TIHOMIR NIKOLOV STAYKOV

Chief Expert – Methodology and Internal Control | Risk Manager

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PROFESSIONAL PROFILE

Public-sector governance and higher-education management professional with more than 20 years of institutional experience in public financial management, internal control methodology, risk management, compliance, and the coordination of academic and administrative processes. Combines operational responsibility within a Bulgarian public university with international professional exchanges, specialist training, and doctoral research on internal control as an institutional governance mechanism.

CURRENT RESPONSIBILITIES

- Methodological development, periodic review, and operational support for the university's system of internal control and managerial accountability.
- Risk management: risk identification and assessment, risk registers, annual reviews, and advice to university leadership.
- Ex-ante financial controls, documentation and audit trails, delegation of responsibilities, and application of the dual-signature principle.
- Compliance and methodological support relating to public procurement, budgetary expenditure, contracts, and EU-funded research and cooperation projects.
- Coordination with academic leadership and administrative units on internal rules, procedures, risk-based controls, institutional reporting, and governance improvement.
- Support for the relationship between institutional governance, quality assurance, and higher education accreditation.

PROFESSIONAL CERTIFICATION & EDUCATION

Certified Internal Auditor in the Public Sector (Bulgaria) — Certificate No. 01815, issued 2 August 2012 by the Ministry of Finance, following the statutory examination under Article 53 of the Public Sector Internal Audit Act.

Master's degree in International Management — Burgas State University, 2006.

Master's degree in Tourism Management — Burgas State University, 2009.

Bachelor's degree in Business Administration — Burgas State University, 2003.

PROFESSIONAL TRAINING & INTERNATIONAL EXPERIENCE

- Public Finance School, Bulgarian Ministry of Finance — recurring specialist training in public financial management, internal control, public-sector audit, governance, and regulatory changes.
- University of Iceland, Faculty of Economics and Business Administration, Reykjavik — professional exchanges and specialist training in 2010, 2012, and 2014; 2014 programme addressed financial management and internal control in public research organisations.
- University of Rijeka, Croatia — Erasmus+ staff training and comparative work with the Internal Audit Office on university governance, internal control, risk management, and quality assurance, informing doctoral research.

- Masaryk University, Brno, Czech Republic — international staff mobility and exchange of university management practice.

PROFESSIONAL KNOWLEDGE EXCHANGE & EVENT LEADERSHIP

Initiator, conceptual designer, and moderator of the Fifth National Meeting – Round Table and Continuing Masterclass on Internal Control (Burgas, 6 November 2026), hosted by Burgas State University under the patronage of its Rector. The forum brought together professionals from universities, public authorities, health institutions, and other public-sector entities; its programme included a Ministry of Finance panel and practice-oriented sessions on control design, operating effectiveness, legal relationships, and documented evidence.

RESEARCH & PUBLICATIONS

Doctoral research (in progress): “Optimising the Interaction Between Academic and Administrative Processes in Higher Education Institutions through an Internal Control System Model.” Research develops an analytical model relating internal control, strategic governance, institutional coordination, risk management, monitoring, quality assurance, and accreditation.

Staykov, T., and Hadzhieva, P. (2014). “Challenges Before Bulgarian State Universities for Development of Financial Management and Control Systems in Spending Public Funds.” Proceedings of the 11th International Academic Conference, Reykjavik, pp. 367–381. https://ideas.repec.org/p/sek/iacpro/0301950.html

Staykov, T. (2026). “The Internal Control System as an Institutional Integrator Between Administrative and Academic Processes in Higher Education.” Management and Education, 22(1).

Additional research manuscripts in preparation address analytical institutional governance in higher education and comparative Bulgarian–Croatian approaches to internal control and university governance. These are works in progress, not listed as published articles.