

Bulgaria is a country in southeastern Europe that borders the Black Sea. Although it's a great location in which to expand and pursue business relationships in western and eastern Europe, Bulgaria has a population of only 7 million people, which can make it challenging to hire.

Instead of searching endlessly for the right candidates and learning how to hire Bulgarian employees, you can rely on Globalization Partners to help. When we act as the [Employer of Record](#), we can hire employees that work on your behalf. Our Bulgaria hiring outsourcing services will help take the stress of both recruiting and compliance off your shoulders.

## Recruiting in Bulgaria

Consider the logistics of recruiting and staffing overseas. Using the most lucrative recruitment channels and ensuring that your company is compliant with country-specific legal requirements will go a long way toward a recruitment process that's as quick and successful as possible.

When it comes to sourcing talent, your company can choose from a few recruitment channels. If you're handling staffing on your own, you might want to advertise your open positions online or list them in Bulgarian newspapers. You can also outsource the recruitment process using a local agency or global PEO. If you do, make sure the organization you select has the experience and qualifications to deliver the results you want.

## Legal Requirements for Staffing in Bulgaria

Bulgaria has several legal protections in place to prevent discrimination. The Bulgarian constitution states that all citizens are equal before the law, and further legislation forbids direct or indirect discrimination based on the following traits and characteristics:

- Nationality
- Race
- Gender
- Human genome

- Origin
- Ethnicity
- Citizenship
- Religion or belief
- Marital status
- Sexual orientation
- Age
- Disability
- Property status

As the employer, it's up to you to comply with these laws throughout the recruiting and hiring processes and beyond. To stay compliant, be selective with the language you use in your job postings. Avoid mentioning protected traits, such as age, unless they are inherent requirements for the open position. You should also avoid direct inquiries about these protected characteristics, even in casual conversations with prospective employees.

## How to Hire Bulgaria Employees

Before hiring Bulgarian employees, you should understand how culture impacts the hiring process. Bulgarians are known for being friendly and helpful, and many speak multiple languages. Instead of emailing, calling, or texting to communicate, they prefer face-to-face meetings.

Unlike citizens in the US, Bulgarians nod their heads to signal “no” and shake their heads to say “yes.” Most people in the country are extremely talkative and find it rude to get interrupted, so you should plan for long meetings. Organizations in Bulgaria are very hierarchical, which can impact how you hire employees and run meetings.

## Bulgaria Employment Compliance Laws

Bulgaria employment compliance laws require employers to create a written employment contract for all employees they hire and inform the authorities of all new contracts. Most contracts extend indefinitely, but fixed-term contracts are allowed if the employment period is less than three years, an employee is completing a specific project, or you're replacing an

employee on legal leave such as maternity leave.

All employment contracts should include information about compensation, benefits, termination terms, and similar factors. Make sure your employment contract is in your employee's native language and all compensation and salary amounts are in Bulgarian Lev instead of foreign currency.

The standard workweek for employees in Bulgaria is 40 hours, worked eight hours daily over a five-day period; however, the law permits additional hours up to 10 hours daily and 48 hours weekly under an "extended hours" scheme. Overtime outside of these agreed extended hours is generally prohibited, but there are some exceptions, including emergencies and intensive seasonal work.

### **How Should You Onboard Employees?**

Every person learns differently, and every company has a specific way to introduce employees to their processes. Bulgaria employment compliance laws do not stipulate one way to onboard employees, so we recommend following a plan that works best for your company. You should provide any training the employee will need to succeed and review the employment contract during their first day to make sure both parties accept all the terms of employment.

### **The Benefit of Bulgaria Hiring Outsourcing Services**

Instead of hiring employees in Bulgaria alone, you can choose to outsource. Your Bulgaria hiring outsourcing choices include a recruitment agency or a global PEO. While a recruitment or hiring agency can help you find worthy candidates, you'll still be responsible for onboarding those employees and making sure you're meeting Bulgaria's employment compliance laws.

Globalization Partners is a global PEO that can do both. We'll hire Bulgarian employees who work on your behalf, then we'll take on all the responsibility of compliance. With us on your

team, you can focus on running your company instead of worrying about hiring and employment compliance.

### **Why Trust Globalization Partners?**

Globalization Partners will strive to make your expansion easier and more productive.

[Contact us today](#) to learn more.