. Instead, it enables you to enter Bulgaria and complete the residence procedure after arrival.

Who Needs a Type D Visa?

In most cases, a Type D Visa is required for **third-country nationals** who intend to live and work in Bulgaria for more than 90 days.

Typical applicants include:

- employees with a Single Work and Residence Permit;
- EU Blue Card holders;
- intra-corporate transferees;
- researchers;
- students;
- investors;
- family members applying for family reunification.

Citizens of the European Union, the European Economic Area (EEA), and Switzerland do not require a Type D Visa to enter or work in Bulgaria.

Validity of the Type D Visa

A Type D Visa is generally issued for **up to six months**, depending on the legal basis for the application. It normally allows one or more entries into Bulgaria during its period of validity.

It is important to understand that the visa itself is **not intended for long-term residence**. Its primary purpose is to allow the holder to enter Bulgaria and apply for a residence permit before the visa expires.

For this reason, applicants should begin the residence permit procedure promptly after arriving in Bulgaria.

Where Do You Apply?

Applications for a Type D Visa must generally be submitted **in person** at the Bulgarian embassy or consulate responsible for the applicant's country of citizenship or lawful residence.

As a general rule, applications cannot be submitted after arriving in Bulgaria with a tourist visa or under a visa-free regime. The correct immigration procedure should be followed from the outset.

Applicants are advised to check the website of the relevant Bulgarian diplomatic mission for appointment requirements, office hours, and local procedures.

Documents Required for a Type D Visa

The exact documentation depends on the legal basis for the application. However, applicants are commonly required to provide:

- a valid passport;
- a completed visa application form;
- recent passport-sized photographs;
- proof of the legal ground for residence (such as a work permit or approval);
- an employment contract or job offer, where applicable;
- proof of accommodation in Bulgaria;
- evidence of sufficient financial means, where required;
- medical insurance valid for the period before joining the Bulgarian healthcare system;
- a criminal record certificate, where required by law.

Documents issued abroad may need to be **translated into Bulgarian**, legalised, or accompanied by an **Apostille**, depending on the country of origin.

The Visa Application Process

The procedure usually includes the following steps:

Step 1 – Prepare the Required Documents

Ensure that all documents are complete, translated where necessary, and valid.

Step 2 – Book an Appointment

Most Bulgarian embassies require applicants to schedule an appointment in advance.

Step 3 – Submit the Application

Applications are normally submitted in person. During the appointment, embassy staff verify the documents and collect the applicable fees.

Step 4 – Attend an Interview (if required)

Some applicants may be asked additional questions regarding the purpose of their stay, employment, qualifications, or accommodation.

Step 5 – Wait for a Decision

The application is reviewed by the competent Bulgarian authorities. Processing times vary depending on the case and the country in which the application is submitted.

Step 6 – Collect the Visa

If approved, the visa is placed in your passport, allowing you to travel to Bulgaria within its validity period.

Travelling to Bulgaria

Before travelling, ensure that you carry the following documents in your hand luggage:

- passport with the Type D Visa;
- copy of your employment contract;
- work permit approval (if applicable);
- proof of accommodation;
- health insurance documents;

- contact details of your employer;
- copies of all supporting documents.

Border officials may ask to see documents confirming the purpose of your visit.

Applying for a Residence Permit

After entering Bulgaria, you must apply for a residence permit within the period prescribed by law.

Applications are generally submitted to the **Migration Directorate** of the Ministry of Interior or to the relevant regional Migration Office, depending on your place of residence.

During the application process, you may be required to:

- submit original documents;
- provide biometric data;
- pay the applicable government fees;
- present proof that the legal conditions for residence continue to be met.

The Bulgarian Residence Card

Once your application has been approved, you will receive a **Bulgarian Residence Card**.

This card serves as your official identity document while residing in Bulgaria.

It typically contains:

- your full name;
- photograph;
- date of birth;
- nationality;
- personal identification number (where applicable);
- type of residence;
- validity period;
- biometric information.

You should keep your residence card safe and carry it whenever required by law.

Renewing Your Residence Permit

Residence permits are issued for a limited period and must be renewed before they expire.

Applications for renewal should be submitted sufficiently in advance to avoid interruptions in your legal status.

The renewal procedure generally requires:

- a valid passport;
- a valid employment relationship or other legal ground for residence;
- updated supporting documents;
- payment of the applicable fees.

Failure to renew your permit on time may result in administrative complications or loss of legal residence.

What Happens If Your Residence Card Is Lost or Stolen?

If your residence card is lost, stolen, or damaged, you should report the incident immediately to the competent Bulgarian authorities.

You will normally be required to:

- report the loss;
- complete a declaration;
- submit an application for a replacement card;
- provide updated photographs or biometric data if requested;
- pay the replacement fee.

Until a replacement card is issued, keep any documents confirming that you have reported the loss.

Your Rights as a Residence Permit Holder

A valid residence permit generally allows you to:

- reside legally in Bulgaria;
- work in accordance with your employment authorisation;
- rent accommodation;
- open a bank account;
- obtain a Bulgarian mobile phone contract;
- register with healthcare services, where eligible;
- enrol children in school, where applicable;
- travel under the conditions permitted by Bulgarian and EU law.

Always remember that some rights depend on the specific type of residence permit you hold.

Your Responsibilities

Holding a residence permit also carries legal obligations.

