

ENTERING BULGARIA: AML/KYC & COMPLIANCE TALENT

A practical market-entry brief for fintech & regulated companies



WELCOME TO THE BULGARIAN TALENT LANDSCAPE

As you prepare to scale in Bulgaria, **it's essential to understand the local market dynamics, talent availability, labor law, and what drives candidates here.**

This practical market-entry brief that helps leadership teams **answer three questions before committing resources:**

- 1. Is there sufficient, relevant talent in Bulgaria for AML, KYC, Financial Crime and Compliance?**
- 2. What does it realistically cost to employ these profiles within a compliant framework?**
- 3. How can a new operation be launched quickly, credibly and at scale?**

The content is based on direct market insight, active hiring data and hands-on experience supporting international companies as they establish operations in Bulgaria.



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The background features a complex, abstract composition of overlapping, semi-transparent organic shapes. The primary colors are shades of purple and blue, with accents of pink and light blue. The shapes overlap in a way that creates a sense of depth and movement, with some areas appearing darker due to the combination of colors.

WHY BULGARIA?

WHY BULGARIA? A STRATEGIC LOCATION FOR FINTECH GROWTH



Lowest tax burden in the EU: 10% flat corporate tax + 5% dividend tax.



Proven AML/KYC talent: not potential, but precedent 1500+ active compliance professionals already working for international operations in Bulgaria. The infrastructure exists.



Full EU regulatory alignment GDPR, AML directives, PSD2: compliant from day one. BNB-issued licences valid across all 27 EU member states.



30-40% lower employment cost than UK and Western Europe: senior compliance expertise at a fraction of the cost – without compromising on quality or regulatory standards.



BULGARIA AT A GLANCE

WHY THIS BRIEF, IN 30 SECONDS

Talent

~1500 AML/KYC & compliance professionals active in the market – **4–12 weeks to hire**, depending on seniority

Cost

~€4,010/month total employer cost – Senior AML/KYC Specialist

~€6,160/month total employer cost – Sr Team Lead, CDD / Financial Crime manager

30–40% lower total employment cost than UK and Western Europe

Setup

€800–1,200 one-off company registration cost

2–3 weeks to operational legal entity, fully remote via PoA

10% flat corporate tax – lowest in the EU

Track Record

15-person AML team built for an international payments client in under 5 months (2025–2026) – end-to-end: legal setup, recruitment, payroll, office, ongoing HR





**TALENT
LANDSCAPE**

OVERVIEW

Skilled Talent Pool

1500+ AML/KYC & Compliance professionals actively working in Bulgaria



Global Experience

International compliance exposure – fintech, banking, regulated SSCs



Steady Graduate Pipeline

Steady Pipeline – junior analysts from banking & SSC sector



Competitive Availability

Roles fillable in 4–10 weeks



Sources: H512.com, Forbes Bulgaria, Beetroot, LinkedIn, Apollo

Role Specific Insights on the next pages



WHAT TO EXPECT FROM THE LOCAL MARKET

Bulgaria's compliance talent market is mature, internationally exposed and increasingly competitive. Professionals in AML, KYC, fraud and financial crime have built careers across fintech, banking and regulated shared services – which reduces onboarding time and operational risk for new entrants.

The market rewards employers who are clear, decisive and credible from the first interaction. Candidates in these functions prioritise role clarity, transparent compensation, long-term stability and flexible working models.

Three layers of availability:

- 1. Operational specialists** – AML/KYC, CDD/EDD, transaction monitoring, fraud and chargebacks. Experienced, internationally exposed, able to reach productivity quickly.
- 2. Junior pipeline** – Steady inflow of analysts and compliance assistants from banking, SSCs and outsourcing. Scalable for growing operations.
- 3. Senior specialists and team leads** – Available but limited and in high demand. Require strong positioning, clear mandate and competitive compensation.



