

LIFE IN ARMENIA

FOR DIGITAL NOMAD FAMILIES

FROM DENMARK TO ARMENIA

HOW TATEVIK REVAZIAN BALANCES MOTHERHOOD, CAREER SUCCESS, AND LIFE IN ARMENIA

EXPERT'S ADVICE

THE DIGITAL NOMAD'S GUIDE TO BUYING PROPERTY IN THE ARMENIAN PROVINCES

INSPIRED BY NATURE

THE DIGITAL NOMADS PROGRAM IN ARMENIA

NETWORKING ACROSS BORDERS

NAVIGATING CULTURAL DIFFERENCES AS A DIGITAL NOMAD IN ARMENIA AND GERMANY

ARMENIA ON A PLATE

A FOODIE'S GUIDE TO THE BEST BITES IN YEREVAN

FROM YEREVAN TO STEPANAVAN

A DIGITAL NOMAD'S JOURNEY REDISCOVERING ARMENIA

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Armenian Tech Mafia

THE ONLY MAFIA YOU SHOULD LEARN ABOUT IN ARMENIA



MATHEW ZEIN

EDITOR'S LETTER

Back when I started “Life in Armenia,” I never thought the magazine would generate such huge traction over a short period of time. It’s been an exciting journey, and I’m thrilled to say that we’ve come a long way since then, from a small digital publication to a vibrant community of thousands of digital nomads and remote workers from all around the world.

The “imperfectly perfect” charm of Armenia, as described in the magazine, has captured the hearts of many. With a growing fanbase of thousands of international readers, I joyfully spend hours weekly replying to messages and attending online meetings to answer questions about living in Armenia. It’s my pleasure to say that, in one way or another, the magazine’s readers are the ones driving its topics every month, not me.

Additionally, the contributions I’m receiving from the international community of remote workers and digital nomads in Armenia have enriched the magazine with real-life experiences from people who’ve lived the Armenian experience and enjoyed it with their families.

Am I really living this dream? Sometimes I have to pinch myself to believe it. But I refuse to let this dream slip away from me, so I’m taking action to turn it into reality. The best is yet to come.



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FROM DENMARK TO ARMENIA HOW TATEVIK REVAZIAN BALANCES MOTHERHOOD, CAREER SUCCESS, AND LIFE IN ARMENIA

Many magazine readers have asked me four common questions, and I was fortunate enough to find the perfect person to interview for answers. Tatevik Revazian, who moved from Denmark to Armenia, got married, had kids, and became the youngest Director General of a civil aviation authority in the world, was kind enough to answer and inspire.

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FROM YEREVAN TO STEPANAVAN A DIGITAL NOMAD'S JOURNEY REDISCOVERING ARMENIA

It's a common adventure for people to explore new countries and cultures, but what about discovering the hidden gems of your own homeland? That's exactly what Mayis Margaryan did when he embarked on a journey of digital nomadism, driving into the unknown and uncovering the secrets of Armenia, realizing it's a world unto itself.

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ARMENIA ON A PLATE A FOODIE'S GUIDE TO THE BEST BITES IN YEREVAN

Embark on a culinary journey around Yerevan with these international restaurants that bring a taste of the world to Armenia. From authentic Japanese sushi to Mexican/South American cuisine and everything in between. Grab your fork and join Stefan Papp, an Austrian digital nomad, on a culinary journey you won't forget!

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INSPIRED BY NATURE THE DIGITAL NOMADS PROGRAM IN ARMENIA

I've been planning the Digital Nomads Program in Armenia for quite some time now, and finally, it's becoming a reality this summer! Digital nomads from every corner of the world can sign up to immerse themselves in Armenia's breathtaking beauty. And to sweeten the deal, all their expenses will be covered for a week-long stay in Tavush province. Why? Simply because I'm sure Armenia will have them under its spell, and they'll end up promoting the country to more digital nomads and remote workers.

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NETWORKING ACROSS BORDERS NAVIGATING CULTURAL DIFFERENCES AS A DIGITAL NOMAD IN ARMENIA AND GERMANY

Armenia is about the people around you, while Germany is about yourself. In these words, Dr. Hayk Vardanyan explains what it's like to be a digital nomad traveling between Armenia and Germany, and other countries in between based on his own digital nomad lifestyle.

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EXPERT'S ADVICE THE DIGITAL NOMAD'S GUIDE TO BUYING PROPERTY IN THE ARMENIAN PROVINCES

Armenia offers affordable, safe, inspiring, and authentic locations to call home. However, buying property in Armenia can be challenging for those unfamiliar with the process. Nerses Isajanyan, a holder of an LL.M. from Georgetown University, explains the fundamentals you need to know about buying property in the Armenian provinces.

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FROM GRAPE TREES TO SAMS CLUB, A WALMART COMPANY MY JOURNEY OF INNOVATION AND COLLABORATION IN ARMENIA

Are you interested in learning how one man's journey led him to hire and mentor over 100 talented individuals in Armenia? Join Zarik Boghossian, from the United States, on a trip down memory lane as he recounts his experiences in the technology industry, from his first hiring experience in Armenia in 2005 to this day. Get ready to be inspired!

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BECAUSE "JUST WING IT" IS NOT AN OPTION HOW PROJECT MANAGERS IN ARMENIA ARE MAKING THEIR MARK ON THE TECH WORLD

Want to be a part of a tech community that's thriving and constantly evolving? Come to Armenia, where project managers are agile, women are making strides in the industry, and the team-building events are always a blast. Simply put, "just winging it" is not an option here, and Sevan Konu, an experienced project manager, will explain why.

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FROM DENMARK TO ARMENIA

HOW TATEVIK REVAZIAN BALANCES MOTHERHOOD, CAREER SUCCESS, AND LIFE IN ARMENIA



**MATHEW
ZEIN**

EDITOR IN CHIEF



INTERVIEWING



**TATEVIK
REVAZIAN**

SVP AT OSPREY FLIGHT SOLUTIONS



FROM DENMARK TO ARMENIA

HOW TATEVIK REVAZIAN BALANCES MOTHERHOOD, CAREER SUCCESS, AND LIFE IN ARMENIA

Imagine moving to a new country on your own, starting a family, and immersing yourself in a new culture while still staying connected to the international community. This is exactly what Tatevik, a Danish expatriate from the Armenian diaspora, did when she relocated to Armenia, got married, and was blessed with two little kids.

During our interview, Tatevik shared her personal experience and **insights into the core pillars of living in Armenia** that are essential for anyone considering relocating to this vibrant country. As a working mother and active community member, Tatevik's story is an inspiration to anyone seeking to achieve a fulfilling work-life balance when relocating to Armenia.