You should:

- comply with Bulgarian laws;
- notify the authorities of changes where required;
- keep your passport and residence card valid;
- renew your permit before it expires;
- work only within the conditions authorised by your permit;
- keep copies of important immigration documents.

Failure to comply with these obligations may affect your right to remain in Bulgaria.

Practical Checklist

Before leaving your home country:

☐ Passport valid for the required period

☐ Type D Visa issued

☐ Employment documents

☐ Health insurance

☐ Accommodation arranged

☐ Copies of all important documents

After arriving in Bulgaria:

☐ Apply for your residence permit

☐ Provide biometric data

☐ Receive your residence card

☐ Register your address (if required)

☐ Open a bank account

☐ Begin employment

Key Takeaways

- A work permit and a Type D Visa are different legal documents.
- Most third-country nationals require a Type D Visa before relocating to Bulgaria.
- A residence permit must usually be obtained after arrival.
- Apply for renewals before your current permit expires.

Common Mistakes to Avoid

- Travelling without all supporting documents.
- Delaying the residence permit application after arrival.
- Allowing your residence permit to expire.
- Failing to report changes of address or the loss of your residence card.

Expert Tip

Create both a digital and a printed file containing your passport, Type D Visa, work permit, residence card, employment contract, health insurance, and all official correspondence. Having immediate access to these documents will make future renewals, administrative procedures, and travel significantly easier.

Chapter 10

Your First Month in Bulgaria

"The first month in a new country can be both exciting and challenging. Completing a few important administrative tasks early will help you settle quickly and focus on your new job and life in Bulgaria."

Introduction

Congratulations on your arrival in Bulgaria!

Whether you have relocated independently or through an employer, your first month is an important transition period. During this time, you will complete several administrative procedures, adapt to your workplace, and begin building your new daily routine.

Many newcomers are surprised by the number of practical matters that need attention during the first weeks. Opening a bank account, registering with healthcare services, arranging accommodation, obtaining a Bulgarian phone number, and understanding local transportation are all essential steps.

This chapter provides a practical guide to help you settle comfortably and confidently.

Your First Week Checklist

During your first week, you should try to complete the following tasks:

☐ Collect your Residence Card

☐ Register your address

☐ Sign all employment documents

☐ Open a Bulgarian bank account

☐ Obtain a Bulgarian SIM card

☐ Learn how to travel to work

☐ Familiarise yourself with your neighbourhood

☐ Save emergency telephone numbers

Finding Accommodation

Finding suitable accommodation is one of your first priorities after arriving in Bulgaria. While some employers provide housing, many employees choose to rent an apartment independently.

The rental market varies considerably depending on the city. Sofia, Plovdiv, Varna and Burgas generally offer the largest selection of apartments, while smaller towns usually have fewer options and lower rental prices.

Most landlords require:

- one month's rent in advance;
- a security deposit (usually equal to one month's rent);
- proof of identity;
- in some cases, proof of employment.

Before signing a tenancy agreement, always clarify:

- whether utility bills are included;
- the amount of the security deposit;
- the minimum rental period;
- whether pets are allowed;
- whether the apartment is fully furnished.

Request a written rental agreement and keep a signed copy for your records.

Popular Property Websites in Bulgaria

The following websites are among the most widely used for finding apartments to rent in Bulgaria:

Website	Description
Imot.bg	Bulgaria's largest property portal, offering thousands of apartments, houses and commercial properties for rent and sale throughout the

Website	Description
	country.
Imoti.net	One of the oldest real estate websites in Bulgaria with listings from both agencies and private landlords.
Homes.bg	A comprehensive property portal featuring residential and commercial properties across Bulgaria.
Address.bg	Website of Address Real Estate, one of Bulgaria's largest real estate agencies, offering professional assistance for tenants and buyers.
Yavlena.com	Nationwide real estate agency with offices throughout Bulgaria and a large portfolio of rental properties.
OLX.bg	Popular classified advertisements website where many private landlords advertise apartments directly. Always exercise caution when dealing with private listings.
Facebook Marketplace & Local Facebook Groups	Many landlords advertise rental properties in Facebook groups dedicated to specific cities or neighbourhoods. Verify the identity of the landlord before making any payment.

Renting an Apartment

When renting privately, you will usually be asked to provide:

- your passport;
- residence permit (if available);
- employment contract;
- security deposit;
- first month's rent.

Always request a written rental agreement.

Before signing, check:

- monthly rent;
- deposit amount;
- utility costs;
- internet availability;
- heating system;
- furniture and appliances.

Take photographs of the property before moving in.

Working with a Real Estate Agency

If you are unfamiliar with Bulgaria or do not speak Bulgarian, using a licensed real estate agency can make the rental process much easier.

An agency can assist you with:

- finding suitable properties;
- arranging viewings;
- negotiating rental terms;
- preparing the tenancy agreement;
- communicating with the landlord;
- explaining local rental practices.

Many agencies charge a commission, which is often equivalent to **50% to 100% of one month's rent**, although this varies depending on the agency and the services provided.

Warning: Avoid Rental Scams

Unfortunately, rental scams exist in every country, including Bulgaria.

To protect yourself:

- Never send money before viewing the property.
- Never transfer a deposit to a landlord you have not met or verified.
- Be cautious if the advertised rent is significantly below the market price.
- Verify that the person renting the property is authorised to do so.
- Always sign a written tenancy agreement.
- Request receipts or proof of payment for all deposits and rent.