AML/KYC & COMPLIANCE TALENT POOL

Estimated active professionals: ~1,500+ Based on ~600 verified profiles with AML/KYC and compliance job titles (LI, Apollo.io and company data, 2026), combined with compliance teams across Bulgarian banking institutions, regulated SSCs and financial services operators not fully captured in public databases.

Including 300+ at AML RightSource Sofia alone – the largest single concentration of AML professionals in the country.

Key employers: AML RightSource · TransferMate / Interpay · UniCredit · DSK · UBB · Raiffeisen · Postbank · CluneTech · EML Payments · fintech and iGaming operators

Location: Sofia is the primary hub (80%+ of roles). Varna emerging as secondary hub, particularly for multilingual compliance roles.

Active job market: ~111 AML listings and ~165 KYC listings on LinkedIn currently open – indicating an active, liquid market, not a static one.





SALARIES & COSTS

EMPLOYER COSTS, TAXATION AND COMPLIANCE FRAMEWORK

- **10% flat corporate tax** – lowest in the EU. No progressive brackets, straightforward payroll structuring at all seniority levels.
- **Social security contributions with a statutory cap** – employer contributions apply up to a ceiling, which lowers the effective rate for senior and leadership roles. Cost efficiency increases at the top of the market.
- **Total employment cost = gross salary + social contributions + standard benefits.** No hidden fiscal complexity. Full cost-to-company is modelable from day one.
- **Labour code clarity** – permanent contracts, probation up to 6 months, regulated notice periods (typically 1–2 months), limited mandatory severance. Operational flexibility with legal certainty.
- **Full EU regulatory alignment** – GDPR, harmonised employment law, audit-ready from day one



SALARY RANGES (NET, MONTHLY) – FINANCIAL CRIME & COMPLIANCE

Role	Net Monthly	Notes
Junior AML/KYC Analyst	€900 – €1,200	Entry level, banking or SSC background
Senior AML/KYC / Financial Crime Specialist	€2000 – €2,500	Fintech/iGaming profiles position at upper end
Team Lead – CDD / Financial Crime	€3,000 – €3,800	Above €4,000 justified for build/restructure mandate

Sofia market, 2025–2026. Based on active hiring data and direct candidate conversations.

EMPLOYER COST & TOTAL COST PER HIRE (MONTHLY, EUR)

Total employment cost = gross salary + employer social contributions + standard benefits.

Employer social contributions are capped at a statutory ceiling – meaning the effective employer rate is lower for senior and leadership roles than for mid-level positions. High-level compliance expertise is structurally more cost-efficient than in most Western European markets.

Standard benefits include meal vouchers, private health insurance and gym/wellness card.

Component	Junior AML/KYC Analyst	Senior AML/KYC Specialist	Sr Team Lead – CDD / Financial Crime / Manager
Net salary (market)	€1,200	€2,500	€4,000
Estimated gross salary	~€1,530	~€3,200	~€5,500
Employer contributions (~19%)	~€290	~€610	~€400
Base employer cost	~€1,820	~€3,810	~€5,950
Standard monthly	€190-220	€190-220	€190-220
Total monthly cost	~€2,020	~€4,010	~€6,160





**BENEFITS &
WORKING MODEL
EXPECTATIONS**

BENEFITS & WORKING MODEL EXPECTATIONS

What is considered standard – absence is perceived negatively:

- Private health insurance beyond public coverage
- Meal vouchers / food allowance – up to €100/month (Pluxee or equivalent, tax-exempt)
- Gym & wellness card (Multisport or equivalent)

What makes offers competitive – these factors determine whether a candidate accepts or declines:

- Additional paid leave – statutory minimum is 20 days; market standard is 25–28 days
- Hybrid working model – typically 3 office / 2 home days for knowledge-based roles
- Transparent and guaranteed bonus structures, especially for team leads and managers
- Flexible working hours within operational constraints

What AML/KYC candidates value above everything else: Stability, clear processes, predictable workloads and credible local leadership. Employer branding matters, but operational maturity is decisive.