Can Women Break the Glass Ceiling in Armenia?

There's a common question many of the magazine's readers have emailed me about **how far women can go in Armenia**. Tatevik, however, is a living testament to the answer: as far as they have the will and determination.

Tatevik held the prestigious position of Director General of the Civil Aviation Authority for a remarkable four years when **she was 30 years old**, becoming one of few women worldwide to have held a similar position. As the youngest Director General of a civil aviation authority in the world and the first female in Armenia to occupy such a position, **she led over 450 people** during the COVID-19 pandemic, one of the most severe crises in aviation history. Her leadership skills were on full display as she implemented ma-

ior reforms to ensure resilience and meet safety and security requirements using a risk-based approach.

Tatevik's dedication to her responsibilities is undeniable, and her commitment to her role was exemplified when she returned to work **just four months after the birth of her first child**. Moreover, it was during her maternity leave that she secured the Air Arabia Group investment to open the Armenian National Airline, Fly Arna.

Her story is an inspiration to women everywhere, demonstrating that with hard work, determination, and a deep sense of responsibility, it's possible to achieve success and make a meaningful impact in Armenia, no matter the circumstances.

How Safe Armenia is for Women and Children?

For many people considering moving from the EU or the States, safety concerns are always at the forefront of their priorities. With this in mind, I asked Tatevik how she has found living in Yerevan after moving from Denmark, and her response was eye-opening.

As a mother of two, safety was a top priority for Tatevik, and she found Yerevan to be a vibrant city where she could walk around at night **without worrying about her safety**. She noted that the city stays up late, and people are always around, creating a lively atmosphere.

Tatevik also mentioned something that caught her attention - the fact that in Armenia, **everyone around cares about your kids**. She found it comforting that while her kids were out on the streets, there was always someone to guide them or offer help when needed. In contrast, in the EU, there are often concerns around personal space, and not everyone may be willing to intervene with someone else's kids. But in Yerevan, it feels like you are part of a big family all the time, and everyone is willing to help each other. Tatevik summed it up perfectly, **"In Armenia, everyone is a parent to your kids."**

However, Tatevik had one concern about children's safety in Armenia. She mentioned that many cars are not equipped with child safety seats like in Denmark, which is a big concern for her as a mother when ordering a taxi. This has prompted her and her husband to finally buy a car themselves to address this issue, even though it wasn't something they had to think about earlier. This highlights the importance of child safety in transportation and the need for more awareness and action to promote it in Armenia.



Tatevik with her kids on a walk in their "hood." A walk they take daily.

Can You Live Locally and Think Globally in Armenia?

Tatevik holds the position of Senior Vice President at Osprey Flight Solutions, which is a UK-based company delivering risk intelligence to the aviation industry based on machine learning and AI. For Tatevik staying in Armenia was one of the non-negotiables and therefore she is working remotely from various work-friendly cafes in Yerevan.

Tatevik not only excels in her career but also enjoys a fulfilling personal life surrounded by friends and like-minded international professionals. She talked about how you can easily **find people who share the same mindset** while in Armenia, and in no time, you can have friends and become part of a community.

In fact, it took us only 30 minutes before planning a playdate for my son, Roy, and her son in Yerevan, who are of the same age.



At the launch of Fly Arna, observing the arrival of the first aircraft. This photo was the culmination of Tatevik's four years.



Photo taken when the Air Arabia investment was made available to the public.

How Can You Achieve A Work-Life Balance in Yerevan?

I asked Tatevik about how she manages to balance her full-time remote work with taking care of her two children and husband, who is also employed full-time. She revealed that she had found the perfect solution, which wouldn't have been possible in Denmark due to the high cost of living. In Armenia, she is able to **outsource all household work**, including babysitting and cooking, to people she trusts.

This approach not only helps her achieve a healthy work - life balance but also contributes to the local economy by providing employment opportunities. This balance between work and family time is something that many people in the EU strive for, but the high cost of living makes it difficult to outsource tasks to the extent that Tatevik can in Armenia.



Picture in London along with Tatevik's dad who has traveled with her on most business trips to help her take care of her son.



Every day, when I come back home,
“ IT’S FAMILY TIME. ”

A Mom and A Role Model



This photo is taken from the Children's book "Armenian Wonderwomen". It's inspired by a real photo, which was taken on the first day Tatevik returned to the office from maternity leave.



This photo was taken during Tatevik's most recent business trip. Her son was 13 months old, and Singapore was the 14th country he visited.

I was so engaged in my conversation with Tatevik that I wished it could have lasted for a couple more hours. We exchanged thoughts and talked excitedly about different aspects of living in Armenia, both being from abroad. However, we had to go back to our jobs and hope for a longer conversation later.

After meeting her, it's no surprise that she has **caught the attention of international media** like Danmarks Radio, which has reported on her career path. It's also no wonder that she was recently featured in a children's book called "Armenian Wonderwomen," alongside changemakers such as Diana Abgar, one of the world's first women to hold a diplomatic post.

Are you considering visiting or relocating to Armenia? Keep in mind that, like any other country, **Armenia has its ups and downs**, and it's not heaven on earth. Tatevik's remarkable achievements are a testament to this fact. If you're feeling hesitant, just take a moment to reflect on her inspiring journey, and you might find yourself booking a ticket to this outstanding country.

FROM YEREVAN TO STEPANAVAN

A DIGITAL NOMAD'S JOURNEY REDISCOVERING ARMENIA



**MAYIS
MARGARYAN**

CO-FOUNDER OF CHILDREN
OF REGIONS NGO



FROM YEREVAN TO STEPANAVAN

A DIGITAL NOMAD'S JOURNEY REDISCOVERING ARMENIA

After completing my service in the army in 2011, I started hiking and quickly became enamored with Armenia's stunning nature, charming villages, and friendly people. My love for the country led me to explore it more extensively through overnight hikes, and I soon found myself daydreaming more and more about traveling as I came to realize that Armenia offered a perfect digital nomad lifestyle. The country is [a world unto itself](#), allowing me to live diverse experiences as I travel from one place to another.

Driving into The Unknown

I started driving off without any plans or set destinations. I was literally leaving my yard without a clue where I was headed, and that was the beauty of it all. I never planned my days; instead, they planned me. The sense of freedom and spontaneity that came with my unplanned road trips was unlike anything I had experienced before. Some days, I stayed with friends, while others, I camped in a tent or slept in my car! It was all part of the adventure, and it motivated me to pursue [maximum flexibility in my work and personal life](#).