If something seems too good to be true, it probably is.

□ Expert Tip

If you have recently arrived in Bulgaria and do not speak Bulgarian, consider booking temporary accommodation (such as a hotel or serviced apartment) for your first week. This will give you enough time to visit several apartments in person and choose the one that best suits your needs, rather than renting a property based only on online photographs.

Opening a Bank Account

Most Bulgarian employers pay salaries directly into a bank account.

To open an account, banks usually require:

- passport;
- residence card or residence permit;
- proof of address (sometimes);
- employment contract (occasionally).

Several banks offer online banking in English.

Popular banks include:

- DSK Bank
- UniCredit Bulbank
- United Bulgarian Bank (UBB)
- Postbank
- Fibank

Compare:

- monthly account fees;
- debit card charges;
- English-language customer support.

Receiving Your Salary

Most employees receive their salary once per month.

Your salary is usually transferred directly to your Bulgarian bank account.

Together with your salary, you should receive a payslip showing:

- gross salary;
- income tax;
- social security contributions;
- health insurance contributions;
- net salary.

Always keep copies of your payslips.

Registering with the National Revenue Agency (NRA)

In most cases, your employer registers you with the Bulgarian authorities before you start work.

However, it is useful to understand that your employer is responsible for declaring your employment and paying the required taxes and social security contributions.

If you perform freelance or self-employed work in Bulgaria, different registration rules apply.

Healthcare Registration

Access to healthcare is one of the most important aspects of living and working in Bulgaria. Fortunately, employees working under a legal employment contract are generally covered by the Bulgarian public healthcare system through mandatory health insurance contributions paid by both the employer and the employee.

Once you are registered for health insurance, you can access a wide range of medical services provided by the National Health Insurance Fund (NHIF), including visits to general practitioners, specialist consultations, hospital treatment under certain conditions, laboratory tests, and prescribed medicines covered by the public health system.

Understanding how the healthcare system works will help you receive medical care quickly whenever you need it.

How Does the Bulgarian Healthcare System Work?

The Bulgarian healthcare system consists of two main sectors:

Public Healthcare

Most employees are covered by the public healthcare system through mandatory monthly health insurance contributions deducted automatically from their salary.

Public healthcare provides access to:

- General Practitioner (GP) services;
- specialist consultations (with a referral, where required);
- diagnostic examinations;

- laboratory tests;
- hospital treatment covered by the National Health Insurance Fund;
- maternity care;
- emergency medical treatment.

Although many services are covered, some procedures, medical devices, and medicines may require additional payment.

Private Healthcare

Many foreigners also choose to use private medical clinics.

Private healthcare usually offers:

- shorter waiting times;
- English-speaking doctors;
- flexible appointment schedules;
- modern facilities;
- direct access to specialists without a referral.

Private consultations are paid by the patient unless covered by private health insurance.

Registering with the National Health Insurance Fund (NHIF)

If you are employed under a Bulgarian employment contract, your employer is generally responsible for registering you for social security and health insurance and for paying the required monthly contributions.

Once your registration becomes active, you gain access to healthcare services covered by the National Health Insurance Fund (NHIF).

If you are uncertain whether your health insurance is active, you can ask your employer's Human Resources department or verify your status through the appropriate government services.

Choosing a General Practitioner (GP)

One of your first priorities after obtaining health insurance should be selecting a **General Practitioner (GP)**, also known as a family doctor.

Your GP will become your primary healthcare provider and your first point of contact whenever you need medical assistance.

A GP can:

- perform routine medical examinations;
- diagnose common illnesses;
- prescribe medication;
- issue medical certificates;
- provide sick leave certificates when appropriate;
- refer you to medical specialists;
- arrange laboratory tests and diagnostic examinations.

Choosing a GP close to your home or workplace can make future appointments much more convenient.

How to Register with a GP

To register with a GP, you will usually need:

- your passport or residence card;
- proof of health insurance, if requested;
- your personal identification number (where applicable);
- a completed patient registration form provided by the medical practice.

Some medical practices may limit the number of patients they accept, so you may need to contact several clinics before making your choice.

If you later decide to change your GP, Bulgarian regulations allow patients to do so under specific conditions and during designated registration periods.

Making a Medical Appointment

Appointments can usually be arranged:

- by telephone;
- online (if the clinic offers online booking);
- in person at the medical practice.

When making an appointment, be prepared to provide:

- your name;
- your personal identification details;
- a brief description of your symptoms;
- your preferred appointment date.

If you require an English-speaking doctor, ask this when scheduling the appointment.

Visiting a Medical Specialist

In many cases, you will first visit your GP.

If additional examination is required, your GP may issue a referral to a specialist such as:

- cardiologist;
- dermatologist;
- orthopaedic surgeon;
- neurologist;
- ophthalmologist;
- endocrinologist;
- gastroenterologist.

Without a referral, consultations with specialists may need to be paid privately.

Prescriptions and Pharmacies

When medication is required, your doctor may issue either:

- an electronic prescription; or

- another legally recognised prescription format, depending on the applicable system and medical practice.

Medicines can be purchased from licensed pharmacies throughout Bulgaria.

Some medicines are:

- fully covered by the National Health Insurance Fund;
- partially reimbursed;
- paid entirely by the patient.

Pharmacists can explain how and when to take your medication, but always follow your doctor's instructions.

Hospital Treatment

If hospital care is necessary, your GP or specialist may arrange your admission.

