Accountability Chart

The **Accountability Chart** is the EOS way of organizing the company. Unlike a traditional org chart, it is organized 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

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.

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
- **ISO 20000-1 & ISO 27001 Sponsor** (see ISO Roles)

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
- **Service Delivery Owner & Information Security Implementation** (see ISO Roles)

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
- **Support Manager & Access Control Manager** (see ISO Roles)

Marketing & SEO — Ksenija Jovisevic

Reports to: Predrag Tasevski

Key responsibilities:

- Website analytics (Matomo) and SEO strategy
- Newsletter content and campaign management (Mautic, deprecated soon)
- Social media and content publishing
- Brand consistency and community engagement
- **Communications & Security Awareness Lead** (see ISO Roles)

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 & Fleet	Yaroslav Bondarets, Vitaliy Nezdvetsky	Peter Zlatev
DevOps	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 development team

ISO 20000-1 & ISO 27001 Roles

Each seat also carries ISO standards responsibilities. See ISO Roles Details for full mapping of:

- SMS (Service Management System) roles
- ISMS (Information Security Management System) roles
- Performance metrics tracked per role
- Quarterly reviews in Level 10 Meetings

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.Tech]]
3. Announce in #town-square
4. Update access permissions in OpenProject, Nextcloud, and GitHub
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← Back to EOS Overview | ← Leadership | → V/TO | → ISO Roles

Last reviewed: October 2026 — next review: Q4 2026

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