As I traveled, I found myself drawn to the beauty of Drakhtik, a charming village nestled on the banks of the magnificent lake

Sevan. Together with my buddies, we purchased a beautiful house there, spending more than half the year immersed in the local culture and enjoying the serene surroundings. The experience was truly enlightening, and it became clear that I needed to take my business, Excelist Training Center, to the next level. I worked tirelessly to develop an online format, expanding the training center to a whopping 100%.

Of course, the journey wasn't all sunshine and rainbows. Along the way, I was tempted by lucrative offers such as a joint wine house or a co-working space in Yerevan. But the mere thought of being shackled to the bustling

capital made me shudder, so I promptly declined. My vision was to [work from anywhere my heart desired](#) - on a mountain, by a lake, under a tree, or even from the comfort of my friend's house.

My buddies and I also purchased a plot of land next to a newly built hippodrome in Drakhtik, with the intention of constructing state-of-the-art co-working and co-hosting cottages. However, the year 2020 had other plans for us. However, I'm excited to share that our co-working and co-hosting space in Drakhtik village has been completed. We will now be able to live there for part of the year, surrounded by the beauty of Sevan.

Stepping Up to Stepanavan

My personal life took an unexpected turn in 2020, and the love of my life, also a digital nomad, proposed that we move to the serene Lori province. Without hesitation, I agreed and we rented a cozy house in the picturesque city of Vanadzor, tucked away in the peaceful woods.

We relished the tranquility, the abundance of nature, and the freedom to live life on our own terms - whether that meant solitude or socializing, attending concerts or going on wild adventures. And the best part? We [saved 2-3 hours a day](#), as we were free from traffic jams, honking horns, and the constant hustle and bustle of city life.

After a lengthy search, we ultimately decided to purchase a house and settle in either Lori or Tavush province. We scoured properties from Ijevan to Va-



Working from home in Stepanavan and caring for kid

nadzor, and from Vanadzor to Stepanavan, with our focus primarily on [the house itself rather than its location](#) in a town or village. In fact, we even considered homes in rural areas. Ultimately, we settled on Stepanavan.

As it turns out, Stepanavan is much calmer compared to Vanadzor. Additionally, it is one of the few completely flat cities in Armenia, which means one [can drive from one end of the city to the other in just 8-9 minutes](#).

Thanks to the flat terrain and newly-built roads with wide sidewalks, it is a cyclist's dream. Furthermore, the city boasts numerous shops that offer almost anything one could need, and online payments in shops are not a problem. And if there is something one cannot find in Stepanavan, it is likely available in Vanadzor, which is only a 30-minute car ride away. Taxis also run every 30 minutes, and a ride costs 400 AMD (1 USD).

Finding The Tribe

One of the perks of moving here was Ruben and Arevik, who had already made the transition from Yerevan to Stepanavan as a couple and were actively promoting a vibrant youth culture in the city. Ruben is a highly skilled developer who works from Armenia to the UAE, and Arevik is an animator. They were a great inspiration to us, and we in turn inspired them. They provided us with invaluable information about the city and its people, which helped us settle in quickly.

Furthermore, in 2022, around 100 Russian nomads also relocated here. Among them is a girl who remotely organizes dog training and provides legal services to help relocate dogs from one country to another. They are certainly having an impact on the culture of the city's nomadic community.

In general, Stepanavan is a haven for introverts. It is a place where individuals can set their own pace of life, do what they want, and spend time with friends whenever and wherever they choose. This sense of choice is nothing but freedom, and the freedom to choose is one of the city's greatest assets.

New builded coworking cottesges in Drakhtik village, Gegharkinik region



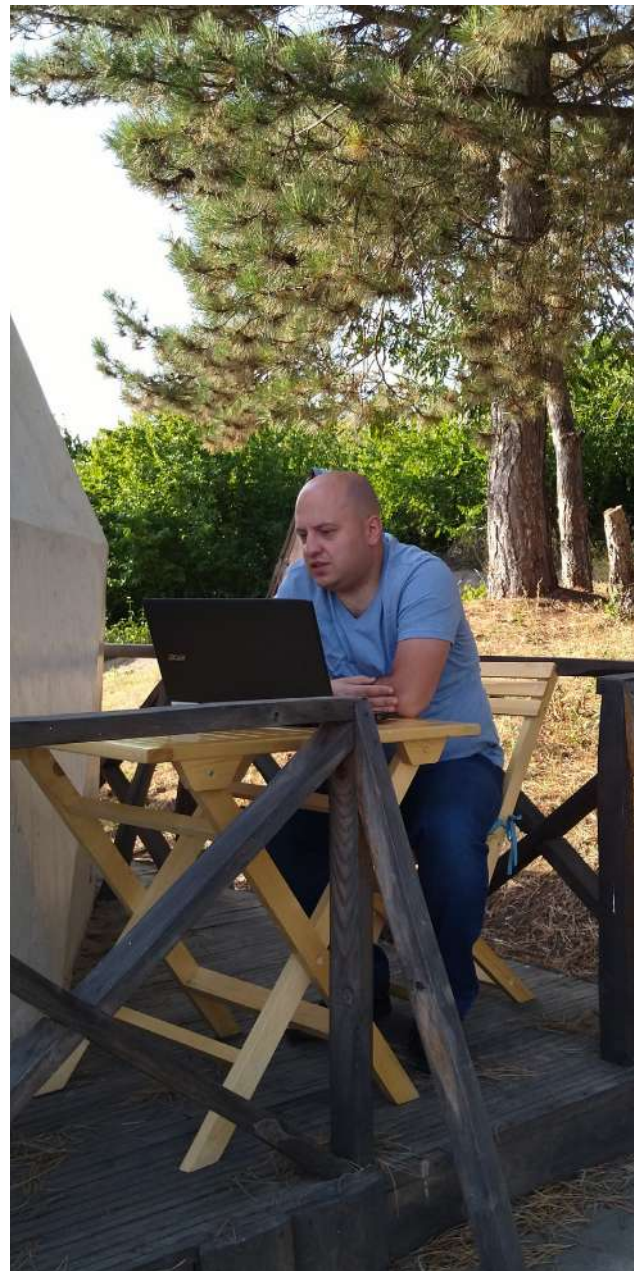
Enjoying Life Affordably

I enjoy many aspects of living in Stepanavan, such as the beautiful natural surroundings, the friendly people, and having my own house, which I never had before as I lived in an apartment. I also appreciate the ability to live a healthy lifestyle and enjoy relatively cheap food, which [saves me around \\$200 a month](#) by not eating out. In a small city like Stepanavan, there's no need to eat out when it only takes a few minutes to get home.