Public hospitals provide treatment covered by the National Health Insurance Fund for insured patients under the applicable conditions.

Private hospitals are also available and generally provide:

- shorter waiting times;
- private rooms;
- wider choice of specialists;
- additional comfort.

However, treatment in private hospitals may involve additional costs.

Emergency Medical Care

In a medical emergency, call:

112

The emergency operator can dispatch:

- an ambulance;
- the police;

- the fire service.

Emergency medical treatment is available regardless of nationality, although payment obligations may depend on your health insurance status and the type of treatment provided.

Dental Care

Dental treatment in Bulgaria is provided by both public and private dentists.

Some basic dental services may be partially covered by the public healthcare system for insured patients, while many procedures—including cosmetic treatments—are paid privately.

Before beginning treatment, ask for an estimate of the costs.

Private Health Insurance

Some employers provide additional private health insurance as an employee benefit.

Private insurance may include:

- access to private hospitals;
- specialist consultations without referrals;
- annual health check-ups;
- dental care;
- physiotherapy;
- diagnostic imaging.

If your employer offers private health insurance, ask your HR department what services are included.

Keep Your Medical Documents

Maintain copies of important medical documents, including:

- health insurance documents;
- medical reports;
- prescriptions;

- vaccination records;
- laboratory test results;
- hospital discharge summaries;
- private insurance policies.

Having these documents organised will make future medical treatment much easier, especially if you change doctors or employers.

Practical Checklist

After arriving in Bulgaria:

☐ Confirm that your health insurance is active.

☐ Choose a General Practitioner (GP).

☐ Register with your GP.

☐ Locate the nearest hospital and pharmacy.

☐ Save the emergency number (112) in your phone.

☐ Check whether your employer provides private health insurance.

☐ Keep copies of all medical documents.

Expert Tip

Ask your employer whether they have contracts with private medical centres as part of their employee benefits package. Many companies in Bulgaria provide supplementary private healthcare, allowing employees to see specialists more quickly while still remaining covered by the public healthcare system.

Obtaining a Bulgarian SIM Card

Having a Bulgarian phone number makes everyday communication much easier.

The largest mobile operators are:

- A1 Bulgaria
- Yettel Bulgaria
- Vivacom

You can choose between:

- prepaid cards;
- monthly subscriptions;
- unlimited mobile internet plans.

Bring your passport when purchasing a SIM card.

Public Transport

Bulgaria has a well-developed public transportation network, particularly in larger cities such as Sofia, Plovdiv, Varna, Burgas, and Ruse. Public transport is generally reliable, affordable, and widely used by both residents and foreign workers.

Depending on the city, public transport may include:

- buses;
- metro;
- trams;
- trolleybuses.

Using public transport is often the most convenient and economical way to commute to work, especially during the first months after arriving in Bulgaria.

Public Transport in Sofia

Sofia has the country's largest public transportation network, operated by the Sofia Urban Mobility Centre.

The network includes:

- four metro lines connecting many residential areas, business districts, and Sofia Airport;
- an extensive bus network;
- tram routes serving central and suburban neighbourhoods;
- trolleybus services.

The Sofia Metro is one of the fastest ways to travel across the city, helping passengers avoid heavy road traffic during peak hours.

Public Transport in Other Cities

Other major Bulgarian cities also have well-developed public transport systems.

For example:

- **Plovdiv** relies mainly on buses covering the entire city.
- **Varna** offers buses connecting residential districts, the city centre, beaches, and the airport.
- **Burgas** operates buses and trolleybuses with modern electronic ticketing systems.
- **Ruse**, **Stara Zagora**, and **Pleven** also have reliable urban transport networks.

Although smaller towns may have fewer routes and less frequent services, buses generally connect residential areas with town centres and industrial zones.

Buying Tickets

Ticketing systems vary from city to city.

Depending on the local transport operator, you may be able to purchase tickets:

- directly from the driver;
- from ticket vending machines;
- at kiosks or ticket offices;
- using contactless bank cards;
- through official mobile applications.

Always validate your ticket where required, as ticket inspections are common. Travelling without a valid ticket may result in an administrative fine.

Monthly and Long-Term Travel Cards

If you travel to work every day, purchasing a monthly transport card is usually the most economical option.

Monthly travel cards often provide:

- unlimited travel within selected transport zones;
- significant savings compared with buying individual tickets;
- convenient electronic payment and renewal options.

Employers sometimes reimburse part or all of the commuting costs, so ask your Human Resources department whether this benefit is available.

Mobile Applications

Many public transport operators provide official mobile applications that allow passengers to:

- purchase tickets;
- renew travel cards;
- plan journeys;
- check routes;
- view real-time arrival information.

Navigation applications such as **Google Maps** also provide accurate public transport directions in most Bulgarian cities, making it easy to find the quickest route to work or other destinations.

Taxi Services

Taxis are widely available throughout Bulgaria and can be a convenient option when public transport is unavailable.

To avoid overcharging:

- use licensed taxi companies;
- book through official mobile applications or by telephone;
- ensure that the taximeter is switched on before the journey begins.

Avoid accepting rides from unofficial drivers waiting near airports, railway stations, or tourist attractions.

Ride-Hailing Services

In addition to traditional taxis, ride-hailing applications operate in several Bulgarian cities and can provide a convenient alternative.

