

Bulletin

OF THE NAVAL ACADEMY ALUMNI ASSOCIATION,
THE NIKOLA VAPTSAROV NAVAL ACADEMY AND THE STUDENTS' COUNCIL



SPECIAL EDITION

The Naval Academy Alumni
Association at its 10th year

Speech of the Naval Academy
commandant delivered on the
occasion of the 126th anniversary
of the "N. Y. Vaptsarov" Naval
Academy

The Bulgarian Navy in 2006

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- review

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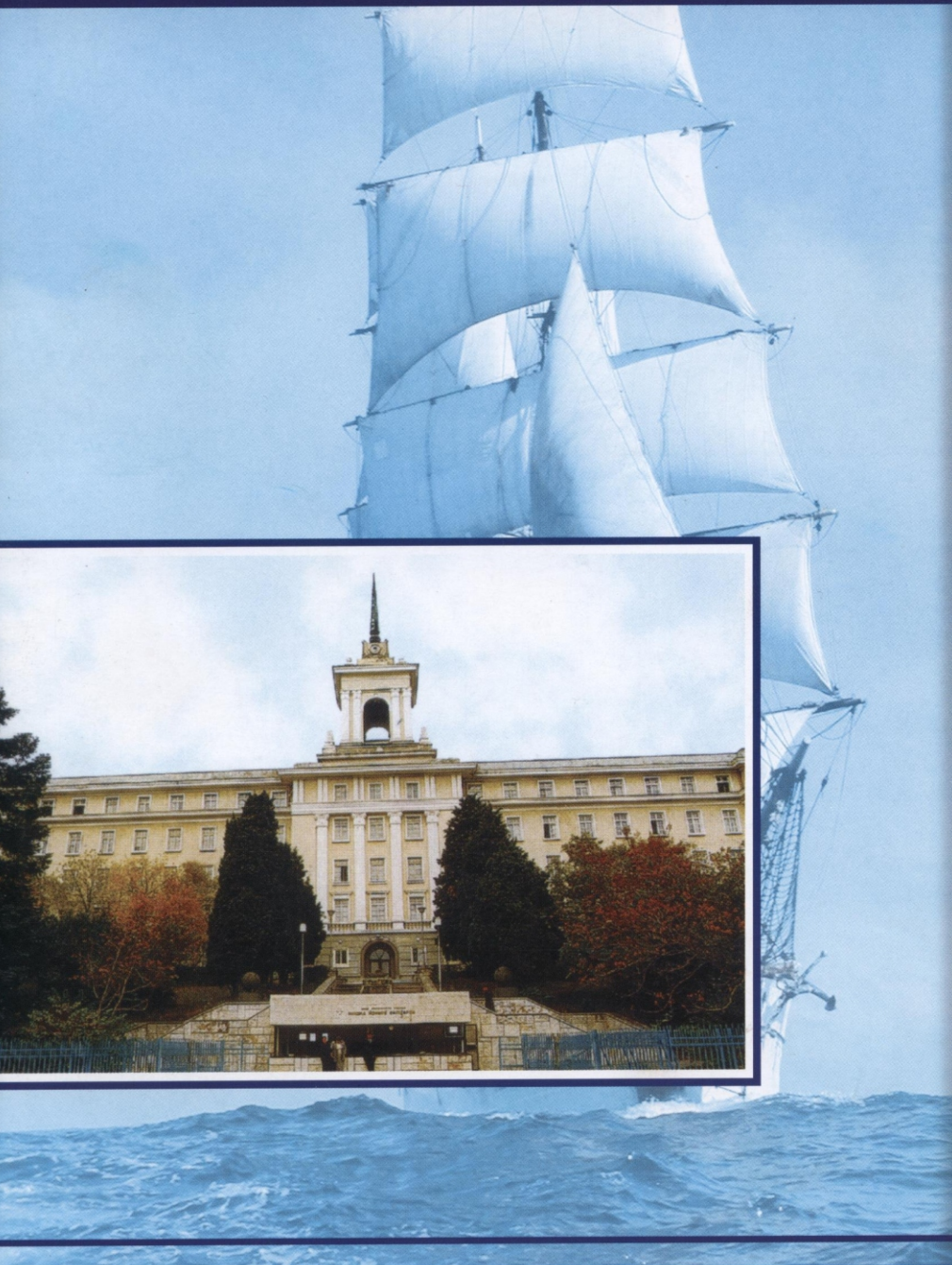
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Address:

Naval Academy Alumni Association

73, Vasil Drumev Str.

Varna, 9026

Bulgaria

tel.: ++359 52 303 190

mobile: ++359 888 459 254

e-mail: avmu_varna@yahoo.com

Editors:

capt. Petar Tuhchiev, capt. (Navy) Stanko Stankov,
capt. Atanas Panayotov, Svetla Tuhchieva,
capt. Nikolai Ikonov, eng. Vladimir Minkov

Publisher:

Dangrafik
dangrafik@abv.bg

Prepress and Press:

Etiket Print Ltd - Varna
office@etiketprint.com



The Naval Academy Alumni Association at its 10th year



On 9 January 1881 in the beautiful town of Russe on the Danube, by means of circular letter No 7, a "Concept for establishing a Maritime School in the town of Russe" was proclaimed through the Ministry of Defense. This date is considered to be the date of the beginning of the maritime education in Bulgaria, as well as of the Maritime School.

Within the next years – up to 1892, the Maritime School was also called a Machine School and later on a Technical School.

During this period the Maritime School trained ship motormen and firemen and workshop craftsmen. In the first decades of its existence, the Maritime graduates take active part in building up the new Bulgarian country, working as seamen, railway technicians, in the trolley depot in Sofia, in diesel and steam plants, in coal mines, in the aeronautics and occupied responsible positions in the industry.

Among these people, in 1917 the idea about establishing an organization of the alumni of the Maritime School came into being. The initiator of this idea was Todor Michailov Lutskanov, a 1904 - graduate of the Maritime School. Firstly, an aim of the future organization was to prove legally that the Maritime School was the first technical school in Bulgaria.

Officially, the Association of the alumni of the Maritime Machine School was registered on 24 January 1932. The motto of the association was: "Enhancing the reputation of the school". The basic aim of the association of the alumni of the Maritime School was its transformation into a higher naval school.

During the time of its existence the Association actively participates in the development of the Maritime School.

The Association of the alumni of the Maritime Machine School discontinued its activities in 1969. In the beginning of the 1990es again appeared the idea for reestablishing the association of the Maritime School alumni.

On the 3rd of October 1997 a constituent assembly of 107 physical and 14 legal entities was held for establishing a Naval Academy Alumni Association (NAAA). The assembly adopts regulations and elects an Administrative Council of the Association.

In May 1998 the Varna County Court registered NAAA for the activity of support and development of the "N. Y. Vaptsarov" Naval Academy as a centre for education and training of maritime personnel of the Republic of Bulgaria through legal, sponsor, information, cultural-entertainment and sports activities.

In this way, at the end of the 20th century, an old tradition in the history of the Maritime School was re-established by its alumni.

At the present moment, most of the alumni of the Naval Academy participate in the NAAA.

Due to the great interest in the Association on behalf of the Naval Academy alumni, on 15th May 2001 there was included an amendment in the Association Regulations, accounting for the establishment of new structures or sections. At the present moment there are Association Sections not only in Varna, where its main office is, but also in the towns of Burgas, Russe, Sofia and Lovech.

The Association of the Naval Academy Alumni is guided by Regulations which were adopted at a constituent assembly and supplemented on 15.05.2001 because of the new sections.

The basic aim of NAAA is achieving the following:

1. To support of "N. Y. Vaptsarov" Naval Academy as a centre for education and training of maritime personnel of the Republic of Bulgaria.
2. To enhance the reputation of the Association and that of the "N. Y. Vaptsarov" Naval Academy, including its members in the country and abroad.
3. To join the efforts of the Naval Academy alumni for achieving fellowship, solidarity and international co-operation.

The Association achieves its aims by:

1. Conducting active information and donation activity and using recourses to help the development of the marine science, education and training of the cadets.
2. Carrying out regular member meetings in connection with important dates of the development of the maritime education and science. It makes popular the activities and achievements of the Naval Academy alumni.
3. Encouraging the development of the maritime law and traditions in the Republic of Bulgaria. The Association is in close co-operation with related organizations in the country and abroad. It is also a member of related international organizations.
4. Rendering assistance to its members in case of need for protection of their legal, labour and economic status.

The Association is presented by the Head of the Administrative Council, as in certain cases the Administrative Council may assign the scope of representative power and delegate it to other members of the Association.

New memberships apply by means of a written application addressed to the Administrative Council and a diploma of the Naval Academy; legal entities apply by presenting a certificate for legal registration. All members constitute NAAA and in their activity they all follow the requirements of the current Regulations. The kinds of membership include:

1. Regular members – Naval Academy alumni who have completed the full course of training and legal entities dealing in activities, closely connected with the maritime economy of the country.
2. Honored members – Naval Academy alumni distinguished in achieving the major aims of the Association.
3. Benefactor members – every physical and/or legal entity, which has supported the Association with a substantial financial or property donation.

At present, Head of the Administrative Council of NAAA is captain Petar Hristov Tuhchiev, and the members of the Administrative Council are elected from all spheres of the marine industry, e.g.: the Navy, Navigation Maritime Bulgare, Pilot Station – Varna, the commanding staff of the Naval Academy, retired officers and manning companies.

After joining the EU, NAAA plans to expand its contacts with the member states and with similar organizations for promoting the cooperation, standardization of teaching and training which will enhance the prestige of NAAA and the Naval Academy since the alumni diplomas have already been accepted all over the world and the graduates proudly ply in the world ocean.