The three hours we save on commuting in this city are precious and we use them for family time, business endeavors, self-development, travel, and spending time with friends. The benefits of this lifestyle on productivity are evident. Just as an athlete's performance depends on training, a nomad's work output depends on time and concentration. Being able to work online allows us to live an offline life to the fullest. We [wouldn't trade those three hours for anything else](#).

There are several banks and a hospital in the city. But, I would like it if more would be there. Although there are mixed opinions about the hospital, I personally had a great experience with the Vanadzor hospital, where my baby was born. It only takes 30 minutes to reach Vanadzor, which is very convenient.

One downside is the lack of cafes and clean-format coworking spaces in the city. However, I know that the city library will soon move to a new building, which will have a bookstore-cafe, a computer room, a hall, a coworking space, and of course, a library. This will undoubtedly [change the city's landscape](#) and attract more freelancers. Lastly, Stepanavan is a green city situated next to a forest with plenty of fir trees, and the air is clean and refreshing.



Working from Noyemberyan city, Tavush region



Career fest in Yerevan: the region children tell visitors about their experience in remote work from their provinces

Paying Back to Armenia

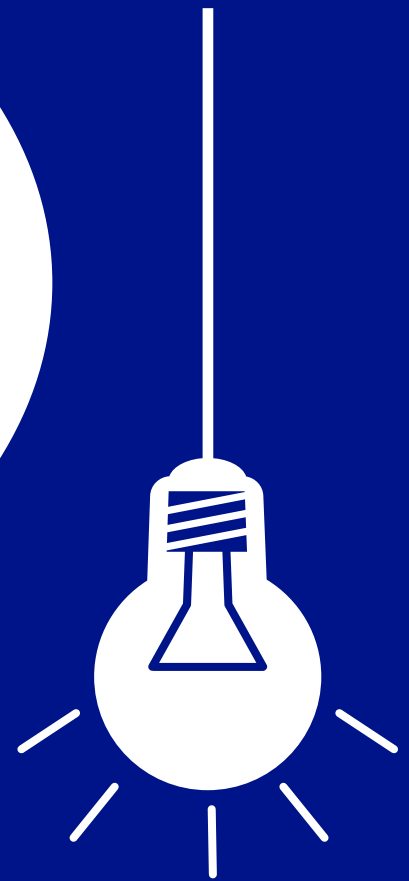
My involvement with the NGO sector started when I fell in love with nature and villages and became concerned about the problems faced by children in the regions. I began interacting with children and organizing activities in villages, but I soon realized that the **children's enthusiasm was short-lived** because we didn't maintain contact after our visits. I also noticed that many of the children hadn't even seen their own homeland, such as a child from Artsakh who had never seen Sevan lake, which seemed absurd to me.

To address these issues, my friends and I started taking children from different provinces on tours, providing overnight stays in each other's houses. To keep in touch, we created an online platform and included them in various activities, such as assignments, classes, skill development, leadership development, networking, mentoring, volunteering, internships, procuring and donating computer equipment, and helping them create their own business projects.

Over the course of four years, we achieved significant results. About 250 school children and students started remote work, we supported the launch of 17 business projects, and we donated 140+ computers. Around 70% of the new computer owners were able to find employment. We also have 150+ volunteers within the Children's Network. We are in the process of becoming an educational project in the near future.

I find the work I do incredibly fulfilling and meaningful. Serving others is the highest form of motivation for me. Although it may seem that our work is solely online, we regularly visit various regions in Armenia to conduct workshops, seminars, training courses, forums, campaigns, team-building events, and camps. These in-person interactions allow our active children to connect with their mentors and each other, forming teams and uniting towards a common goal. This active lifestyle provides the perfect balance between being active and taking time to recharge.

Tips for Upcoming Digital Nomads in Armenia



01

Spend time in nature to feel more connected to the world around you and improve your well-being.

02

Remember that having the ability to make choices in life gives you freedom.

03

Taking control of your life and making conscious decisions can lead to a sense of fulfillment.

04

Time is a precious resource, so consider how you can save time in your daily routine to devote to things that make you happy.

05

Online interactions can be just as meaningful and fulfilling as offline interactions.

06

Prioritize saving time in your daily routine and investing it in activities that bring you happiness.

ARMENIA ON A PLATE

A FOODIE'S GUIDE TO THE BEST BITES IN YEREVAN



STEFAN
PAPP

AUSTRIAN
DIGITAL NOMAD

ARMENIA ON A PLATE

A FOODIE'S GUIDE TO THE BEST BITES IN YEREVAN

Hobbit blood must run in my veins! A good meal and comfort are two of my favorite things. A variety of culinary delights await you in Armenia. There are many fantastic Armenian restaurants that I will not mention here. It was tough to decide which ones to leave out because so many more restaurants deserve to be mentioned. So please accept my apologies in advance.

Exploring Armenian Food

As soon as you think about Armenian food, you think of Khorovats. Khorovats is an Armenian barbecue that is often just as cultural as it is culinary. Every Khorovats is usually accompanied by drinking and toasting. **Armenians love to eat and drink** a lot. If you are used to drinking alcohol, it is an advantage.

But as this article is about restaurants, I would love to highlight some restaurants that at least simulate the experience of being with Armenians in a family setting.

Imagine this; you are one small country in a vast conglomerate of states. One day the central government decides to make a movie in your area. Armenians are very proud of this movie, and Kavkazskaya Plennitsa is a theme restaurant for that movie.

Some may have bad memories of the Soviet times, but by visiting this restaurant, you cannot deny that there is also a certain nostalgia. Kavkazskaya Plennitsa is not just a restaurant; it is a trip into history to a different time.

You might enjoy a bit of Soviet nostalgia while eating, but Kavkazskaya Plennitsa is a perfect example of an Armenian taverna. If you want to do it the Armenian way, order a particular room where the food is brought to you. If you are a bit adventurous - this is true for all Armenian restaurants regarding this dish - order Khash. Some people love it, while others are skeptical. But if you meet Armenians and can **tell them you have tasted Khash, this is an ice breaker.**



Having drinks at Hot Pub in Verin Antarayin

Especially in summer, when it is super hot in the city, Monte Christo is a bit away from a lot of concrete. Whenever you enter the Gorge in Yerevan, you feel you are teleported into the countryside, yet you are almost in the middle of the city. The food in Monte Christo is typical Caucasian, so everything I wrote above also counts here. The adventurer goes for Khash but does not leave out all the typical Caucasian dishes from Dolma, Khinkali, and others. The food is fantastic, but Monte Christo also lives from its ambiance. You dine at a small lake, and the restaurant's design resembles an old castle. If you are in the Gorge already, one thing to do with the family is take the mini rail so your kids can enjoy the scenery.

