

SOFIAPLAN

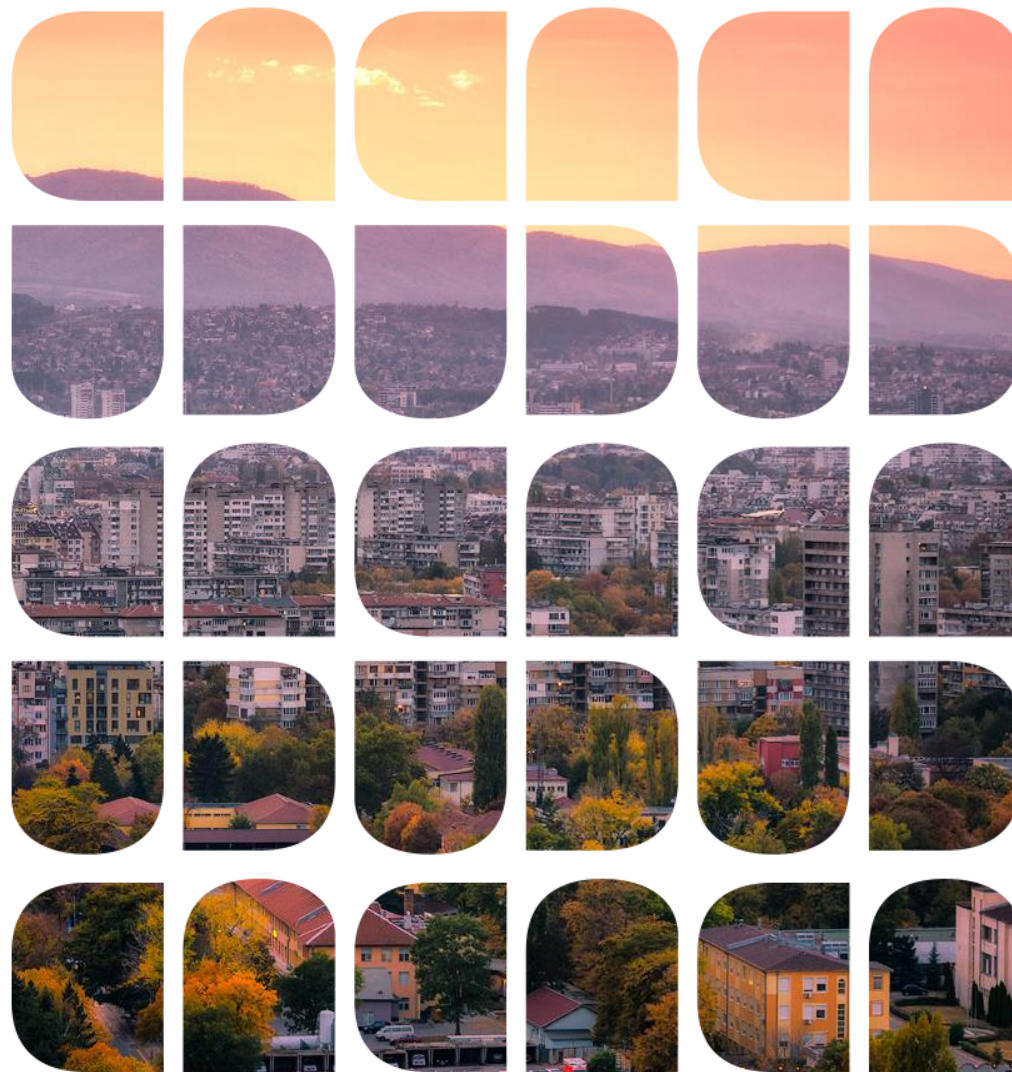
Sofia

Georgetta Rafailova
Director

The City as an Employer
Vienna April 2023

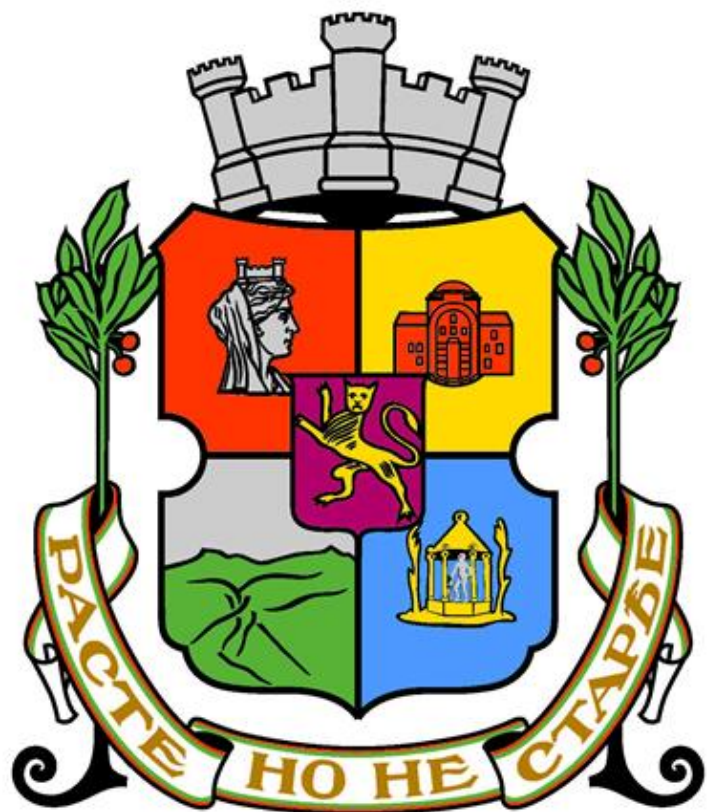


СОФИЯПЛАН



Стратегическо и пространствено планиране на града

WHO WE ARE?



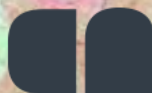
Sofia Municipality



СОФИЯПЛАН

Sofiaplan

municipal enterprise



GOOD TRADITIONS & RENEWAL OF STAFF

**'FRESH AIR' THROUGH THE
YOUNG**

STAFF

- 17 EXPERTS; 12 AGED BETWEEN 25 AND 40;
- MOST WITH LESS THAN 5 YEARS WORKING EXPERIENCE IN THE FIELD
- INTELLIGENT, WELL EDUCATED, WILLING TO WORK AND TO INTRODUCE NEW PRACTICES, ESP. IN DIGITLIZATION AND AUTOMATION OF PROCESSES
- FACT GOOD FOR COHERENT SUCCESSION SINCE IMPLEMENTATION OF PLANS IS TIME-CONSUMING
- MUTUAL TEACHING AND LEARNING
- ENTIRELY RENOVATED COMMUNICATION THROUGH THE INTERNET SITE — WE ARE NOW BETTER KNOWN



PROFESSIONAL TRAINING

- IT IS A TRADITION, THROUGH DIFFERENT FORMS, FOR VARIOUS SKILLS
- DIGITAL SKILLS + DISCUSSIONS LEADING + PRESENTING + MODERATION
- EXTERNAL COACHES – COUPLE OF TIMES EACH YEAR – UNIVERSITY PROFESSORS, EMINENT PROFESSIONALS IN DIFFERENT FIELDS
- CREATED OUR OWN SOFIAPLAN WIKI – INSTRUCTIONS AND INNER STANDARDS FOR COMMON WORK IN TEAM