We wish NAAA and the Naval Academy success in the global European family!



SPEECH OF THE NAVAL ACADEMY COMMANDANT DELIVERED ON THE OCCASION OF THE 126TH ANNIVERSARY OF THE "N. Y. VAPTSAROV" NAVAL ACADEMY

Dear guests, veterans, reserve soldiers,
Ladies and Gentlemen,

The anniversary 2006 is already a history. Only a month ago, at our patronal festival, we announced that it was a successful and beneficial year for us, Vaptsarov's successors.

I say successful because it was with dignity that we continued the traditions, attained the objectives and defended the already achieved positions in the area of education and especially in the maritime education.

It was beneficial because we gained a deserving evaluation of our efforts, by the maritime community and business enterprises, by the state and municipal authorities, the Bulgarian Orthodox Church, the Naval Staff, General Army Staff, the Ministries of Defence, Transportation, and Education and most of all by the President of the Republic and Chief of Staff of the Armed Forces, Mr. Georgi Parvanov.

In his speech on the occasion of the 125th anniversary of the Naval Academy, in the Palace of Culture and Sport, the President stated: "Having in mind the aforesaid, I can certainly acknowledge that nowadays the Naval Academy has created a model for the development of the military educational system in Bulgaria, and also for the development of the whole educational system, stating that without any exaggeration." (end of the quotation)

This evaluation, made before the elite of the maritime Bulgarian community, is an acknowledgement of the efforts and hard work of hundreds of people, creating the newest history of the Fleet's Alma Mater and we are proud of it.

Therefore today I would like to express my gratitude once again to the Naval Forces and the General Staff Commandment, the Ministries of Defence, Transportation, and Education and Culture, to the Regional Authorities, Varna Municipality, the Bulgarian Orthodox Church, the management of the Navigation Maritime Bulgare, the Maritime Administration Regional Directorate, the shipbuilding and ship repair companies and the maritime business representatives for their valuable assistance.

I would also like to express our deep gratitude to the NAAA for being part of us in all our enterprises.

Honourable guests,

The mankind met the new 2007 year with the clear understanding that there is no alternative to peace. On the background of the two permanent world wars, the Informational and the Resource ones, there are still hot spots in the world, soaked in blood and unfairness. The conflicts in the Near East, the Caucasus and other regions are still going on. The situation on the Western Balkan Peninsula is still unstable. Our compatriots are detained innocent in foreign prisons and under a foreign sky.

Therefore we exist and we have to exist in order to protect our national interests and human values in our littoral and the world ocean as required by our national and joint safety.

Dear guests,

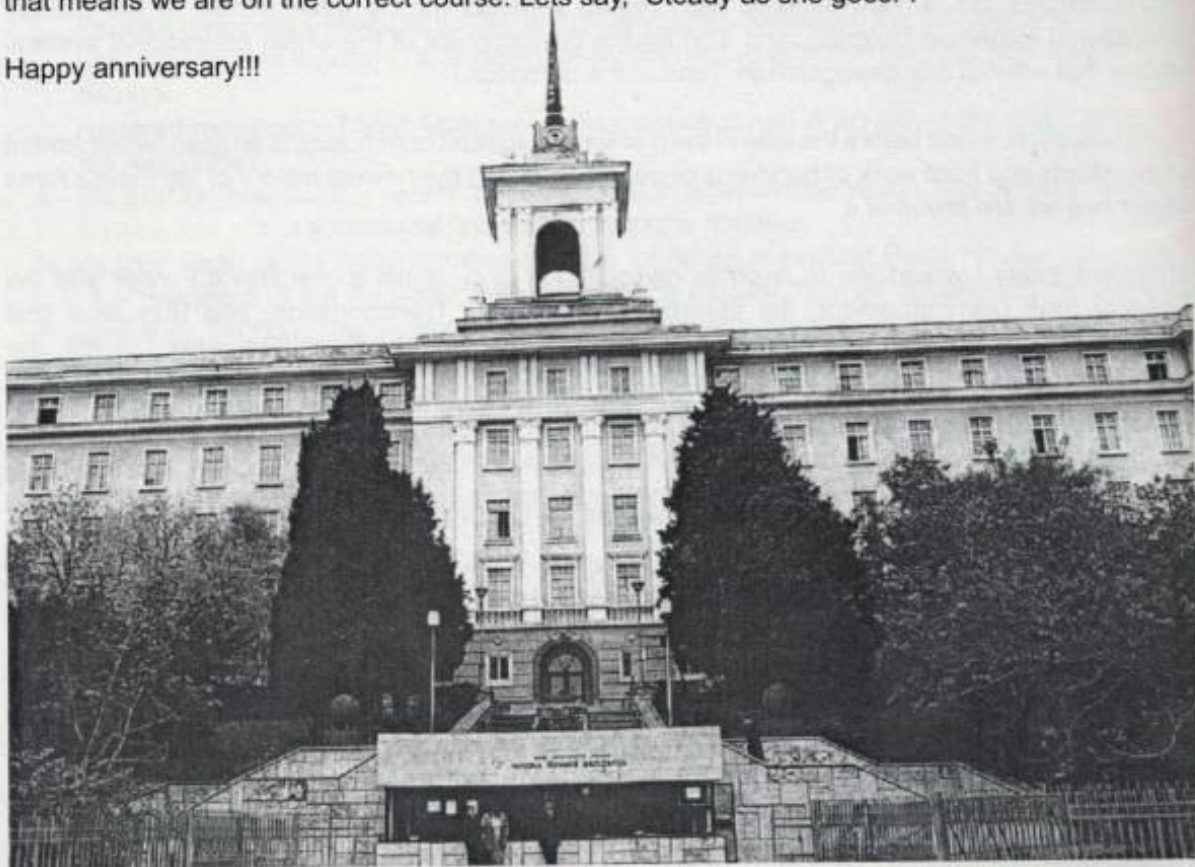
Today we celebrate the 126th anniversary of the Naval Academy, only nine days after our country became a full member-state of the EU although we as an institution and our diplomas were acknowledged all over the world in the 1960-ies. The pre-accession period generated several challenging tasks related to harmonization of our educational system with the European one. I am proud to announce that we passed this test with flying colours starting with improvement of the curriculum and syllabi, being certified by Lloyd's Register, introducing the Quality Management System based entirely on the IT and finishing with a positive evaluation by the European Committee on Safety of Shipping. There were some drawbacks as well but to err is human.

Despite the euphoria after our accession in the EU we have to change our strategy to gain some benefits. Therefore we have to start a reconsideration of our Strategic Plan for the development of the Naval Academy until 2015. At the end of January we are facing an Audit by the Accreditation Committee of the National Accreditation Agency on the Military science specialty and the doctoral education in the specialties Organization and Control of the Armed Forces and Military Psychology. The development of the credit system is going on. We must finish the repair of the training ship 421 on time in order to provide for the summer sailing training, expand the living quarters and carry out more audits. That means there is no time for rest.

We have clear objectives to accomplish and we hope, honourable guests, that we can rely on your further assistance to keep on the true course as our famous writer Doncho Tsonchev said, "if you don not know where you are heading for, you always arrive in the middle of nowhere".

I am convinced that since our alumni and our freshmen sit side by side and since we are together, that means we are on the correct course. Lets say, "Steady as she goes!".

Happy anniversary!!!





The Bulgarian Navy in 2006

This school year, as well as the accomplishment of the planned tasks and other important activities from the total progress of the Navy, is coming to an end.

Chronologically some of the more important moments were: working off joint activities with the infantry on loading and unloading battle equipment on an unequipped coast during the Atia 2006 Training in Bourgas Naval Base, the Bulgarian – Roumanian countermine training “MCM – LIVEX 2006” as an integral part of the “Galatea – 2006” training of Varna Naval Base, the participation of the Base minesweeper “Shkval” in the second deployment within the fifth activation of the Operational body for Black sea Naval Cooperation BLACKSEAFOR. The “Druzki” Frigate crew has successfully handed over the clearance for independent sailing and joined the naval base Bourgas “Atia 2006” training. The ship participated in a foreign training, organized from the Turkish Naval Forces – “BLACKSEA PARTNERSHIP - 2006”, for the first time and in the national naval training with international participation “Briz 2006”, which is one of the crew training stages for sailing and performing tasks in the structure of an international ship division. The Base minesweeper “Priboi” has taken part in the NATO “COOPERATIVE MAKO 2006” training. An American – Bulgarian diving training has been conducted, hosted by the Varna Naval base. The “Smely” frigate, with captain commander Georgi Penev, has taken part in the first deployment within the sixth activation of BLACKSEAFOR, hosted by the Russian Federation Navy.

Going along with some personal changes, the new structure of the Navy Headquarters has been implemented and in short time the respective officials have mastered or have adapted to their changed functional duties.

The organizational structure of the Navy Headquarters is “Command” and “Headquarters”. The Command includes the

Commander, the deputy commander and the Chief of the Navy Headquarters, as well as two of his assistants - on training and on resources.

The Headquarters consist of an office, seven departments and one independent detachment.

The 11th national naval training with international participation, “Briz 2006” is over. The training was preceded by a period of intensive battle training, going through the stages of single training of a particular ship, tactical trainings of the divisions and the naval bases “Galatea - 2006 and “Atia - 2006”.

The last “Breeze” was culmination of the participating forces, of accumulated experience, diversity in the resolved tasks in the context of contemporary risks and challenges. Over 25 Bulgarian ships and cutters and one helicopter, 5 ships and one airplane from 4 countries, as well as NATO countermine division – 6 ships from five countries took part in the training. It was highly evaluated from the country's Prime Minister Sergey Stanishev, the Defence minister Veselin Bliznakov and the Chief of Headquarters of the Bulgarian Army - General Zlatan Stoykov, who examined its culmination during sailing in the honoured guests day.