These services allow passengers to:

- book a ride through a mobile application;
- view the estimated fare before the journey;
- pay electronically or in cash, depending on the service;
- share their trip details with family or friends for added safety.

Availability may vary depending on the city.

Travelling Between Cities

Bulgaria has an extensive intercity transport network.

You can travel between cities by:

- long-distance buses;
- trains;
- domestic flights (on limited routes).

Long-distance buses are generally the fastest and most widely used option for travel between major cities.

The railway network offers an economical alternative and serves many towns and villages, although journey times may be longer.

Cycling and Walking

Many Bulgarian cities are becoming increasingly pedestrian- and bicycle-friendly.

Several cities have:

- dedicated cycling lanes;
- public parks with walking paths;
- pedestrian city centres;
- bicycle rental services.

For short distances, walking is often the quickest and healthiest option.

Practical Tips

Before travelling regularly, take some time to:

- identify the nearest bus, tram, metro, or trolleybus stop;
- learn the route to your workplace;
- download the official transport app for your city;
- purchase a monthly travel card if you commute daily;
- keep some cash or a bank card available for ticket purchases.

Planning your daily commute in advance will save time and help you arrive at work punctually.

Expert Tip

If you live in Sofia, consider choosing accommodation near a metro station whenever possible. The Sofia Metro is fast, reliable, and largely unaffected by road traffic, making it one of the most efficient ways to commute across the city. Even if your workplace is not directly next to a metro station, combining the metro with a short bus or tram journey can significantly reduce your daily travel time.

Workplace Integration

Starting a new job involves more than learning your duties.

During your first weeks:

- introduce yourself to colleagues;
- ask questions when unsure;
- arrive on time;
- observe workplace culture;
- follow safety procedures;
- participate in team meetings.

Building good relationships with colleagues will make your transition much easier.

Learning Basic Bulgarian

Although English is widely spoken in international companies, basic Bulgarian will make everyday life much easier.

Useful phrases include:

English	Bulgarian
Hello	Zdraveyte
Thank you	Blagodarya
Please	Molya
Yes	Da
No	Ne
Excuse me	Izvinete
Do you speak English?	Govorite li angliyski?
How much is this?	Kolko struva?
I need help.	Imam nuzhda ot pomosht.

Even learning a few expressions shows respect for the local culture.

Emergency Services

The European emergency number is:

112

Use it for:

- police;
- ambulance;
- fire brigade.

Operators can usually communicate in English.

Cultural Tips

Bulgarians generally appreciate:

- punctuality;
- honesty;
- professionalism;
- direct communication;
- respect for personal space.

At work:

- greet your colleagues every morning;
- inform your manager if you will be late;
- avoid discussing sensitive political topics unless you know people well;
- respect workplace hierarchy.

Practical Checklist

Before the end of your first month, make sure you have:

☐ Residence Card

☐ Employment contract

☐ Bulgarian bank account

☐ Bulgarian SIM card

☐ Registered address (if required)

☐ GP registration

☐ Monthly transport card

☐ Rental agreement

☐ Emergency contacts saved

☐ Copies of all important documents

Key Takeaways

- Complete all administrative tasks as early as possible.
- Open a Bulgarian bank account to receive your salary.
- Understand your healthcare and social security rights.
- Learn basic Bulgarian phrases to make daily life easier.
- Build positive relationships with your colleagues and neighbours.
- Keep all important documents organised and accessible.

Common Mistakes to Avoid

- Delaying important registrations.
- Signing a rental agreement without reading it carefully.
- Not keeping copies of contracts and official documents.
- Ignoring workplace rules during the probation period.
- Spending excessively before receiving your first salary.
- Relying entirely on translation apps instead of learning basic Bulgarian.

Expert Tip

Use your first month not only to complete administrative tasks but also to build your personal network. Introduce yourself to colleagues, neighbours, and members of your local community. Many of the best opportunities in Bulgaria—whether professional or personal—come through trusted relationships and recommendations.

Frequently Asked Questions (FAQ)

About Working in Bulgaria

1. Can I work in Bulgaria with a tourist visa?

No. A tourist visa does not grant the right to work in Bulgaria. Before starting employment, you must obtain the appropriate work authorisation and, where required, a Type D Visa and residence permit.

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2. Do all foreigners need a work permit?

No. Citizens of the European Union (EU), the European Economic Area (EEA), and Switzerland generally do not require a work permit to work in Bulgaria. Most third-country nationals, however, must obtain the appropriate work authorisation before commencing employment.

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3. Can I start working while my work permit application is being processed?

Generally, no. In most cases, employment may begin only after the necessary authorisations have been granted and all legal requirements have been fulfilled.

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4. Can I work for more than one employer?

This depends on the type of work authorisation you hold. Some permits are linked to a specific employer and position, while others may allow greater flexibility under certain legal conditions.

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5. What happens if I lose my job?

The consequences depend on your immigration status and the type of permit you hold. In many cases, losing your employment may affect your right to remain in Bulgaria unless you secure new employment and meet the applicable legal requirements.

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6. Can I change my employer?