When I want to eat Armenian food without traveling far from the city center, I choose Machar 44. It has a unique style, and it's an ideal place to spend a quiet evening. Machar 44 is also owned by people involved in Repat Armenia, who organize events for repats and expats – a perfect place to build a network.

Experiencing Asian Culture

The Armenian diaspora living outside Armenia has a long history of returning to Armenia to share new cultures. Because of this, Armenia has a lot of international cuisines. With the owner of Tokyooo, Hiro, it is a bit different. His wife was an Armenian expat who decided to leave Armenia and met someone who loved Armenia in Japan. If you visit Tokyooo, Hiro can tell you the full story.

Tokyooo is a restaurant made by a Japanese person to bring authentic Japanese food to Armenia, and it is the first place in Yerevan that offers a running sushi service. So,

if you have eaten enough Khachapuri and Khinkali, this is the place to get authentic Japanese food. And most importantly, the sushi with the Ischchan trout from Lake Sevan is the best sushi you can get. I like it even more than sushi with salmon.

While Tokyooo is a neat place, large family gatherings may fit better into Dragon Garden, where there is more space. You will get a variety of Chinese and Japanese food. Dragon Garden is also the place to experience one detail most internationals love when they go out in Armenia:

kids' rooms. Kids can play in these rooms while the grown-ups talk and the staff watches them. My kids rated the kids' corner of Dragon Garden as one of the best.



From South America to Italy

Las Culturas and Los Pueblos have the same owner, so I join them in one category. We can sum it up as the best Mexican/South American food outside Mexico and South America. The management style is American, so the customer is king, and they can enjoy excellent service while having fantastic food.

Los Pueblos is my choice for a quieter and cozy evening when I want to meet up with friends. If I want more live music and a feeling of going out, I will go to the more lively Las Culturas. Both restaurants do a great job of bringing culture to Armenia and are a must-visit.

There are surprisingly a lot of good Italian restaurants in Armenia. It was tough to decide which restaurants to recommend, knowing I had to leave out some fabulous ones.

The best pizza I had was in Pomodoro. I also loved the ambiance of that restaurant. It is bright and cozy. The best pasta in Armenia I had was in La Cucina. It might lack some interior design to make the experience extraordinary, but this is forgiven as I have hardly ever eaten such good pasta.



Drinks and food at Los Pueblos



Eating out at Las Culturas



Los Pueblos

The International Breakfast Tour

Many cafes in Yerevan try to emulate a European style, such as the Cafe Vienna or Cafe Central for Austria, or Paul and Louis Charden for France.

It is hard to choose where to go. I often meet with friends at Paul and Louis Charden for breakfast. It gives a bit of a French feeling, and the Eggs Benedicts are amazing in both restaurants.

If you want luxury, go to the Alexander Hotel for breakfast there. You have a full breakfast menu and can enjoy many dishes you would not easily get in Yerevan. For the luxury you get, the price is quite okay.



Breakfast at Paul's

Meeting Friends at the Cascade

The Cascade is a popular spot to meet with friends or have business meetings. It can be difficult to choose which café to visit as there are many good ones. My rule of thumb is to choose Sorriso if I want amazing Armenian ice cream. For a meetup with tech people, I go to Green Bean. If I want privacy, I go to Patrick's Pastry. However, everyone should try for themselves because every café has a unique charm.

For me, the Cascade is also a cultural center of Yerevan. I see the creators of this area as pioneers who opened doors to bring more modern culture into Armenia. You can explore this through the museums in the area.



Dining at the Black Cat

Going for Beer

If you want German beer and good Austrian dishes, Paulaner is the place to go. Inspired by German beer houses like the Hofbräuhaus, you can feast like a meat king and spill down your sausages with beers like Hacker Pschorr and Paulaner.

German-speaking people should know that every second Friday, there is a

Stammtisch of people who speak German at Paulaner on Teryan Street.

A great place to try Armenian beer is Dargett. This place is heaven for craft beer lovers, as they produce a wide range of beers. To make a decision, just order a beer meter. You will receive multiple small amounts of beer and can choose your favorite.

Sometimes you just want to go to a famous chain, eat burgers, and listen to music. The Hard Rock Cafe might be the place you want to go. Like every Hard Rock Cafe, the café adjusts to the local audience. There may be some Armenian-inspired variations of live music. The burgers and beers meet all the expected standards.



The famous Las Culturitas bar.

Saryan Street Tour

Saryan Street has numerous international restaurants that stand out. You will find a fantastic French restaurant, an African restaurant, and a Greek restaurant. Like with Cascade, there are too many good places to mention.

The Smoking Chef Steak House is at the crossing of Pushkin Street. It is the best steakhouse I have ever been to. They offer rare and unique steak varieties, including Wagyu steak. Their wine selection is incredible, and their waiters provide excellent recommendations on which wine pairs best with steaks. In my opinion, wines made from Haghtanak or Khndoghni pair best with steaks.



Cascade Royal

Outside of Yerevan

When I came to Armenia in 2013, many restaurants that now exist were not yet established. **Yerevan has blossomed**, and it's amazing how much variety has been added over the years. But outside of Yerevan, there are also superb options.

One particular highlight I want to mention is Tsaghkadzor. It felt empty when I visited Tsaghkadzor for the first time in 2018, and there was only one Soviet-style café. However, when I revisited it in 2022, **it felt like someone had replaced the city center**. There were fantastic restaurants, one after another, and we wished we had stayed longer to try them all.

If you happen to live in Yerevan and need a break from city life but still love to enjoy good food, I highly recommend going to Tsaghkadzor.

INSPIRED BY NATURE

THE DIGITAL NOMADS PROGRAM IN ARMENIA



**MATHEW
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EDITOR IN CHIEF



INSPIRED BY NATURE

THE DIGITAL NOMADS PROGRAM IN ARMENIA

For almost seven years now, Armenia has been our home away from home, my wife and I having landed here with no idea that it would eventually become our everything. Within a short period of time, this country has given me a sense of purpose in life and it never fails to lift me up when I'm feeling down. Back when we visited Armenia for the first time, little did we know we'd be blessed with our first son here. Today, little Roy is one year old.

Recently, I've been thinking a lot about digital nomads and remote workers and how we can attract them to Armenia, especially those with families. Armenia's rich cultural heritage makes it an **ideal place to raise children**, and I believe that more people should know about the country's unique qualities. With this in mind, I've researched, planned, and reached out to many international and local organizations to create a comprehensive program for digital nomads in Armenia's beautiful natural landscapes.