Apart from successfully fulfilling all its tasks, “Briz – 2006” showed a high degree of coordination of the multinational staff, interaction between the ships of different nationalities and their tactical groups, as well as full participation in all the stages of the state and non – governmental institutions related to the safety at sea and the coastal line, namely The State Refugee Agency under the Ministerial Council, the Bulgarian Red Cross, the National services “Border Police” (with two border – police ships) and “Fire Safety and Public Protection” under the Ministry of Internal Affairs, the Executive Agencies “Maritime Administration” (with 3 ships), “Port Administration” and “Fishery and Aquacultures”, the Navigation Maritime Bulgare

(with two ships) and "Port Varna". This way the training responded to the NATO tendency for CIMIC interaction and assisting civilians in crisis relief, disasters and damage.

One of the basic issues to solve in the Bulgarian Army is professionalization. With the assistance of the Military Command - Varna, the Inspectorate on Education and the Navy Club, as well as the analogous structures in the region of Bourgas we have conducted a campaign for reaching the full professionalization in the Naval Forces through the selection of 367 military personnel seamen. As a result, at the end of the year 98% of seamen's positions are occupied by young people, motivated for military personnel employment. Thus, the Naval Forces turn out to be the first type of armed forces with fully professional personnel.

An important task the Naval Forces are working on is acquiring the necessary operational capabilities for carrying out the tasks and missions given to them from the strategic inspection of defence. As a part of the Modernization of the Naval Forces a new communication and information equipment, fully meeting NATO standards (apparatus "Harris", supplied by "Miltek" Ltd), which showed excellent exploitation properties during sea episodes, has been provided, installed and mastered in short time immediately before the "Briz - 2006" training.

For the last time in the Naval Forces history a military ritual for swearing allegiance was held with conscript seamen on Aug. 12th 2006. All materials (video and pictures) will be given to the Naval Museum.

A traditionally important task of the Naval Forces during this period was the provision of firing on the anti - aircraft firing ground near Shabla. Meanwhile two officers took part in

NATO training in Sevastopol, Ukraine, ASW/LIVEX "COOPERATIVE MARLIN". At the end of the month the "Druzki" frigate with captain lieutenant - commander Pancho Panchev covered two week training in the Turkish Naval Forces Training centre "YILDIZLAR" in Gyzolzhduk. This was also a stage of the preparation for participation in NATO operation on navigation control in the Eastern Mediterranean. "ACTIVE ENDEAVOUR", where the "Druzki" frigate took part from Sept. 10th to Oct. 10th. The commandant of the marine compound was the Italian vice - admiral Roberto Chezaretti (commandant of the NATO marine component compound in Naples). The Commandant of the group of 6 ships, where "Druzki" took part was the Italian commander Emilio Gattia.

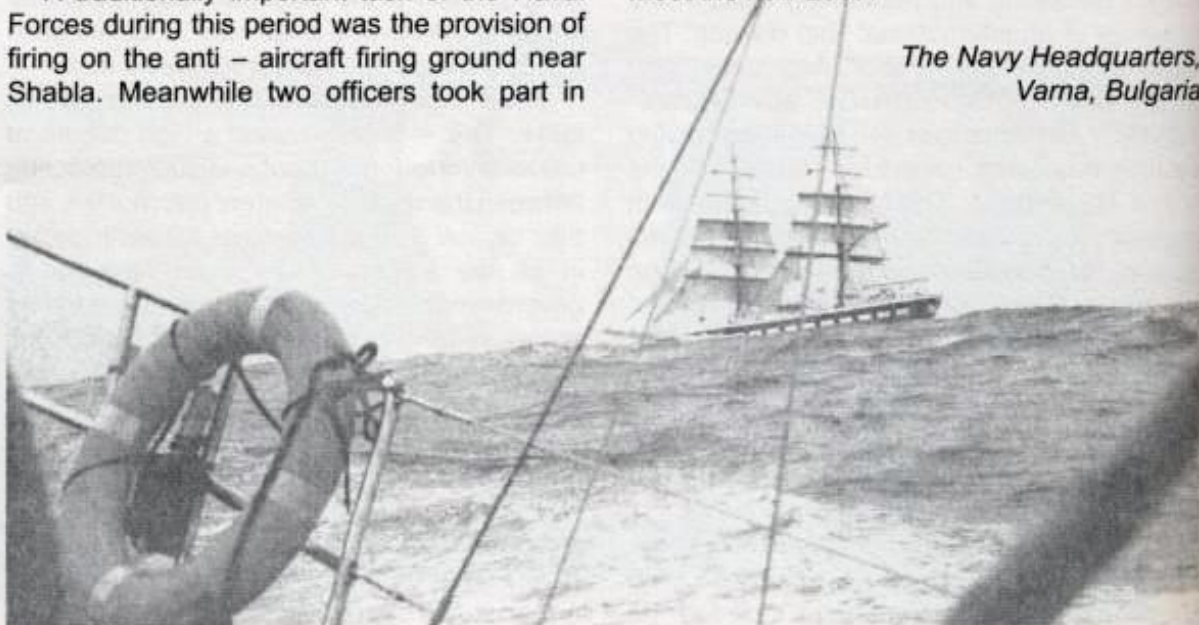
Following an October national Assembly resolution, from Oct. 15th the "Druzki" frigate took part in UN's UNIFIL mission along the coast of Lebanon.

With a sense of responsibility and high self - esteem the crew fulfilled the given tasks and deserved high assessment from vice- admiral Roberto Chezaretti and brigadier - admiral Andreas Krauze.

The official ceremony on receiving the ship, in which participated the leadership of the Ministry of Defence, the General staff of the Bulgarian Army and the Naval forces was held on Dec. 22nd 2006.

In conclusion, I would like to emphasize that with its new structure, level of professionalization and battle training and certain steps in its modernization, the Naval Forces deservingly meet the new 2007.

*The Navy Headquarters,
Varna, Bulgaria*





NAVAL ACADEMY "N. Y. VAPTSAROV" HAS BEEN A NATIONAL LEADER OF THE BULGARIAN MARITIME EDUCATION FOR 126 YEARS



Assistant
Professor, Doctor
of Psychological
Science,
Iliya Petrov Peev,
Captain, The Naval
Reserve Officer
Naval Academy
"Nikola Vaptsarov"
73 Vasil Drumev str
Varna 9026

During its 126 years long history, the Naval Academy "N. Y. Vaptsarov", proved itself as an undoubted leader of the Bulgarian maritime education. The Academy is approved by the International Maritime Organization of the United Nations Organization- London. Many difficulties and successes have been filling the long way of the establishment and the development of Naval Academy, which well-earned received national and international acknowledgement: enrolment in the White List of IMO and Certificate of Quality ISO 9002.4 and ISO 9000:2000 of Lloyd Registers. The Naval Academy "N. Y. Vaptsarov" received institutional accreditation from The National Accreditation and Assessment Agency subordinate to The Ministerial Council of Bulgaria. Thanks to the unique traditions and potential The Naval Academy possesses the ability to realize its main mission: to train commanding and operational staff for the Navy and for the Merchant Sea and Inland Fleet. A number of countries such as Japan, Germany, Turkey, Greece etc. demonstrated a high interest in this experience during the anniversary year 2006.

I. Short historical information about establishment and development of the Naval Academy as a national symbol of Bulgaria.

A necessity for the free country to receive

admission from the world public aroused after the Bulgarian liberation from the Ottoman yoke in 1878. This was only possible if the country broke the current borders and received a sea outlet. The bigger part of the Bulgarian borders is aquatic and it was vitally necessary for a Navy and Merchant Fleet to be created and the national flag to be flied in the World Ocean. This was how the newly liberated country begun to affirm its identity but this need required marine staff training. Naval Academy was established on the 9th of January in Rouse and the Bulgarian country was its constituter. The Naval Academy "N. Y. Vaptsarov" was founded as a technical school first but it started training marine staff soon. The Bulgarian marine officers, trained at the Naval Academy, replaced the foreign captains and engineers managing the Bulgarian ships. They won the marine labor market competition as soon as the beginning of the XXth century.

The establishment and the development of Naval Academy "N. Y. Vaptsarov" were based on *strong marine laws*, thanks to which it became a national symbol. The Marine school has moved to Varna as Mechanical School of the Navy in 1900. The School has received high technical school rights in 1904. The Marine school has been given **higher military school** status in 1942 and staff for the Navy and for the Merchant fleet at sea and river Danube has been trained. **Higher engineer naval school status** has been given to The Marine School in 1956 and all the trainees for the Navy and for the Merchant fleet started receiving qualification engineer. This qualification is kept to nowadays and it fully corresponds to the international demands to the maritime engineers (IMarE). The International Maritime Organization of the United Nations Organization audited the school for the first time in 1960 and since then internationally recognized diplomas for maritime specialists have been issued.

Since the establishment of Naval Academy

"N. Y. Vaptsarov" a few **basic traditions** have been developed and they have been preserved till nowadays:

A) Combining undivided authority with academism.

B) Integrative staff training for both Navy and Merchant fleet.

C) Training in marine style of life.

D) Unbreakable unanimity of theoretical training and sailing practice.

E) Adaptation to the new requirements and high quality of the maritime education, affirmation of the school as a center of the maritime education in Bulgaria.

F) Strictly following the international standards regarding training maritime officer's staff.

These traditions define the content of the **main motto** of the Naval Academy "N. Y. Vaptsarov": "Duty. Honor. Dignity. Professionalism.". Thanks to these traditions the quality of the Bulgarian maritime education at Naval Academy "N. Y. Vaptsarov" is fully appropriate to the national legislation, standards of IMO, London, London Institute of Maritime Engineers (IMarE), International Standards Organization (ISO), Lloyd Register, STCW'95 convention.