For senior and leadership roles, clarity around scope, reporting lines and decision-making authority is often as important as compensation. Companies that combine competitive compensation with a transparent working model build regulated teams faster and with significantly lower early-stage attrition.





**HIRING DYNAMICS
& AVAILABILITY**

HIRING DYNAMICS & AVAILABILITY

- **Market availability by role**

- **Operational specialists (AML, KYC, TM, Fraud)**

There is a solid and active pool of mid-level professionals. These roles can typically be filled within 4–8 weeks, assuming competitive positioning and a clear hiring process.

- **Senior specialists and subject-matter experts**

Profiles with deep regulatory exposure, audit experience or complex case ownership are available but more limited. Hiring timelines usually range from 6–10 weeks, depending on salary alignment and interview speed.

- **Team leads and operations managers**

Leadership profiles represent the most competitive segment of the market. These hires often require 8–12 weeks, particularly when the role involves building new teams, managing escalations or interfacing with regulators and auditors.

- **What this means for your market entry**

Bulgaria offers strong availability for building regulated operations, but success depends on execution. Companies that approach the market with a well-defined operating model, realistic compensation and decisive hiring processes are able to:

- secure senior profiles early;
- reduce offer rejection rates;
- establish operational stability faster.



HIRING DYNAMICS & AVAILABILITY

Role	Availability	Time to Fill
Operational specialists (AML, KYC, TM, Fraud)	Solid active pool	4-8 weeks
Senior specialists & subject-matter experts	Available but limited	6-10 weeks
Team leads & operations managers	Most competitive segment	8-12 weeks

Notice periods & contracts: Two months is the standard notice period for mid-level and managerial roles – plan start dates accordingly. Most contracts are permanent with probation up to 6 months. During probation, termination requires 3 days' notice with no severance.

Location Business districts with direct metro access: (Mladost, Center, Vitosha Blvd) consistently preferred and improve acceptance rates. With hybrid models location becomes less critical, but metro connectivity remains a differentiator when candidates compare offers.

Bottom line: Bulgaria offers strong availability, but outcomes depend on execution – clear operating model, realistic compensation and a decisive hiring process are what separate companies that build teams fast from those that don't.





**OPERATIONAL
SETUP & COSTS**

COMPANY SETUP & REGISTRATION

Bulgaria is one of the most straightforward EU jurisdictions for company formation. An EOOD (single-owner LLC) can be incorporated fully remotely and is operational within 2–3 weeks.

- **One-off setup costs:**

- Company registration (EOOD/OOD) - €680 – €950
- VAT registration - included or ~€200 extra
- Notary, translation & state fees - included in above ranges
- Virtual office address (if needed) - €200 – €300/year
- Bank account setup - €0 – €100
- Total one-off cost - ~€800 – €1,200

- **Timeline:** 2–3 weeks end-to-end, fully manageable remotely via Power of Attorney.

- **Key facts:**

- Minimum share capital: €1 (EOOD/OOD)
- Flat corporate tax: 10% – lowest in the EU
- Dividend tax: 5%
- Full EU regulatory framework from day one

WorkVibes and our partners support the full registration process, including legal structuring and bank account opening.



ACCOUNTING, PAYROLL & ONGOING ADMIN COSTS

Once registered, ongoing administrative costs in Bulgaria are predictable and low compared to Western Europe.

- **Monthly recurring costs:**

- Bookkeeping & accounting (VAT-registered, active company) -€200 – €500
- Payroll processing - €20 – €35 per employee/month
- HR administration & compliance - €100/€200 extra
- Legal retainer (optional) - €200 – €500

- **What's included in standard accounting:**

- Monthly bookkeeping & VAT filings
- Payroll calculations & social security declarations
- Annual corporate tax return
- NSI & regulatory reporting



OFFICE SPACE IN SOFIA

Companies entering Bulgaria choose from three models depending on team size, growth pace and working preferences.