This summer, digital nomads from all over the world will have the opportunity to experience the best of Armenia while living and working in the country. They will visit Tavush province, stay in Ijevan city for a full week, with all expenses covered. Unlike traditional tourists, these individuals will not just be sightseeing and exploring; they will be immersing themselves in the local culture **while maintaining their daily work routine**. Participants in the digital nomads program will enjoy a one-week stay in Tavush natural landscape with a range of complimentary benefits, all of which are completely free.



The Best of Both Worlds



During their stay in Ijevan City, digital nomads will have a lot of **flexibility over their daily routine**, allowing them to focus on their work. We want them to experience the true power of creativity in Armenia.

By combining work with travel, those professionals will have a chance to discover Armenia's stunning landscapes, attend local events, try out delicious cuisine, and experience the country's unique qualities firsthand. With memories and gifts in tow, they'll return home to promote Armenia to the digital nomad and remote worker communities worldwide.

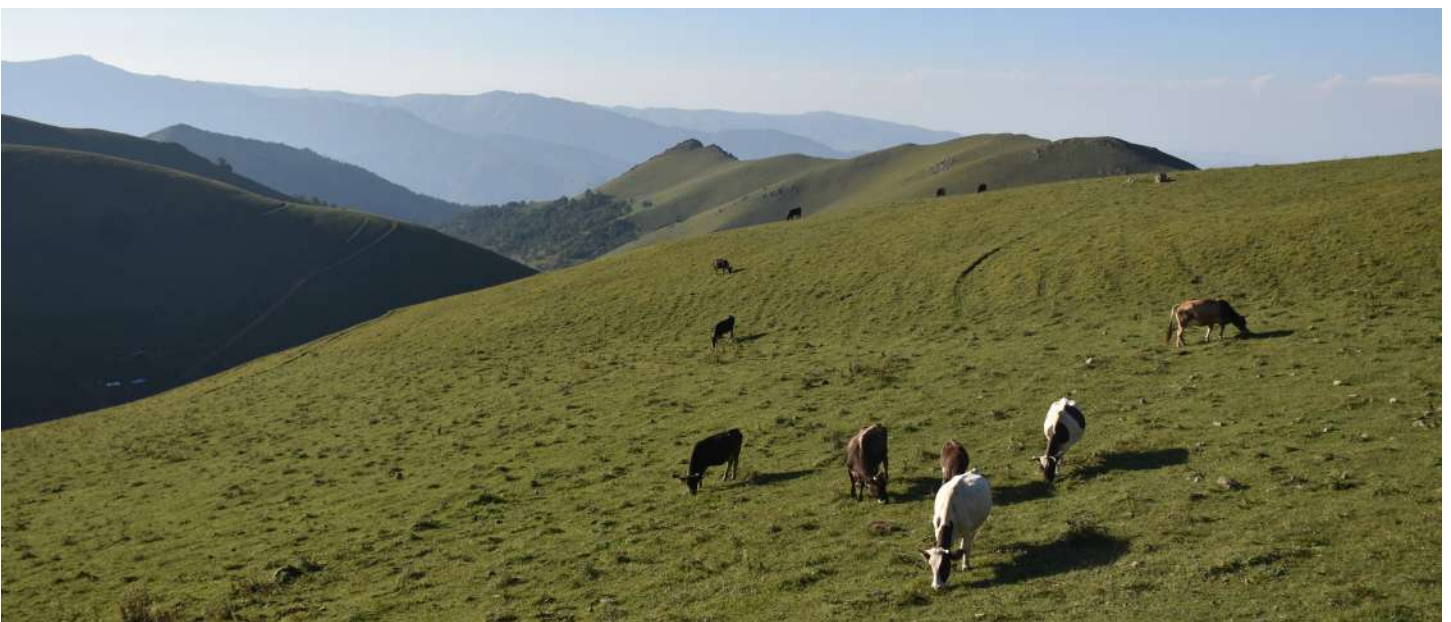
Our goal is to showcase Armenia as a welcoming community that offers the perfect balance between work and leisure. We want more people to learn how they can **integrate their professional lives with living in Armenia**, enjoying the country's pristine nature and rich cultural heritage.



Not Just Tourists With Laptops

Tourism and digital nomadism both involve traveling to a new location, but they differ in purpose and duration. Tourism is typically for leisure and shorter periods, while digital nomadism involves living and working in a new location for an extended period, often while maintaining a remote job.

Digital nomads are able to experience a new culture while continuing their work, whereas tourism is focused on sightseeing and relaxation. Additionally, digital nomads often seek out locations with good internet connectivity and infrastructure to support their work, whereas tourists may prioritize proximity to tourist attractions.



Going, Going, Gone Remote

Several countries have implemented digital nomad programs in recent years, recognizing the benefits that digital nomads can bring to their economies. These programs aim to attract location-independent workers who can work remotely from anywhere in the world and contribute to the local economy by spending money on accommodation, food, transportation, and other goods and services.

One example of a country that has successfully implemented a digital nomad program is Estonia. In 2020, Estonia launched its “digital nomad visa” program, which allows digital nomads to live and work in Estonia for up to one year. The program has been a success, attracting more

than 2,000 applications in the first six months. Digital nomads who have participated in the program have praised Estonia’s business-friendly environment, and quality of life.

Another country that has implemented a digital nomad program is Barbados. In 2020, Barbados launched its “Barbados Welcome Stamp” program, which allows digital nomads to live and work in Barbados for up to one year. The program has been successful in attracting remote workers from around the world, and it has helped to boost the local economy by stimulating the tourism industry and creating new job opportunities.

Other countries that have implemented digital no-

mad programs include Croatia, Portugal, and Georgia, among others. These programs have helped to attract a new type of tourist to these countries, one who is interested in experiencing the local culture and way of life while also being able to work remotely. They have also helped to diversify the local economy, creating new opportunities for local businesses and entrepreneurs.

What sets Armenia apart is its family-friendly environment, which is not often found in other digital nomad hotspots. With an emphasis on family values and a welcoming community, Armenia offers a safe and comfortable environment for digital nomads with families.



Taking a Leap of Faith

I believe in taking small steps towards big goals, and this digital nomad program is just the beginning. As part of my commitment to promoting Armenia as a destination for digital nomads, I will be taking a small step myself by **moving to Ijevan and Stepanavan this summer** to live and work there. By experiencing life outside of Yerevan, I hope to gain

a deeper understanding of the unique opportunities and challenges that digital nomads may face in these regions.

Am I really living this dream? Sometimes I have to pinch myself to believe it. But I refuse to let this dream slip away from me, so **I'm taking action** to turn it into reality. I have hope that somehow, somehow, it will work out.



