

# Accountability Chart

The Accountability Chart is the EOS way of organising the company. Unlike a traditional org chart, it is organised by **function (seats)** — not by people. A seat exists regardless of who sits in it. Each seat has one accountable person.

[← What is EOS?](#) | [← Leadership](#)

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## How to Read This Chart

- **Seat** — the function (it outlives any person)
- **Accountable** — the person in the seat
- **Reports to** — who they are accountable to
- **Key responsibilities** — the 3-5 things this seat owns

□ A seat can be empty (hiring) or held by someone who also holds another seat. The goal is one person per seat as the team grows.

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## Current Seats

### Level 1: Leadership

#### Visionary — Predrag Tasevski (CEO)

##### Reports to: Board / Founders Key responsibilities:

- Company vision, strategy, and direction
- Revenue, pricing, and partnerships
- Product design and quality assurance
- Legal, finance, and HR
- Public representation and investor relations

#### Integrator — Peter Zlatev (CTO)

##### Reports to: Predrag Tasevski Key responsibilities:

- Engineering management and output
  - Infrastructure, DevOps, and platform uptime
  - Security monitoring and incident response
  - CI/CD pipelines and release management
  - Technical architecture and code quality
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## Level 2: Functional Seats

### Stakeholder & EU Projects — Alexander Eklöf

**Reports to:** Predrag Tasevski **Key responsibilities:**

- EU project deliverable tracking and submission
- Community management (Discord, Matrix)
- Support triage and first-line resolution
- Partner communications and onboarding coordination

### Marketing & SEO — Ksenija Jovisevic

**Reports to:** Predrag Tasevski **Key responsibilities:**

- Website analytics (Matomo) and SEO strategy
- Newsletter content and campaign management (Mautic)
- Social media and content publishing
- Brand consistency and community engagement

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## Level 3: Individual Contributors

### Developer, Unicis Apps — Yaroslav Bondarets

**Reports to:** Peter Zlatev **Key responsibilities:**

- Atlassian Forge app development
- Bug fixes and feature implementation
- Code reviews and testing

### Developer, Unicis Platform — Vitaliy Nezdvetsky

**Reports to:** Peter Zlatev **Key responsibilities:**

- Unicis Platform development (Next.js)
- Feature implementation and maintenance
- Code reviews and testing

### Developer — Yaroslav Pisarev

**Reports to:** Peter Zlatev **Key responsibilities:**

- Development tasks as assigned
- Code reviews and testing

## Seat Matrix

Seat	Accountable	Reports to
Visionary (CEO)	Predrag Tasevski	Board
Integrator (CTO)	Peter Zlatev	Predrag Tasevski
Stakeholder & EU Projects	Alexander Eklöf	Predrag Tasevski
Marketing & SEO	Ksenija Jovisevic	Predrag Tasevski
Developer — Unicis Apps	Yaroslav Bondarets	Peter Zlatev
Developer — Unicis Platform	Vitaliy Nezdvetsky	Peter Zlatev
Developer	Yaroslav Pisarev	Peter Zlatev

## Open Seats (Not Yet Filled)

As the team grows, these seats will be filled:

Seat	Priority	Notes
Sales / GTM	High	Needed to scale customer acquisition
Customer Success	Medium	Currently covered by Predrag + Alexander
People Ops / HR	Medium	Currently covered by Predrag
QA Engineer	Low	Currently covered by Predrag

## How Seats Are Updated

The Accountability Chart is reviewed every **Quarterly Session**. Changes are proposed by the CEO and agreed by the leadership team.

When a seat changes:

1. Update this page
2. Update the Org chart on [[pub:company:unicis|Unicis.Tech]]
3. Announce in '#town-square'
4. Update access permissions in OpenProject, GitLab, and Nextcloud

[← Back to EOS Overview](#) | [← Leadership](#) | [→ V/TO](#)

[accountability](#), [eos](#), [org-chart](#), [leadership](#)

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