II. The Naval Academy "N. Y. Vaptsarov" adjusted its training programmes to meet the new IMO requirements.

The Naval Academy "N. Y. Vaptsarov" is the first unique school, training during its 125 years long history staff together both for the needs of The Navy and The Merchant Fleet. This unique experience has been preserved under the new IMO requirements. The school plans and the curriculum were quickly reorganized in correspondence to the Seafarers' Training Certification and Watchkeeping Code 78/95 (STCW' 95 Code), placing **the human factor** at the center of the marine profession! IMO, Lloyd Register, IAMU and the National assembly admit the **unanimity and unity** of the Bulgarian *military and civil* education at Maritime school! The merchant fleet staff training must include special marine endurance elements, which impose a specific training and educational regime. During the naval education and the service at the Navy a number of valuable **personal characteristics**, basic for the marine profession are being developed: *ability to live and work reliably in socially and physically closed environment; capacity for long living together and stable professional activity*

in conditions of personal satiety and sensor deprivation; team work skills and habits; high psychic stability; skills for bearing privations and coping with extreme situations; possessing discipline, punctuality, adaptation, personal responsibility, communicating skills, logical and critical thinking; ability to accept reasonable and realized risk; capability for adequate estimation of the situation and taking relevant decisions in deficit of time; purposefulness.

The Naval Academy "N. Y. Vaptsarov" trainees prepare to manage the sophisticated socially-technical systems – the contemporary ship crews (often multinational) in extreme conditions. Using the approved by IMO in 1998 education plans and curriculums the Naval Academy placed accent to the next mentioned fields, methods and forms of training, which are peculiar **fairway of the quality**:

FAIRWAY

of the maritime education quality
at the The Naval Academy "N. Y. Vaptsarov"

1. Environment and regime of the maritime education.

2. Perfect organization structure, organization of the study process, study-planning documentation and system of quality.

3. High quality academic staff with aspiration for scientific researches and high achievements.

4. Classical and modern methods for simulator training and sailing practice, which build up high professionalism and abilities for crisis management:

1. Environment and regime of maritime education:

The entire environment and the system of training and education as well as the physical, marine and psychic endurance of the cadets and students define the development of the professional mariners. The maritime education is accomplished in regime closed to the ship' schedule. There are two possibilities of training

– with government sponsorship or on own support and payment. The marine profession demands education under “cadets conditions” with harsh regime of live and activity, closed to the ship’s conditions, hierarchy and relationships. The cadets and the students studying at the Naval Academy “N.Vaptsarov” have chosen a difficult career, filled with privations and harsh life conditions. The maritime profession requires strong longing for intellectual and physical work. The maritime officers are responsible for the safety of the cruise, the technical equipment and the crew member’s and passenger’s lives.

The knowledge, the experience, the life energy and the sense of duty help them pass the probation at sea successfully and to meet the extreme trust. The cadets keep the ship hierarchy rules, live in a campus, study the ship language and marine terminology, learn to live in small groups in social isolation out of the outside world, go through special systems of psychic and physical endurance during their education. They are trained in swimming, rowing and yachting. In that kind of environment the trainees learn submission, punctuality, discipline, personal responsibility, leadership and ability to make decisions in dynamic and unpredictable circumstances. This is how the marine character hardens and the cadets gain marine spirit.

There is a newly built up system at the school about developing the cadets and the students as leaders. Books about the leadership have been issued, multileveled programs about creating and developing leadership characteristics have been set up.

Game based methods of education are widely used – conducting situational business games in English, during the psychology classes and Tactics at the navy. The whole information needed about the new requirements, tendencies and achievements in the international maritime sailing have been receiving at the Naval Academy through the Internet. The lecturer’s staff operatively implements in the lectures information about the latest technical achievements, and the achievements in the science and world sailing and solves the problems with providing the students and cadets with information. IMO courses are being organized and the IMO requirements are being studied.

2. Perfect organization structure, organization of the study process, study-

planning documentation and system of quality:

The education and training are conducted corresponding to the national and international legislation and standards requirements. All the candidates go through a strong system of selection based on intellectual, physic, psychical and moral characteristics, motivation and values which guarantees yet on the entry high quality of trainees.

Two faculties function at the Naval Academy: “Navigating” and “Engineering” as well as a Postgraduate qualification department. The built up faculty organization proved its advantages. The contribution to improving the quality of the training-educational process and the scientific development of the lecturer’s staff is clearly seen. The faculties multiply the effort of the departments in the battle for quality. The faculty councils practically became “managers” of the study process and took over the fight for quality.

3. High quality academic staff with aspiration for scientific researches and high achievements:

Clear drawn traditional research directions, related to the problems of the Navy and The Merchant Fleet, exist at The Naval Academy. Modern directions such as: psychology and psychophysiology of the labor in the specific condition at the maritime transport; diagnosing and controlling the electronic systems; increasing the exploitation reliability and safety of the maritime transport systems; new technologies of the educational process, have been developed during the last few years along with the classical areas of the scientific researches. The results of the researches have been using for creating systems for checking and testing the knowledge with elements of training simulator. The requirements of the International Convention STCW’95 and The IMO Model courses have dictated the new content in the scientific work.

The lecturers keep systematic scientific contacts with the maritime academies and universities in United Kingdom, Germany, Greece, Italy, Poland, Romania, Russia, USA, Turkey, Ukraine, Hungary, France, Holland, Croatia, Sweden, Japan etc. Lecturers on specialization from the Naval Academy raise their qualification by participating in the British Council program “English for peaceful aims” and the courses organized by the Language Institute of USA Ministry of Defense in Leckland

– San Antonio, Texas.

There are more than 50 publications in the foreign scientific press and participations at scientific conferences overseas of the lecturers from the Naval Academy during the last few years. They actively participate at international scientific forums, organized in the country, such as the annual celebration The Month of the Science in Varna, "BLACK SEA'2006", The International Scientific-practical Conference about the development and the problems of the aquatic transport in Bulgaria. Anniversary Scientific Session was held on the 17-18th of May 2006 and The XIIIth International Scientific-Technical Conference Trans & MOTAUTO' 06 was held on the 25-28th October 2006, Varna.

Two National Conferences of Maritime education "BulMet' 2003" and "BulMet' 2005" were held under the patronage of the President of the Republic of Bulgaria Georgi Parvanov.

The Naval Academy owns a publishing center, specialized in publishing academic literature – scientific, technical, military, and humanitarian. The scientific editions are being republished by civil publishers and there is increasing interest about them by the students and the lecturers from other universities. The Naval Academy is the biggest publisher of marine scientific-technical literature in Bulgaria.

The scientific researches are unbreakably related to the educational process. The cadets and the students are involved in doing scientific work.

4. Classic and modern methods for simulator training and sailing practice, which build up high professionalism and abilities for crisis management:

The curriculums of all specialties at the school have been renewed according to the STCW'95 requirements; the training at the simulator has been activated – navigating the ship, radar and ARPA simulators, electronic charts, GMDSS, survivability.

According to the regulation 1.12 of STCW'95 using simulators, while training ship specialists is mandatory. The simulator complexes for the navigators and engineers at Naval Academy play role of the situational simulators ECMS (Center's Environmental Crisis Management Simulator) and CMTS (Center for Marine Training and Safety) demanded by the world maritime standards demanded.

A) The mechanics have available Nord Control Simulator, Norway, which made

impression even to the NATO officers. The lecturers had upgraded the simulator's hardware and software, which considerably increased its characteristics and possibilities.

B) The navigators have available the biggest planetarium at the Balkans and the super modern navigating simulator.

The cadets and the students as leaders of teams and ship crews learn strategies of coping with incidents with guns, collisions at sea, destructive human behavior – panic, fear, distress, group disorganization in correspondence with STCW'95 Convention and the approved school plans and curriculums by IMO since 1998. We use the following **methods** at our practice: including in scenarios of natural disasters and accidents at sea, crisis situations, solving cases of destructive human behavior and coping with group disorders, training for possessing skills of acting if accidents with naval weapons occur, psychological trainings on leadership at extreme situations.

The standards of IMO about this kind of activity have different nuances, well known by the lecturers and the trainees: Emergency Preparedness, Environmental Crisis Management, Spill Management Team and Crowd Management. This activity is strictly defined by STCW'95, Regulations № AV/2 и AV/3. The training is accomplished according to IMO standards through the following **methods and forms**: lectures at the classrooms, role plays, psychological trainings, practical crowd management scenarios.

The management of human behavior in ship environment is included in the school plans and curriculums at the Naval Academy, because these questions are regulated in the IMO model courses: Model Course "Human Relationships" (IMO № 1.21); Model Course "Human Resources Management" (IMO № 5.04); Model Course "Personal Survival" (IMO № 1.19); The International Management Code for the Safety Operation of Ships and for Pollution Prevention. [International Safety Management (ISM) Code]. The trainees, successfully completed the course receive certificate *Personal Safety and Social Responsibilities* in accordance to the rules VI/1 and A-VI/1-4 of STCW'95. The lecturers from Naval Academy "N. Y. Vaptsarov" are one of the first in the world who published a book for the cadets and students training of IMO standards – "Human relationships and Social Responsibilities", parallel with the

implementation of the new school plans and curriculums, considered STCW'95 in year 1998. There are 15 courses at the Naval Academy conducted on the STCW'95 training captains and mechanics from the merchant ships and many civil specialists.

Deduction and conclusions:

1) The symbiosis between the maritime education for the Navy and for the Merchant fleet is unique in Bulgaria and it is legitimate since the last century. This process needs the government concern and the national maritime politics. It has to be preserved and developed, because it brings high profit in currency and adds up quality to our national culture – military, maritime, technical, technological, transport, educational, scientific, economical, financial, commercial and spiritual!