NETWORKING ACROSS BORDERS

NAVIGATING CULTURAL DIFFERENCES AS A DIGITAL NOMAD IN ARMENIA AND GERMANY



**DR. HAYK
VARDANYAN**

FORMER SCIENTIST, IT SPECIALIST,
PODCAST FOUNDER



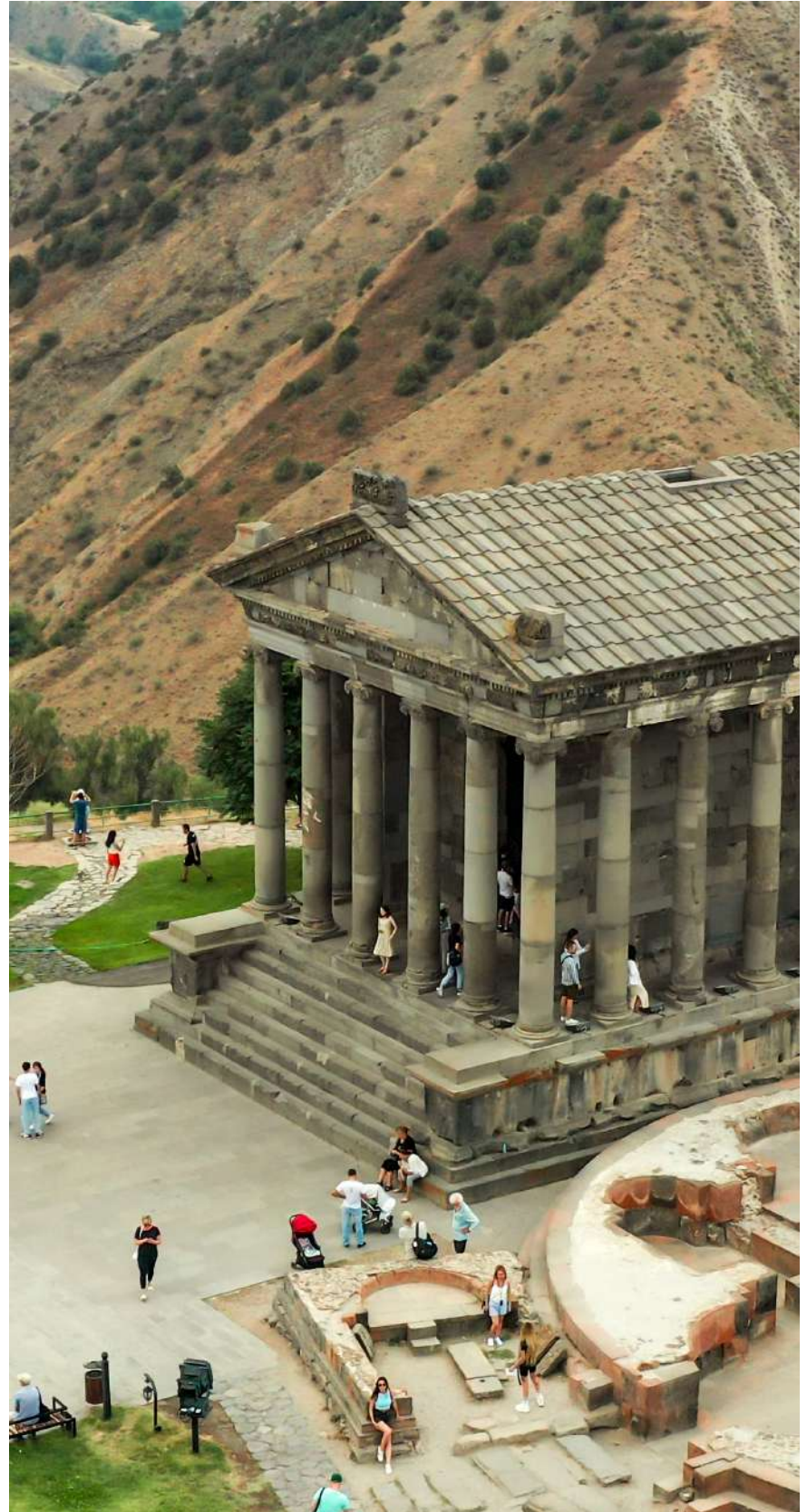
NETWORKING ACROSS BORDERS

NAVIGATING CULTURAL DIFFERENCES AS A DIGITAL NOMAD IN ARMENIA AND GERMANY

Armenia is about the people around you, while Germany is about yourself

I have always loved to travel, and the idea of exploring new places and experiencing different cultures has always appealed to me. But it wasn't until a few years ago that I really began to appreciate just how much [travel can impact your life](#) in ways you might never have imagined.

At the time, I was working at the University of Düsseldorf in Germany and trying to organize a tourism campaign to bring German tourists to Armenia. I wanted to understand my customer profile and figure out the rational and irrational reasons for Germans to travel. While the rational reasons were more or less clear - seeing the world, learning history and new cultures - the irrational reason that stuck with me was surprising: [“If you don't travel, you're a fool.”](#) That idea stayed with me, and I began to observe that travel is a lifestyle choice for many Germans that contributes to their overall happiness.



Temple of Garni,
Armenia

From Tourist to Digital Nomad

It wasn't long before I decided to make travel a bigger part of my own life, and eventually, I became a digital nomad, splitting my time between Armenia and Germany while also traveling extensively around the world.

Being a digital nomad comes with many benefits such as traveling to new countries, experiencing new places and cultures while working and creating value for people. But you also constantly face new challenges such as organizing your trips, finding accommodations, getting along with people without understanding their language, managing your time, staying productive, and staying healthy while on the go. I can definitely say that this lifestyle made me more adaptable and stress-resistant to various life situations, and it taught me how to take care of my mental health, which is so important in our fast-paced world.

But the best part of being a digital nomad is how it's allowed me to be in "tourism mode" more often, which means enjoying the beauty and diversity of the world around us [without getting too depressed](#) by the problems existing in the country.

When it comes to splitting my time between Armenia and Germany, here is my experience.



Chichén Itzá, Mexico



Barcelona, Spain



Canggu, Bali, Indonesia

Life in Armenia

Life in Armenia is all about the people around you. Connecting with others, working on exciting projects, and solving problems with creativity and determination is the norm. It's amazing how quickly people connect and start working with each other. **The energy is contagious**, and I feel more alive in Armenia than anywhere else. But with that energy comes a lot of stress and frustration. Everyday life can be chaotic, with crazy traffic and unprofessional service often testing my patience. But over time, you become more resilient and learn how to cope with the situation more effectively. You start to focus more on problem-solving and are less likely to get bogged down by the challenges that come your way.