- INNER CHAT CHANNEL FOR INFO EXCHANGE ON KNOWLEDGE TOPICS



COLABORATION WITH UNIVERSITIES

- MEMORANDUMS SIGNED WITH 4 UNIVERSITIES
- WE PROVIDE INFORMATION FOR STUDENTS' PROJECTS, PAPERS AND CONTESTS
- SOFIAPLAN EXPERTS TAKE PART IN THE EDUCATION PROCESS, IN SCIENTIFIC CONFERENCES AND EU PROJECTS
- REGULAR INTERNSHIPS
- WE DEFINE TOPICS FOR SCIENTIFIC STUDIES AND ENCOURAGE STUDENT'S INVOLVEMENT IN THE WORK



HOWEVER NOTHING IS EASY

MAIN CHALLENGES

- DIFFICULT TO ATTRACT EXPERIENCED PROFESSIONALS – SALARIES ARE LIMITED
- LESS YOUNG PEOPLE WANT TO CHOOSE PROFESSION WITH HARD DUTIES AND RESPONSABILITIES, AND BE UNDER-PAID COMPARED TO IT- OR MERCHANTS
- EACH YEAR FROM BG UNIVERSITIES LESS ENGINEERS GRADUATE , ESP. HYDROENGINEERS, CONSTRUCTION OF WATER SUPPLY AND SEWAGE SYSTEMS, TRANSPORT CONSTRUCTION ENGINEERS ETC.
- COMPETITION WITH PRIVATE COMPANIES TO HIRE THE BEST STUDENTS AT GRADUATION
- PLANNING IS DONE BY VARIETY OF DIFFERENT SPECIALISTS WHO NEED TRAINING AFTER HAVING A DIPLOMA
- PERMANENT RISK OF LOSING THE EXPERTS CREATED AT COST OF EFFORTS AND MUNICIPAL BUDGET EXPENDITURES FOR THEIR QUALIFICATION
- 'FEMINIZATION' OF STAFF



Thank you for your attention!

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