- **Office options**

- Fully remote/hybrid (teams under 10, initial phase) - €0 - €200 (virtual address only)
- Coworking/flex desk (5-15 people, fast start) - €200 - €400/desk/month
- Dedicated office, Class B (10-30 people, established teams) - €8 - €10/m²/month
- Dedicated office, Class A (20+ people, premium location) - €12 - €14/m²/month

- **Practical benchmarks for Sofia (2026):**

- A 200 m² Class B office for ~15 people: ~€1,600 - €2,000/month
- A 200 m² Class A office (metro-accessible, business district): ~€2,400 - €2,800/month

- **Key location factors:**

- Preferred districts: Mladost, Center, Vitosha Blvd – direct metro access
- Hybrid models reduce space needs significantly – most regulated teams operate 3 office/2 home days





WHERE WE COME IN

HOW WORKVIBES SUPPORTS MARKET ENTRY

We operate at the intersection of talent, compliance and local infrastructure – and we've proven it works.

Our experience spans fintech, payments, iGaming and regulated financial services. We understand how AML, KYC and Financial Crime teams operate in practice – which means we structure roles correctly, benchmark against live market data and avoid the setup mistakes that slow most market entries down.

In 2024–2025, we supported the Bulgarian market entry of an international payments company – building a 15-person AML/KYC and compliance team across three seniority levels in under 5 months. Recruitment, payroll, legal structuring, office setup and HR administration were handled through a single coordinated engagement.

That model is what we offer every client.

Active talent database – AML, KYC & Compliance:

- AML / KYC (CDD, EDD, onboarding)
- Transaction Monitoring, Fraud, Chargebacks
- Compliance support and regulatory operations
- Team leads, subject-matter experts and operations managers

You get immediate access to relevant profiles – not a pipeline built from scratch after you sign.



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Recruitment and team build-out:

- First key hires and leadership roles
- Phased team build-out for operational functions
- Market-aligned salary positioning and offer strategy
- Interview process design to secure talent faster

End-to-end market entry support:

- Local company setup and employment structuring
- Hiring of compliance and operational teams
- Ongoing HR, legal and payroll coordination
- Scaling the operation as headcount grows

You work with one partner who coordinates talent, compliance and local infrastructure.



PARTNER ECOSYSTEM

We collaborate with trusted local providers across legal, compliance, accounting, HR administration and employee benefits – covering every operational requirement for a compliant and scalable market entry in Bulgaria.

VEDA Accounting (UK Partner)

UK-based accounting and international business advisory firm specialising in tech companies and scale-ups. VEDA bridges your home-side financials with the Bulgarian operation – bookkeeping, payroll, VAT, corporate tax and international advisory, all from a partner who understands fintech.

Murgova & Partners (Legal Partner)

20+ years supporting Bulgarian and international businesses. Covers GDPR & AML compliance, banking and financial law, employment law, and company structuring. Listed in Legal 500.

Responsa Prevent (Occupational Health Partner)

Licensed occupational health service – mandatory for all employers in Bulgaria. Part of an international Health & Safety group operating in 15 countries. Serves 1,500+ companies with 55,000+ employees. Zero labour inspection violations across their client base.

Pluxee (Meal Vouchers & Benefits Platform)

Bulgaria's most popular digital food voucher solution offering tax-exempt meal benefits up to 200 BGN/month per employee. A valuable edge in compensation packages that helps with attraction and retention.

UNIQA (Private Health Insurance Partner)

One of Bulgaria's leading health insurance providers. Covers supplementary health insurance beyond public coverage – a standard benefit expected by mid-level and senior candidates in regulated operations. Group policies available for companies from first hire.

Humand, Talentlyft & EHR Platforms

Streamline recruitment, onboarding, and employee records in a GDPR-compliant digital environment. These systems let us set up scalable HR infrastructure from day one, making growth efficient and reliable.



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