2) The integrative education of cadets and students for the Navy and for the Merchant fleet at Naval Academy "N. Y. Vaptsarov" is in interest of our national security and will contribute to our quicker incorporation to NATO.

3) The Naval Academy is in condition to satisfy the increased needs of marine officers for the world maritime market. It is ready to continue educating foreign cadets and students. It has gathered unique experience in this field training marine staff from 11 countries.

4) Educating the mariners is a continuing process. The graduates keep improving their professional habits after graduating the Naval Academy, which is defined by international and national rules of graduating mariners. The marine specialists participate at courses, simulator trainings, qualification courses, etc.

At the Naval Academy post graduate qualification of Navy and Merchant fleet officer's staff is accomplished which leads as a result to the high management level required by IMO and NATO standards. We train management specialists of Navigation Maritime Bulgare and of the Navy Headquarters, something been recently priority of the foreign maritime academies only! This reveals new perspectives of development!

5) A number of countries such as Germany, Japan, Israel, Kuwait, USA etc and companies for training and export of maritime staff, have been demonstrating interest to the training at the Naval Academy. The Naval Academy is prepared to accept and train them with high quality! The certificates granted by IMO, ImarE, ISO and Lloyd Registers are guaranty for the prestige of the national leader in the maritime education.

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Business address:

Assistant Professor, Doctor of Psychological Science, Iliya Petrov Peev, Captain, The Naval Reserve Officer

Naval Academy "Nikola Vaptsarov"
73 Vasil Drumev str
Varna 9026

BULGARIA

Tel: ++359 52 632 015; ++359 52 633-017;
++359 552 222;
extension number 239

HOME ADDRESS:

Assistant Professor, Doctor of Psychological Science, Iliya Petrov Peev, Captain, The Naval Reserve Officer

"Mladost" – 2
109-4-74

Varna 9027

BULGARIA

Tel: ++359 52 757 472
Mobile tel.: 0898/359647
E-mail: ippeev@abv.bg



NAVIGATION MARITIME BULGARE - REVIEW



Navigation Maritime Bulgare (Navibulgar) is the successor to a shipping company established in December 1892 with the acquisition of the 700 and 1000 deadweight steamers "Boris" and "Bulgaria". During the 115 years of operation Navibulgar expanded significantly mainly through organic growth to become one of the leading shipping companies in the Mediterranean – Black Sea region. Its current fleet consists of 77 vessels of total 1,459,780 tonnes deadweight.

The success of Navibulgar through a century of trading lies in its diverse fleet, careful tonnage selection and flexibility of operation. The company has developed in several sectors with the bulker fleet being its backbone. Navibulgar operates 49 bulk carriers with capacity of 10,000 to 53,000 tonnes deadweight, which are constantly engaged in international trade worldwide.

Bulcon is the trade name of Navibulgar container service that covers the main European – Mediterranean – Black sea routes. The container fleet of vessels sized 400 to 1100 TEU, the large container park of different container types and the reliable agency services provide fast and efficient intermodal door-to-door service to Bulcon clients.

Navibulgar's Continental Line – NCL operates a fleet of 8 modern multipurpose vessels sized 3,200 to 10,400 tons deadweight successfully covering the dynamic segment of small parcels seaborne trades.

The Tanker division of the Company operates two product tankers of 5,800 dwt, carrying crude oil and oil products internationally. Four chemical-carriers each of 3,200 dwt serve the

international chemical parcels markets.

Navibulgar has an own ferry service, which operates two railway ferry vessels (jointly with 2 more Ukrainian ferries) with carrying capacity of 108 wagons each. The trade name of Navibulgar's ferry line forwarding branch is Ferrysped, which maintains a door-to-door service for transportation of containers, trailers, railway carriages and also passengers across the Black sea ports of Varna, Illichevsk, Poti and Batumi.

The wide variety of main services is complimented by a significant scope of auxiliary services ranging from agency and towage to shiprepair and equipment service stations. The diversification of the Company into several shipping segments, the variety of types of vessels operated and the scope of services rendered have ensured the strong market presence and flexibility of Navibulgar even in most difficult times for the shipping community.

With Bulgaria becoming EU member from January 2007 Navibulgar faces new challenges. The most important one is the fleet renovation program aimed at decreasing the Company's tonnage average age. Navibulgar expects delivery of two 40,000 and one 20,000 tonnes deadweight bulk carriers from Varna Shipyard in 2007-2008. The stable financial status of the Company has made it possible to look on the market for re-sale purchase of another two bulk carriers, while oldest units were sold in 2006 and another five are expected to be decommissioned in 2007.

Navibulgar is presently a 100% state owned company. Privatisation plans have been underway for several years now and the present government has managed to finalise the details of the privatisation strategy. The strategy is expected to be approved by the

parliament in the early 2007 and the process of privatisation will start.

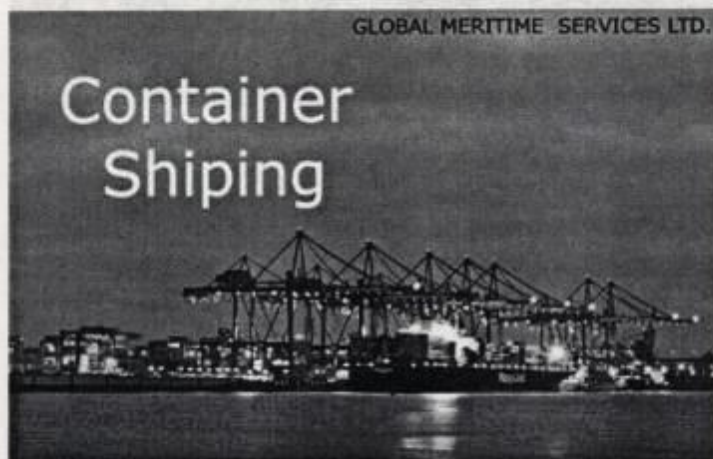
The main goals of the privatisation are aimed to preserve the main activities of the Company, and set a priority on the development of the bulk and general cargo activities; to provide guarantees for the further development of the Company in the existing competitive environment; to reach optimum balance between the purchase price and the investments, which would ensure and guarantee the sustainable economic development of the Company in the future and to increase the total tonnage of the vessels in the priority sectors while decreasing the average age of the vessels.

The main goals of the privatisation process can be reached with the initial sale of 70% of the shares of the Company's capital. Thus the investor will be provided with the opportunity

to manage the Company effectively, to take and execute important decisions for its future development. The offer of the Company's main package of ownership shares will attract more potential investors in the privatisation process, which would lead to a more highly-efficient privatization procedure, thus resulting in a higher purchase price of the offered shares and a higher rate of investments.

The future for Navibulgar may see significant changes, but the strong core values of the Company will remain firm and consistent. Navibulgar strategic goal is to keep its extensive market presence by maintaining high quality standards, strong competitiveness and flexible management. It implies that the Company believes in constant care and strives to be upright, responsible and environmentally sound in its activities, globally as well as locally.

Global Maritime Services Ltd.



of experience in the field to offer to its customers.

From its initial focus on marine transportation for containers as Hapag Lloyd' official agent for Bulgaria our company has diversified its portfolio of activities and now offers to its clients ship brokering, chartering, agency services for vessels, land transportation for containers on the territory of Bulgaria, customs clearance and other services

Global Maritime Services brings high quality, reliable, effective solutions for its customers' requirements in the field of international container transportation with its wide range of vehicles covering 21 different types of containers. This efficient service network handles both general cargoes and also provides a variety of container services for types of goods that require special transportation

Since its inception in 1998 Global Maritime Services has grown to become one of the prominent companies in the container transportation business in Bulgaria. Our company has the expertise and more 7 years

Varna main office:

32, Tzar Simeon I str,
9000, Varna, Bulgaria
global@gmsvar.com

Manager

Dimitar Dobrev 0035952/ 681180

dd@gmsvar.com

Sofia Branch office

9, Pozitano str, entr A 6th floor, office 20
Sofia 1000, Bulgaria
sofia@gmsvar.com

Nadejda Hristeva 003592/ 9503530

Vladimir Shishmanov 003592/ 9803075



ODESSOS SHIPREPAIR YARD S.A., VARNA



Established in 1955 as a part of the former Shipbuilding and Shiprepair Yard, and as an autonomous legal entity in 1963, with its 300,000 sq.m. onshore premises on the southern end of the city of Varna, Odessos

Shiprepair Yard S.A. has always been the country's largest and best-equipped yard.

The Yard offers an extensive range of services in the field of ship repair and conversion.

Main production facilities of Odessos Shiprepair Yard S.A. are its dry dock and floating dock as well as the piers of 1,200 m overall. Main production units are the workshops, namely the Mechanical shop, Steel shop, Electrical shop, Pipe shop, Painting shop, Docking shop, Instrumentation shop. Also, a licensed ABB Turbo Systems service station, a part of the ABB service network, is operational in the Yards premises from 1984 for the repair of turbochargers, as well as an authorized repair station for propellers presenting in the whole Black Sea region the Dutch company LIPS, which has been taken over by Wartsila Propulsion Netherlands B.V. a few years ago.

Of crucial significance for the high quality of services rendered by Odessos is, however, the quality of its personnel. Key positions in the Yard's structure are held by specialists of high qualification and rich professional experience. New skilled workers are trained and certified at the Yard's Professional Training Centre, where also old ones can upgrade their qualification in compliance with the requirements of the Classification Societies. Besides its basic more than 900 employees, the Yard relies at times to some 500 subcontractors. Odessos also implements the established practices of quality management and is certified in accordance

with ISO 9001:2000 and NATO AQAP 2120.