- **Single Work and Residence Permit** – **No, not automatically.** The permit is issued for a specific employer, position, and type of work. If you wish to change employers, your new employer must submit a **new application** for the appropriate work authorisation before you can legally begin working.
- **EU Blue Card** – **Yes, under certain conditions.** Blue Card holders may change employers, but during the initial period of employment (currently the first **12 months** under the updated Bulgarian rules), the change follows a special procedure that requires the involvement of the Employment Agency and the Migration Directorate. After this initial period, changing employers is generally easier than under a Single Permit.
- **Seasonal Work Permit** – **Yes, but only in limited circumstances.** Bulgarian legislation allows a seasonal worker to change employer **once**, following the prescribed legal procedure and within the maximum authorised seasonal employment period.
- **Intra-Corporate Transfer (ICT)** – **No.** An ICT permit is linked to a transfer within the same multinational corporate group. If you wish to work for a different employer outside that group, you cannot simply transfer the permit. A different immigration and work authorisation procedure will normally be required.

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7. What should I do if my employer violates my employment rights?

If you believe that your employer has violated your employment rights, you should first try to resolve the issue by discussing it directly with your employer or your Human Resources (HR) department.

If the problem cannot be resolved, you may seek assistance from the **General Labour Inspectorate Executive Agency**, which is responsible for monitoring compliance with Bulgarian labour legislation. Depending on the circumstances, you may also seek legal advice or assistance from your trade union, if applicable.

Keep copies of all relevant documents, such as your employment contract, payslips, work schedules, emails, and any other evidence that may support your case.

Bulgarian law protects employees against unlawful employment practices, and foreign workers are generally entitled to the same labour rights and protections as Bulgarian citizens.

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8. Can my employer terminate my employment?

Yes. An employer may terminate an employment contract only in accordance with the conditions and procedures established by the Bulgarian Labour Code.

Depending on the circumstances, the employer may be required to provide prior notice, while in other cases the contract may be terminated immediately if permitted by law.

If your employment is terminated, you should ask your employer for all relevant documents, including your termination order, employment records, and any outstanding salary or compensation to which you are entitled.

If your residence permit is linked to your employment, you should promptly seek advice regarding your immigration status and any steps required to remain legally in Bulgaria.

About Visas and Residence

9. Do I always need a Type D Visa?

Not always. EU, EEA, and Swiss citizens generally do not require a Type D Visa. Most third-country nationals applying for long-term residence do.

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10. How long does a Type D Visa remain valid?

A Type D Visa is generally issued for up to six months, allowing you to enter Bulgaria and complete the residence permit procedure.

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11. Can I enter Bulgaria more than once with a Type D Visa?

The conditions depend on the visa issued. Always check the information printed on your visa sticker regarding the number of permitted entries.

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12. When should I apply for my residence permit?

You should apply as soon as possible after arriving in Bulgaria and within the deadlines established by Bulgarian law.

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13. What happens if my residence permit expires?

If you fail to renew your residence permit before its expiry, you may lose your legal residence status and face administrative consequences. Always begin the renewal procedure well in advance.

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14. What should I do if I lose my residence card?

Report the loss immediately to the competent authorities and apply for a replacement card without delay.

About Healthcare

15. Am I automatically covered by health insurance?

Employees working under a Bulgarian employment contract are generally registered for health insurance by their employer, provided that the required contributions are paid.

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16. How do I choose a General Practitioner (GP)?

You may choose a GP near your home or workplace. You will normally need your identification documents and complete a patient registration form.

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17. Can I visit a specialist directly?

You may do so privately. For services covered by the public healthcare system, a referral from your GP is often required.

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18. Is emergency medical treatment available?

Yes. In an emergency, call **112**, the European emergency number.

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19. Will doctors speak English?

Many doctors in larger cities and private clinics speak English, although this cannot be guaranteed. If language is a concern, ask when making an appointment.

About Banking and Money

20. Can I open a bank account as a foreigner?

Yes. Most banks allow foreign residents to open an account after presenting the required identification documents and proof of legal residence.

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21. How are salaries paid?

Most employers pay salaries by monthly bank transfer directly into a Bulgarian bank account.

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22. Can I use my foreign bank card?

Yes. International debit and credit cards are widely accepted, although transaction fees may apply depending on your bank.

About Accommodation

23. Is employer-provided accommodation common?

It is common in sectors such as tourism, agriculture, manufacturing, and construction, but it depends on the employer.

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24. How much deposit is usually required when renting?

Landlords commonly request a security deposit equivalent to one month's rent, although this may vary.

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25. Should I sign a written rental agreement?

Yes. A written tenancy agreement protects both the tenant and the landlord and is strongly recommended.

About Daily Life

26. Is Bulgaria an expensive country?

Compared with many Western European countries, Bulgaria generally has a lower cost of living. However, expenses vary depending on the city and individual lifestyle.

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27. Can I pay by card everywhere?

Card payments are widely accepted, but it is advisable to carry some cash, especially in smaller towns and local markets.

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28. Do I need to speak Bulgarian?

It is not essential in every workplace, but learning basic Bulgarian will make everyday life considerably easier.

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29. Is public transport reliable?

Yes. Most larger cities have reliable and affordable public transportation systems.

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30. Is Bulgaria a safe country?

Bulgaria is generally considered a safe country to live and work in. As in any country, you should take normal precautions to protect yourself and your personal belongings.

Family and Long-Term Plans

31. Can my family join me?

In many cases, yes. Family reunification is possible under specific legal conditions, depending on your residence status.

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32. Can my children attend school in Bulgaria?

Yes. Children who reside legally in Bulgaria generally have access to education in accordance with Bulgarian legislation.

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33. Can I obtain permanent residence?