After the political changes which came in the end of the last century, Odessos Shiprepair Yard S.A. stepped on the world market and succeeded in only a few years to establish itself as a supplier of high-quality shiprepair services. Until now, the Yard has satisfied shiprepair needs of customers from almost 30 countries. A stable trend is noted towards the increase of percentage of repaired ships from West Europe.

1995 is a milestone for Odessos as the Yard got involved in the mass privatization that took place in Bulgaria. Presently, Odessos is a private company. Due to its stable performance during the years, now Odessos is the object of an increased interest from the capital market both at home, and abroad. The price of the company's shares has marked a nearly 1000% growth within the last three years. Now they are intensively traded on the stock market.

Odessos has worked out and is steadily following its own investment programme, which is exclusively directed towards upgrading its production facilities and consolidation of its position on the capital market. During the last 5-6 years the Yard has invested nearly \$ 5 million in new equipment. Forthcoming is the biggest investment, i.e. purchasing of a new floating dock of approximately 10,000 TLC within the next 2-3 years.

Being one of the Top100 Bulgarian companies and Top10 Varna companies and significant employer, Odessos is an outstanding sponsor, as well. Company gives support to various public, cultural and scientific undertakings.

All foregoing is to bear testimony to the Company's motto, namely: High Quality and Timely Delivery at Reasonable Prices.



TCHERNO MORE CO.

Varna

Tcherno More Co., Varna is the successor of a state owned enterprise established since 1966 for production of civil and defence radar equipment. Now, Tcherno More Co. is a joint stock company, where 100% of the shares are owned by private shareholders.

Established in 1968, as a supplier of navigation radar systems for the socialist countries, Tcherno More Co, Varna, made quickly its image: a manufacturer of Hi-Tech products. The employees of the company before 1989 were about 5000 and they produced about 3000 radar systems annually. Working under license at the beginning, the company gained serious engineering and technological experience and started to develop its own products as well as to expand its product range. In order to answer the new market demands after 1989, the company was re-structured and oriented its efforts towards adoption of new own developments, which meet the world standards. The current production range includes: navigation radar systems, special ground radars, coastal radar systems, airport surface movement radars.

River Radar MK6217R, which is distributed under the trade mark of Northrop Grumman Sperry Marine BV was type approved in 2001 in The Netherlands and in Germany and finds extremely good market in West Europe. It is the forth generation of this radar systems and is the result of the 15-years beneficial co-operation between both companies. More than 800 ships navigate along the rivers in West Europe equipped with these systems. Customers find this system attractive for its state-of-the-art electronics, user friendly software, which reduces pressure during operation and its LCD TFT 18" display which can easily be mounted

on desk, wall or a ceiling.

The compact Sea Radar MR1102D is designed for small ships, yachts and coastal guard speedboats, sailing at territorial waters, coastal areas and along rivers. Its main features are: 52 cm radome antenna, 10" digital raster-scan display, 32 nm max. detection range and 4 kW peak power of the transceiver.

Sea Radar MR2512AC/TM provides safe navigation of ships of 1600 g.r.t. to 10 000 g.r.t. at open sea, narrow waters and in channels under any ambient conditions. Its main features are: 9 ft antenna, 19" raster-scan display with high resolution, 96 nm max. detection range and 12 kW pulse power of the transceiver.

The Coastal Radar System is designed to control shipping in coastal/narrow waters and in channels, to survey sea/river borders, to monitor environment, to prevent smuggling, drugs traffic and illegal emigration by sea. It consists of unmanned remote radar posts, which obtain data and transfer it to one or more control centers. It can archive all data so obtained for the purposes of later analyzes and control. Since 1994, when Tcherno More Co. installed its first coastal radar system on the Danube in Gabchikovo, Slovakia, the company improved the existing and developed new units and modules, which include: 9/18" antenna with horizontal or circular fixed polarization, transceivers with 12 or 25 kW pulse power, Radar Data Processors. Tcherno More Co. was chosen to supply the radars necessary for the Varna Initial Vessel Traffic Service System. It is mounted in Varna Bay and the data is transferred to the Port Tower in Varna East port. This data can be used by the Navy and by the Administration of the Border Police for their specific purposes.

The airport Surface Movement Radar is designed to detect moving and fixed targets

within and airport area under various ambient conditions and be used as a sensor within an SMGCS. It meets the requirements of ICAO Doc 9476-AN/927. The radar assists the ATC operators to avoid traffic conflicts on the run and taxiways, to permit service vehicles movement on runways and in apron areas under difficult ambient conditions and low visibility. The system provides data transmission to a computer network and radar data archiving.

The Doppler ground radars HP-100 and GR-136 are designed to detect and determine the co-ordinates of moving ground targets (tanks, armored vehicles, cars, as well as soldiers and troop divisions) at any time of year, under any ambient conditions and lack of optical visibility. It can be used in patrol version or fixed (single or several, connected in a network) for surveillance of borders and sites of high importance like airports, water reservoirs, nuclear power stations, chemical plants, oil terminals and refineries. Furthermore, this radar can be used as a sight to direct fire of machine guns and grenade launchers. Its last version, HP-100M is with an LCD display and a laptop and provides automatic detection and tracking of moving targets. It can be connected in a computer network for obtaining and processing data, which is to be transferred to a Command center (C³I).

The pulse ground radar GR-133 is designed to detect and determine the co-ordinates of moving and fixed ground targets at any time of year, under conditions of poor visibility (fog, rain, smoke, dust). It can be mounted on armored vehicles and can be used to survey, to determine targets and to control artillery fire.

The special test field of the company, which is located by the Varna Lake and is arranged according to standard requirements enables all adjustments and tests of radar systems to be performed under real circumstances. The certified Central Laboratory of Tchernomore Co. carries out all ambient and mechanical tests according to world recognized standards. With its long term experience in production and innovation, as well as with its highly qualified staff and contemporary equipment Tchernomore Co. is in a position to meet the high requirements of its partners and to carry into effect a long term, mutually beneficial co-operation.

TCHERNO MORE CO.

Varna

1. SCOPE OF BUSINESS

1.1. Design, production and trade with:

- Sea and River Navigation Radar Systems for Large and Small Ships;
- Ground Radar for Automatic Detection, Tracking and Identification of moving Ground Targets at the Range of up to 60kn;
- Coastal Radar Systems;
- Airport Surface Movement Radars "BS" SART;
- Medical Equipment and Aids for Disabled People;
- Mechanical Modules for Control Rooms;
- Spare parts and Accessories for Vehicles and Forklifts;
- Wood-processing and Other Hobby Machines;
- Special Tooling Equipment;
- Consumer Goods.

1.2. Research Activities

- Radar Systems
- A range of pulse navigation radar systems in X-band;
- Ground Doppler radars for automatic detection of moving targets.

New modules and units were developed based on FPGA matrixes, signal processors and surface mounting, which provide:

- Radar control;
- Analogue signals digitizing;
- Converting polar co-ordinates into Cartesian ones;
- Raster-scan display of 1280x1024 pixels, with repetition frequency greater than 60Hz;
- Automatic detection, tracking and determination of moving parameters of up to 200 targets for a module;
- Entering and display of map data, etc.
- Antennas - Production of wave-guide slotted antennas for X-band with linear horizontal or fixed circular polarization;
- New River Radar - MK6217 - with color display, industrial production based on 18,1" TFT matrix built in radar with a standard RGB input signal.

1.3. Capabilities to implement engineering projects

- Coastal radar systems for vessel traffic surveillance;
- Antennas with horizontal polarization for the 3cm band and length of 7, 9 and 18ft.
- A range of transceivers with 4, 12 and 25 kW pulse power and high-sensitive receivers with logarithmic or linear characteristics;
- Display units and modules for tracking up to 200 targets; possibility to compress and transfer radar data about targets;

The company has implemented similar projects for the purposes of the Navy, Border Police, Maritime Administration for Bulgaria, for Slovakia and partially for Finland.

- Airport surface movement radars providing surveillance of airports at lack of visibility;
- Mechanical modules for the equipment of airport control rooms.

2. TECHNOLOGICAL CAPACITIES

- Foundry - Loam casting of aluminium, pressure casting of aluminium, investment casting of ferrous and non-ferrous metals.
- Workshops for machining by chip breaking - Precise machining of rotary and case parts, Production of gears with modules from 0.3 to 5mm.
- Workshops for sheet machining - steel and non-ferrous metals
- Workshops for chemical treatment and electroplating - zinc, cadmium, chrome, silver, aluminium eloxation, hard anodising, etc
- Workshops for production of PCBs
- Workshops for PCB Mounting

- Workshop for assembly and test of electric equipment
- Tooling equipment plant
- Laboratory for electrical, mechanical and amient tests