Yes, provided you meet the legal requirements. Foreign nationals may become eligible for **long-term or permanent residence** after legally residing in Bulgaria for the period required by Bulgarian law and fulfilling the applicable conditions.

Eligibility depends on factors such as the type of residence permit you hold, the continuity of your legal residence, and compliance with Bulgarian immigration legislation.

If you intend to settle permanently in Bulgaria, it is advisable to plan ahead and ensure that your residence status remains valid throughout the required qualifying period.

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34. Can I eventually apply for Bulgarian citizenship?

Yes, provided you meet the legal requirements. Foreign nationals may apply for Bulgarian citizenship after fulfilling the conditions established by Bulgarian law. These requirements generally relate to the length of legal residence, the type of residence status, good conduct, and other statutory criteria.

Obtaining Bulgarian citizenship is a separate legal procedure and is not automatic after receiving long-term or permanent residence.

If you are considering applying for Bulgarian citizenship, you should consult the competent authorities or a qualified legal professional to ensure that you meet all current eligibility requirements.

General Questions

35. Should I keep copies of my documents?

Absolutely. Keep both digital and printed copies of your passport, visa, residence permit, employment contract, rental agreement, insurance documents, and other important records.

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36. Where can I find official information?

Always rely on official Bulgarian government institutions, the Bulgarian diplomatic missions abroad, and your employer or qualified legal advisers when seeking information about immigration and employment procedures.

Final Advice

Relocating to another country is a major life decision, but with good preparation and reliable information, the process becomes much easier. Keep your documents organised, follow official procedures, ask questions whenever you are unsure, and take the time to learn about Bulgarian culture and everyday life. Your successful integration depends not only on obtaining a job, but also on building a stable, informed, and rewarding life in Bulgaria.

Useful Contacts and Official Institutions

Relocating to a new country often means dealing with various government institutions and administrative procedures. This chapter provides a list of the most important Bulgarian authorities and organisations that foreign workers may need before and after arriving in Bulgaria.

Whenever possible, use the official websites listed below to obtain the most up-to-date information, application forms, and contact details.

Ministry of Interior (MVR)

The Ministry of Interior is responsible for immigration control, residence permits, identity documents, and migration-related administrative procedures.

Typical services include:

- Residence permits
- Residence cards
- Address registration
- Immigration matters
- Replacement of lost residence cards

Website:
https://www.mvr.bg

Migration Directorate

The Migration Directorate is a specialised department of the Ministry of Interior responsible for processing applications submitted by foreign nationals residing in Bulgaria.

You may need to contact the Migration Directorate for:

- Residence permit applications
- Permit renewals
- Family reunification
- Long-term residence
- Immigration status enquiries

Website:
https://migration.mvr.bg

Employment Agency

The Employment Agency regulates access to the Bulgarian labour market for foreign nationals and processes many employment authorisation procedures.

Its responsibilities include:

- Work permit procedures
- Labour market approvals
- Employment programmes
- Labour market information
- Official job vacancies

Website:
https://www.az.government.bg

Ministry of Foreign Affairs

Bulgarian embassies and consulates abroad process Type D Visa applications and provide consular assistance.

Website:
https://www.mfa.bg

National Revenue Agency (NRA)

The National Revenue Agency administers taxes and social security contributions.

Foreign employees may need the NRA for:

- Tax registration
- Social security records
- Income information
- Tax certificates

Website:
https://www.nra.bg

National Health Insurance Fund (NHIF)

The National Health Insurance Fund administers Bulgaria's public healthcare insurance system.

Website:
https://www.nhif.bg

General Labour Inspectorate

The General Labour Inspectorate protects employees' labour rights and monitors compliance with Bulgarian labour legislation.

You may contact the Inspectorate if you experience:

- Unpaid salaries
- Illegal employment
- Unsafe working conditions
- Labour law violations
- Employment disputes

Website:
https://www.gli.government.bg

Bulgarian Embassies and Consulates

Before travelling to Bulgaria, you should contact the Bulgarian embassy or consulate responsible for your country of citizenship or legal residence.

Embassies provide:

- Type D Visa applications
- Consular assistance
- Information about required documents
- Appointment scheduling

Embassy directory:
https://www.mfa.bg/en/embassies

Emergency Services

If you require urgent assistance while in Bulgaria, use the following emergency numbers:

Service	Number
European Emergency Number	**112**
Police	**112**
Ambulance	**112**
Fire Brigade	**112**

The European emergency number **112** is available free of charge throughout Bulgaria and can be used from both mobile and landline telephones.

Useful Online Resources

The following websites provide reliable information for foreign workers living and working in Bulgaria.

Organisation	Website
Ministry of Interior	https://www.mvr.bg
Migration Directorate	https://migration.mvr.bg
Employment Agency	https://www.az.government.bg
Ministry of Foreign Affairs	https://www.mfa.bg
National Revenue Agency	https://www.nra.bg
National Health Insurance Fund	https://www.nhif.bg
General Labour Inspectorate	https://www.gli.government.bg
EURES	https://eures.europa.eu
Jobs.bg	https://www.jobs.bg
Zaplata.bg	https://www.zaplata.bg

Practical Tip

Before travelling to Bulgaria, save the websites and telephone numbers of the institutions most relevant to your situation. Keeping digital copies of important contact details on your phone can save valuable time if you need assistance with your visa, residence permit, employment, healthcare, or other administrative matters.