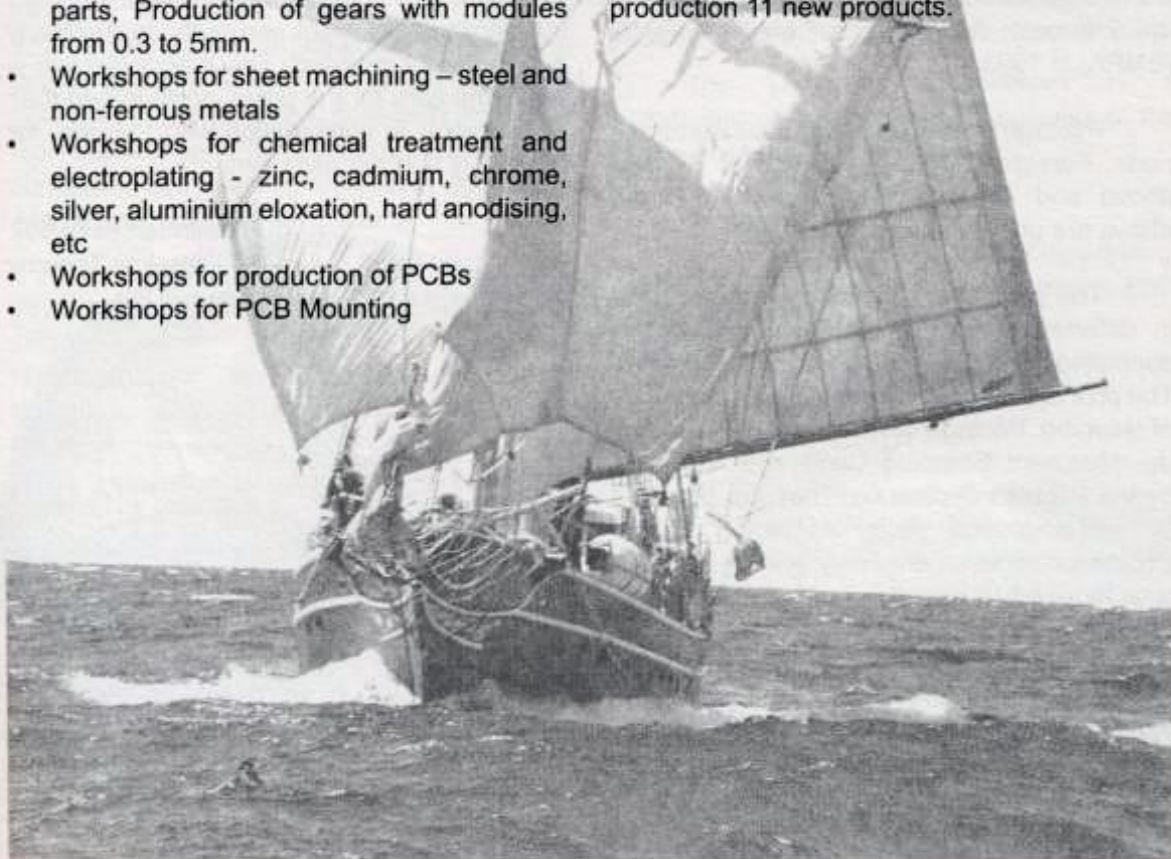
3. MARKET POSITION

The management team developed long-term contacts with:

- "Northrop Grumman Sperry Marine", The Netherlands - the company with the world biggest market share for radars production and distribution;
- Air Traffic Control Authority of Bulgaria.
- Bulgarian Border Police
- Ministry of defence of Bulgaria
- Bulgarian Navy
- Arsenal Co.

The company is the only Bulgarian producer of sea/river radars and navigation aids.

PERSONNEL - The personnel consists of 480 high-qualified employees, 163 engineers and economists included. Forty five leading specialists develop new products. During the last 3 years they have introduced in production 11 new products.





PILOTAGE IS THE ART OF NAVIGATION

BULGARIAN MARITIME PILOTS ASSOCIATION

VARNA 9001

Passenger Terminal
Vessel Traffic Control Tower

Phone: (+359 52) 602 445/6/7/8; 216-2640, 216-2645;

Fax: (+359 52) 602 445/6/7;

e-mail: vnpilot@techno-link.com



EMPA
MEMBER

BOURGAS 8000

1. Knyaz Batenberg Str.
Port of Bourgas Control Tower
II&III Level

Phone: (+359 56) 48 324, 840 402, 840 171;

Fax: (+359 56) 840 402, 840 171

The Bulgarian Maritime Pilots Association (BMPA) was established on 29.10.1992 as a non-profit association with main activities aimed at protecting the members' rights of labour, professional training and additional qualification, as well as social insurance. The association members are 60 pilots organized in two pilot stations in Bourgas and in Varna.

In order to continuously enhance the technical quality of the service and using the experience and recommendations of other pilot organizations became a member of the European Association of Maritime Pilots (EMPA) in 1993.

Pilotage is compulsory as in all European ports. Foreign flagged ships of 100 GT and above and Bulgarian ships of 300GT and above are under mandatory pilotage.

The professional pilotage organizations in different countries vary but it is always controlled by the State. Bulgaria is no exception. The pilot is ultimately responsible for the safety of shipping. Pilotage services are governed by the Merchant Shipping Code and regulated by the Pilotage Ordinance. They are provided by self-employed pilots. According to the Ordinance requirements only one pilot station is authorized to provide pilotage in a certain pilotage area. To meet the high criteria of the Ordinance for providing the service the Ministry of Transportation holds competitions between the candidates. The pilotage organization which has won the competition is granted the right to provide the service for three years. An important condition for acquiring a license is the

possession of a Certificate of Quality. For this purpose the two pilot stations in Burgas and in Varna were certified by LRQA according to the requirements of ISO9001-2000 as early as in 1999. In April 2004 the quality criteria were successfully confirmed by an independent audit for another 3 years. This coincided with the next competition between the pilot stations for acquiring a license. It was then when it was announced that the introduction of the INTERNATIONAL STANDARD FOR MARITIME PILOT ORGANIZATIONS (ISPO-CODE) is in progress. This is a new management standard in which the procedures and methods are clearly defined and controlled. The main objective is again the care for the pilots' position and their organization in combination with the care for the safety and risk assessment.

Chairman of BMPA:
Krassimir Todorov





30th Anniversary of the Language Department

In the days when the Naval Academy celebrated its 125th anniversary, the Language Department of the Academy celebrated its 30th anniversary.

At present the Department trains cadets and students at the Naval Academy in English, Russian and German. English and Russian are taught in all specialties and German in the specialty "River Shipping". The language training is for the specific purposes of the particular specialty. The Department staff comprises two associate professors, ten senior lecturers and one lecturer. These are highly qualified lecturers with a long teaching experience. They continuously update their knowledge following the modern trends in linguistics and in the development of the maritime and naval science. The lecturers actively participate in different international forums and qualification courses. It should be noted that they have the possibility to enrich their knowledge in the different specialties by consulting and twinning with other specialists and departments of the Academy.

Nowadays, in unison with the whole development of the Academy, the Department settles a number of important issues, like complying with the European educational standards by introducing a two-degree education, namely bachelor - master, and the credit evaluation system. This requires the revision of the existing curricular and syllabi and creation of new ones in connection with the new specialties "Technology and Management of Fleet and Port Operations", "Ship Repair", and "River Navigation". This brings about an increased publishing activity of textbooks and guides for special language purposes. The Department is also strongly concerned with different possibilities for improving the

teaching materials and appliances, which at present include one language laboratory and a computer-based language laboratory.

In connection with the new Ministry of Defense Strategy for learning English (2006 - 2010) entrance examinations and new syllabi have been developed for meeting the requirements of STANAG-6001.

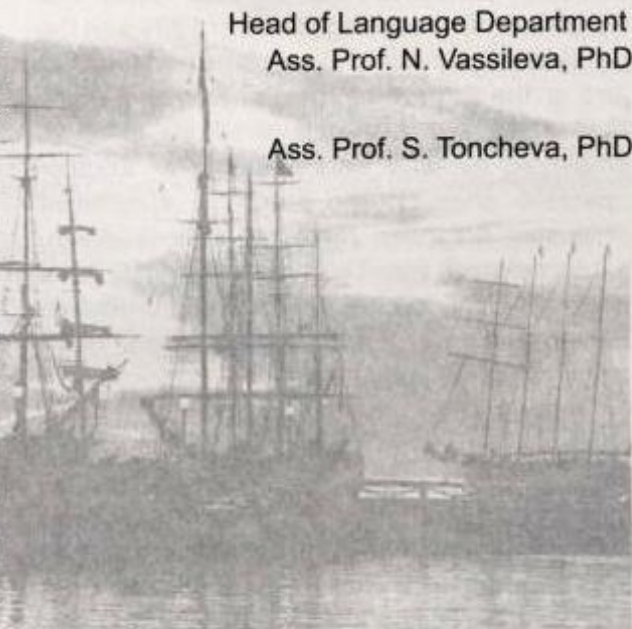
The Department is one of the major participants in approving the Naval Academy as a branch of London Shipbrokers College.

The Department takes active part in international forums and seminars (IAMU in Istanbul 2002, PFP six Conferences 1999 - 2006) and in 2001 hosted the 11th Conference on maritime English. The GAME Association Proceedings ECHO 15 was devoted to the Bulgarian contribution to the maritime studies.

The Language Department is a substantial part in the life and success of the Naval Academy.

Head of Language Department
Ass. Prof. N. Vassileva, PhD

Ass. Prof. S. Toncheva, PhD





ZODIAC MAINTAINS ITS POSITIONS

Prodan Radanov, Captain Seagoing – manager of the Zodiac Maritime Agencies Ltd. office in Varna for Morski Vestnik

Graduate of N. Y. Vaptsarov Naval Academy, class of 1981, major – Navigation for the Merchant Marine. Employed for nine years at the Navigation Maritime Bulgar as a 2nd mate. Over the next seven years he was 1st mate onboard ships sailing under foreign flag. Before becoming manager of the Varna office of Zodiac Maritime Agencies Ltd. – London, Radanov completed four contracts as master of vessels operated by this company.

THE COMPANY

Zodiac Maritime Agencies Ltd. – London is a company with over thirty years of history. It was established in early 1974 in the British capital with main scope of activity operation and navigation of ships. The company manages 134 ships – container ships, chemical ships, car carrier ships, refrigerator ships, bulkers, LNG carrier ships. The head office has over 130 employees; the company maintains regional offices in Constanta, Istanbul and Varna. The Bulgarian office was registered in 1994 with the Bulgarian Chamber of Commerce and Industry and is the largest of the three in the Black Sea region. It has a staff of 12, six of which employed full-time with manning of Zodiac-operated ships in the following specialties – master, engineer, motorist, cook, seaman, cabin steward, etc. The remaining staff have organizational, technical and administrative duties, and one of them works in the Sofia office, which opened recently.

To my question what is the position of the company among the others providing similar services in the region, Cpt. Radanov replied that there is, in fact, a strong competition among the manning agencies, which is normal in a market economy, but statistical data indicate that Zodiac Maritime Agencies Ltd. is

an undisputed market leader.

PAYMENT

Over 22,000 Bulgarians have been sent as crew members on board Zodiac ships in the last twelve years. The unbiased statistics deservedly places the company in the lead. The appearance of new companies, sending Bulgarian crews to ships under foreign flag, has made this a competitive business, where the main criterion remains the level of payment for the labor of the seamen. Years ago, zodiac offered some of the highest salaries, now some companies have overtaken us in this respect, says Cpt. Radanov. At present, the lowest-paid positions are those for trainee-seamen, motorists and cabin stewards – between \$275 and \$400 per month, depending on the type of ship for a period of 6-7 months, after which, if approved, they are offered a permanent position. Coxswains receive between \$800 and \$1,300, and masters – between \$4,000 and \$6,750.

The similar pay offer by our competitors in the past few years changes the situation with the human resource. Zodiac encounter a certain deficit of applicants for some position, there are vacancies for officer-level positions on certain types of ships. This situation, which first started a few years ago, led to a decision to increase salaries for all positions in the company with about 10% starting from 1 January 2005. The Zodiac terms for job application however have not changed in spite of the competition and include age and experience requirements for each position. An English competence test has been introduced, both for officers and crew.

TRAINING

Together with increasing payment rate and cutting short employment contracts, Zodiac also organizes training programs for trainees and cadets. Over the past 6 - 7 years, about 200 navigators and engineers have been



PORT VARNA EAD – 101 YEARS OF TRADITION AND SUCCESS

Port Varna EAD is a state-owned company and the structure of the port includes two component port units: VARNA EAST and VARNA WEST.

Varna is the largest and comprehensive Bulgarian port handling over 8 million tons of cargoes per year. With modern equipment, excellent transport links, rail ferry service and a crossroad location, the port is a convenient bridge for the cargo flows between Europe, Russia, Ukraine, Caucasus, Middle Asia, the Middle East and the Far East.

For 6 consecutive years, the port has reached 10% annual turnover growth, following a policy of constant investments in modernisation and technological development and improvement of labor conditions. The Port of Varna implements quality standards ISO 9001:2000 and it is one of the first Black Sea ports that it is certified as per the requirements of International Ship and Port Facility Security (ISPS Code).

Varna is a multi-purpose port with modern facilities and specialised quays working round the clock. It handles all types of cargo, including liquid. However, the typical features of the port is the handling of grain, containers, chemicals and general cargoes. By the total volume of these sorts of cargo, Port of Varna is the indisputable leader in Bulgaria.

Berths: 32

Total quay length: 5,601 m

Open-air storage area: 240,800 m²

Warehouses: 77,500 m²

The story of Port of Varna started in the 6th century BC, when Greek colonists established the ancient village of Odessos - a flourishing city within the land of Thracians, later within Roman and Byzantine empires.

7th century: The city was included in the limits of the newly established State of Bulgaria. At that time it was given its present Slavonic name - Varna.

13th -14th centuries: Varna was a major port in the Kingdom of Turnovo and Dobrudga Province. There was a brisk trade with Venice, Genoa, Florence and Constantinople.

16th - 18th centuries: Varna was an important

fortress owing to its strategic location and convenient bay. It was also the largest and busiest Black Sea port in the Turkish Empire.

19th century:

1888: Bulgarian Government took a decision to build the two ports of Varna and Bourgas.

20th century:

1906: The new port was opened for operation in the presence of HM King Ferdinand, the ministers and foreign diplomats.

1906-1909: During this period, so called Old Canal was dredged to link the Black Sea with the lake of Varna.

1947: Varna Port was nationalised.

1966: The port was expanded by construction of "Moll A" quay.

1966: Passenger Terminal was built.

1973: Port of Varna West started operations.

1976: The deep-water canal Sea-Lake was dredged (Canal No. 1) enabling the deep-draught vessels to visit Varna West. The same year Port of Varna Complex was established to incorporate Varna East, Varna West, Power Station, Balchik and Kavarna.

Late 1980s: Cargo traffic peaked at 8.5 million tons, based on the trade with Soviet Union ensuring stable development of Bulgarian export.

1990s: Decline and instability of cargo traffic, beginning of reforms and restructuring of Varna Port.

1999: Trend of growth of cargo traffic. Modernisation process started in Varna Port.

1999: Law on Sea Spaces, Inland Waterways and Ports in Republic of Bulgaria was enforced to provide conditions for private investments and concessions in Bulgarian ports.

21st century:

2001: The joint venture Oiltanking Bulgaria AD built a terminal for liquid chemicals within the area of Varna West.

2006: Concession of Balchik Port Terminal for a period of 25 years was awarded to Port Balchik AD to be effective as of 25 May 2006. This was the first implemented concession of a Bulgarian sea port.



20 YEARS FESTIVAL AND COMPLEX CENTRE - VARNA

FCC-Varna is a unique cocktail of culture, business and beauty; the heart of the cultural life of the city for the last twenty years. The cultural, congress and entertainment sector is still a mysterious industry, the participants readily entering the activities not knowing beforehand the organization and exhausting work behind the scene. Hundreds of cultural and congress centres appear in Europe, but few of them (if any) are profitable. Almost all of them, unlike FCC are dotted to attract congressmen, spending thrice as much as the other clients.

All centres are multifunctional, holding events of different spheres. FCC-Varna is no different. Its reputation of an event center is coated with over 43 000 cinema projections – over a quarter of a million kilometers of film rolled, over a thousand concerts of all genres – The London Philharmonic Orchestra and Moscow Virtuosos, the Mystery of the Bulgarian Voices, Swingle Singers, Rugiero Ricci, Yurii Bashmet and Ifra Neeman, Mincho Minchev and Mila Georgieva, Rayna Kabaivanska and Katya Richarelli, Juliette Grecco and Valya Balkanska, Jyldyz Ibrahimova and Teodosii Spasov, IMF Varna Summer, the May Chorus Competition, the Russian Army Ensemble; over 1000 theatrical guest performances, over 500 literature evenings with the most famous Bulgarian poets, among them Anton Donchev, Viktor Paskov, Valeri Petrov, Leda Mileva, Lyubomir Levchev, Ivan Granitski; The Christmas and May Art Exhibition of UBW-Varna, the Varna edition of National Cultural Holidays "Albena"; over a thousand of children matinees and plays; over 300 art exhibitions, over 300 showrooms and bazaars – "a symbiosis of culture and profit, created to direct resources

into culture" like Automobile and Microbuses Show Room Moto Pfohe, I-st and II-nd Greek week – a precursor of the Europartnership, the XI-th Congress of the Federation of European Societies of Plant Physiologi, I-st Autosalon FCC-Varna 2000 – held for the first time outside of Sofia, I-st International Science Conference of the Varna Free University "Globalisation, steady development '02", under the patronage of the President of the Republic of Bulgaria Mr. Georgi Parvanov, Dentist Exhibitions Rodent, Beauty Arena Spring'03, International business forums, Italian Economic Days, German cooperation markets, Youth social forums, all pre-elections campaigns from '91 till '06, Job Tiger's CARRIERS, The International Black Sea Search and Rescue Volunteers Conference – Varna, July 2005, V-th exhibition forum "Pharmacy Days 2006" ... and many more; more than 300 international symposia with min. length of two days, 4000 conferences, presentations of world-famous companies and institutions, Bulgarian ministries, The Municipality of Varna, The District Court of Varna, The Bishopric of Varna and Great Preslav, the embassies of Japan, Germany, Austria, Greece, the Consulates of Russia, Ukraine, Sweden – all of them partners of great authority, whose trust and patronage are hard to gain and mean a lot to the FCC team.

The balls and cocktails accompanying the promotions of the universities turn into celebrations. The flexibility and equipment of the team of the manager – M-r Kolarov and the mastery of the Chief expert Sharkov, have proven that the Crystal restaurant and the Main Foyer of the FCC are well suited for the reception of 200 to 1000 people and are excellent for family and professional gatherings.

Another feature of the complex is the biggest telecenter in Northeastern Bulgaria – iCentre Varna, a joint project of the State Agency for Information Technology and Communications and the program for development of the UN. An upcoming event is the opening of a TV studio which will broadcast live the events in the FCC. The management's ability to predict and lead FCC's development in compliance with the requirements of the modern technologies of the XXI-st Century gives an excellent advantage to the renovated cultural and congress product, well suited for past, present and future clients.

FCC-Varna is a co-organiser of more than 10 annual festivals and in 1993 became initiator and organizer of the only competitive international cinema festival in Bulgaria – Love Is Folly.

FCC-Varna is Bulgaria's representative in the only paneuropean cinema hall organization - EUROPA CINEMAS, a respected member of

the most prestigious international organizations in the area of the congress and incentive industry: EFCT, ICCA, на AIPC.

FCC is host of the congresses demanding a highest level of organization. It is a massive cultural centre, inspiring its guests not only with its unique location in the heart of Varna or the renovated halls and know-how of the workers, but with the Team, that emerged through twenty years of cooperation, due to the well known fact that the striving and will for success are constant. The tendency to increase the number of satisfied partners and clients is part of the joint effort of the General Manager and his team to keep FCC as the preferred multifunctional cultural and congress centre, developed through innovation and mobility. The undeniable honesty and competency of its employees are easily seen through the numerous praises and recommendations of the FCC's clients, clients, whose happiness is the Centre's greatest asset.