Appendix A – Useful Contacts and Official Websites

Това ще бъде една от най-полезните части.

Например:

Institution	Purpose
Ministry of Interior (Migration Directorate)	Residence permits
Employment Agency	Work permits
General Labour Inspectorate	Labour rights
National Revenue Agency (NRA)	Taxes and social security
National Health Insurance Fund (NHIF)	Healthcare
Ministry of Foreign Affairs	Bulgarian embassies
Emergency Number 112	Police, Fire, Ambulance

- официалните сайтове.

Appendix B – Useful Bulgarian Phrases

Не речник, а изрази, които човек ще използва ежедневно.

Например:

At Work

- Good morning.
- Thank you.
- I have a question.
- Could you help me?
- I don't understand.
- Could you repeat that?

At the Doctor

- I need a doctor.
- I have a fever.

- I need a prescription.
- Where is the nearest pharmacy?

At the Bank

- I would like to open a bank account.
- I forgot my PIN.
- Can I pay by card?

At the Municipality

- I have an appointment.
- Where should I submit my documents?
- I need a certificate.

Appendix C – Important Documents Checklist

Една страница с checklist.

Example:

□ Passport

□ Visa D

□ Residence Permit

□ Employment Contract

□ Health Insurance

□ Bank Account

□ Tax Number (if applicable)

□ Rental Agreement

□ Copies of all documents

Appendix D – Sample Employment Contract

Не целият договор.

Само пример как изглежда.

С обяснения:

Employer

Employee

Position

Salary

Working Hours

Paid Leave

Notice Period

Probation

Signatures

Appendix E – Moving to Bulgaria Timeline

Много практично.

Before Arrival

✔ Find a job

✔ Sign employment contract

✔ Apply for Visa D

✔ Prepare documents

First Week

✔ Register address

✔ Apply for residence permit

✔ Open bank account

✔ Buy SIM card

Important: Immigration and labour legislation may change over time. Always verify the latest requirements with the competent Bulgarian authorities or seek professional legal advice before making decisions regarding your visa, residence status, or employment.

Final Words

Relocating to another country is a significant life decision that involves much more than obtaining a visa or signing an employment contract. It is about building a secure future, creating new opportunities, and starting a new chapter with confidence.

Throughout this guide, we have shared practical information to help you understand the process of finding employment, obtaining the necessary work and residence authorisations, and settling successfully in Bulgaria. We hope this book has become a valuable resource that will support you every step of the way.

However, every relocation journey is unique. Depending on your personal circumstances, you may need professional guidance to navigate legal requirements, prepare documentation, communicate with Bulgarian institutions, or resolve complex immigration and employment matters.

If you require personalised assistance, our team is ready to help.

At **Personal Bulgaria Ltd.**, we provide comprehensive consulting services for foreign workers, employers, investors, and businesses relocating to Bulgaria. Our multidisciplinary team includes experienced consultants and a qualified lawyer, allowing us to offer practical, coordinated support throughout the entire relocation process.

Our services include:

- International recruitment and employer support;
- Work permit and residence permit applications;
- Visa D application assistance;
- Immigration and relocation consulting;
- Legal assistance in immigration and employment matters;
- Company registration and business consulting;
- Investment support and market entry services;
- Ongoing assistance after your arrival in Bulgaria.

Our mission is simple: **to make your relocation to Bulgaria as smooth, efficient, and successful as possible.**

Whether you are looking for employment, planning to establish a business, or seeking long-term residence in Bulgaria, we are committed to providing professional, reliable, and personalised support tailored to your needs.

Need Professional Assistance?

Navigating immigration procedures, work permits, residence applications, and relocation requirements can sometimes be challenging. While many people successfully complete the process independently, professional guidance can help save time, reduce administrative delays, and avoid costly mistakes.

If you need personalised support, **Personal Bulgaria Ltd.** offers comprehensive consulting services for both foreign workers and employers seeking to recruit international talent in Bulgaria.

Our Services

We provide assistance with:

- International recruitment and workforce solutions
- Work permit applications
- Single Work and Residence Permit procedures
- EU Blue Card applications
- Type D Visa guidance
- Residence permit applications and renewals
- Family reunification procedures
- Employer compliance and immigration support
- Business registration and investment consulting
- Relocation and settlement assistance

Whether you are an individual planning to build your career in Bulgaria or an employer looking to hire international professionals, our experienced team can guide you through every stage of the process.

Why Choose Personal Bulgaria?

- Extensive experience in international recruitment and labour mobility
- Practical knowledge of Bulgarian immigration and employment procedures
- Individual approach tailored to every client
- Professional support throughout the entire process
- Clear communication and transparent guidance

Our goal is to make your transition to Bulgaria as smooth, efficient, and stress-free as possible.

Contact Us

Personal Bulgaria Ltd.
International Recruitment, Immigration & Business Consulting

In cooperation with an experienced Bulgarian law firm.

 Email: info@personalbulgaria.eu

 Website: https://www.personalbulgaria.eu

Thank you for choosing this guide.

We wish you every success in your career, your relocation, and your new life in Bulgaria.

We look forward to welcoming you to Bulgaria and helping you turn your plans into reality.

Disclaimer: This book is intended for informational purposes only and does not constitute legal advice. Although every effort has been made to ensure the accuracy of the information at the time of publication, immigration and labour legislation may change. Readers are encouraged to verify current requirements with the competent Bulgarian authorities or seek professional advice where appropriate.