Life in Germany

Life in Germany is a refreshing change of pace from the hustle and bustle of Armenia. Here, I can focus on growing my skills, achieving personal growth and finding peace of mind. It's amazing how many everyday life situations that would normally annoy me in Armenia just work in Germany. The system runs smoothly, and there's always a sense of order and structure. It's a calm and tranquil environment that I find deeply restorative. However,

it's not all sunshine and roses. Germany can feel somewhat sterile at times, and it's almost impossible to meet and connect with people spontaneously. But the measured and planned approach to life has its advantages, and I'm grateful for the chance to focus on my work, health, and personal development.

In short, Armenia is about the people around you, while Germany is about yourself.

Finding Fulfillment in a Life of Travel

Ultimately, the combination of life in Germany and Armenia is highly beneficial for my personal and professional growth and enables me to create more value for others, which leads to a fulfilling and grateful life.

In fact, this lifestyle has allowed me to launch the Network Nation Podcast to showcase Armenian projects and people from around the world who are contributing to Armenia's development. I've conducted almost 70 interviews without needing to stay in one place. My aim is to help build a global network of Armenian changemakers who can share their knowledge and expertise, connect with each other, and collaborate on exciting new projects, multiplying the impact they create for our country and people.

I encourage everyone, especially Armenians in the diaspora who can work remotely, to [spend a few months each year working from Armenia](#). It's an opportunity to build professional connections, experience a thrill of vitality, and reconnect with the global Armenian Network.

Don't miss out on this life-changing experience!



Porto, Portugal

CHILDREN OF ARMENIA FUND



We are a nonprofit, non-governmental organization that provides children and adults in rural Armenia with the resources and tools they need to achieve their full potential and contribute to the advancement of the world around them.



ADVANCING
RURAL ARMENIA
WITH SMART INITIATIVES



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EXPERT'S ADVICE

THE DIGITAL NOMAD'S GUIDE TO BUYING PROPERTY IN THE ARMENIAN PROVINCES



**NERSES
ISAJANYAN**

MANAGING ATTORNEY
CO-FOUNDER OF VARDANYAN & PARTNERS

EXPERT'S ADVICE

THE DIGITAL NOMAD'S GUIDE TO BUYING PROPERTY IN THE ARMENIAN PROVINCES

The world of remote work and digital nomadism has opened up a new realm of possibilities for adventure and flexibility seekers. And for those looking for a truly unique experience, buying property in the Armenian provinces is an opportunity not to be missed. With a rich culture and fascinating history, Armenia offers affordable, safe, inspiring, and authentic locations to call home.

But what makes this country so special? From the stunning natural landscapes of the countryside to the bustling cities and charming towns, **there's something for everyone in Armenia.** And the best part? Foreigners are more than welcome to invest in the property market. However, navigating the market can be challenging, especially for those unfamiliar with the process. In this guide, we'll provide you with the fundamentals you need to know about buying property in the Armenian provinces.



Foreign Ownership in Armenia

Foreign individuals can wholly own real estate in Armenia, **enjoying the same rights as locals** to acquire, hold, lease, sell, bequeath, and otherwise manage their property. There is no requirement for foreigners to have a residence permit or any other formal ties to Armenia. The sole restriction pertains to agricultural land, which may require a foreign buyer to establish a legal entity and purchase the land in its name.

Marital Property Rights

For married couples, Armenian civil law presumes equal joint ownership (50-50) of property unless a marriage contract stipulates otherwise. This means that regardless of whether or not a spouse's name is included in the purchase agreement, they are considered a co-owner of the property. Armenian law does not recognize "common law marriages."

Payment Regulations

All payments for property purchases have to be made through a bank transfer. Additionally, Armenian law mandates that property buyers make payments in the local currency, Armenian drams.

Property Appraisal

Foreign buyers face the **risk of overpaying for property**. A valuation report can provide a reasonable estimate of the price for a building or land. Many licensed agencies with qualified staff offer appraisal services. These reports, while not official "survey reports," can assess wear and tear to adjust the property's value and provide useful information about its condition.

Armenian law does not obligate sellers to order surveys. However, buyers may opt to engage a local architect, engineer, or tradesperson, such as an electrician or plumber, to carry out a survey. It is also advisable to measure the property, particularly land, as cadastral documents may not accurately represent the area or clearly delineate boundaries.



Establishing Good Title

A clean title certificate, issued by the Cadastre, displays the registered ownership, as well as any rights and encumbrances over the property, including liens, mortgages, tenancies, easements, etc. This certificate, often the sole document on which buyers rely, is crucial in the due diligence process. It remains valid for 15 business days, during which the agreement must be executed. The seller, buyer, or any other interested party can file an application for a clean title certificate.

The certificate may not fully verify other interests in the property, such as easements, rights of heirs, etc. Additionally, there might be unauthorized alterations or additions to the property that have not been declared to the planning authority. For building land, the certificate merely confirms that the land is zoned for construction. It will be necessary to obtain full planning consent (building permit) subsequently.



Preliminary Agreement

In Armenia, verbal offers/agreements to buy or sell real property are not enforceable. **Even a written agreement is not enforceable** unless authenticated by a notary or a Cadastre official. While not mandatory, a preliminary agreement can be beneficial if you are not ready to close the sale immediately but want to secure the property and have a legally binding agreement. It ensures that all parties agree on the deal's terms. To be legally enforceable, a preliminary agreement must be notarized.



Purchase and Sale Agreement

While basic agreements can be authenticated directly by a cadastral officer, a notary will be necessary if the agreement needs customization or if **one of the parties does not speak Armenian**. Identification, such as passports, and possibly marriage certificates of all signatories will be required. If the seller is married, the notary will need to verify that the spouse agrees to the sale.

Typically, agreements are in the Armenian language only, with translation provided verbally by reading the entire agreement to the buyer. You will be charged a small fee for the interpreter's service. Once signed, the agreement becomes effective, and the **parties cannot withdraw from the contract**. If you are buying any fixtures or fittings as part of the purchase of the property, you should arrange for an inventory to be prepared. If you are unable to be in Armenia to sign the agreement in person, you can give a relative, friend, or lawyer power of attorney to sign on your behalf.

Registration

Following the execution of the final sale and purchase agreement, the buyer has 30 business days to register their ownership rights with the Cadastre. Failure to register within the 30-day period will result in the **invalidation of the sale and purchase agreement**.

The buyer will need to submit an original copy of the sale and purchase agreement and a notarized translation of their passport. The registration process can take

from a few hours to a few days, depending on whether you pay for fast-track service fees.

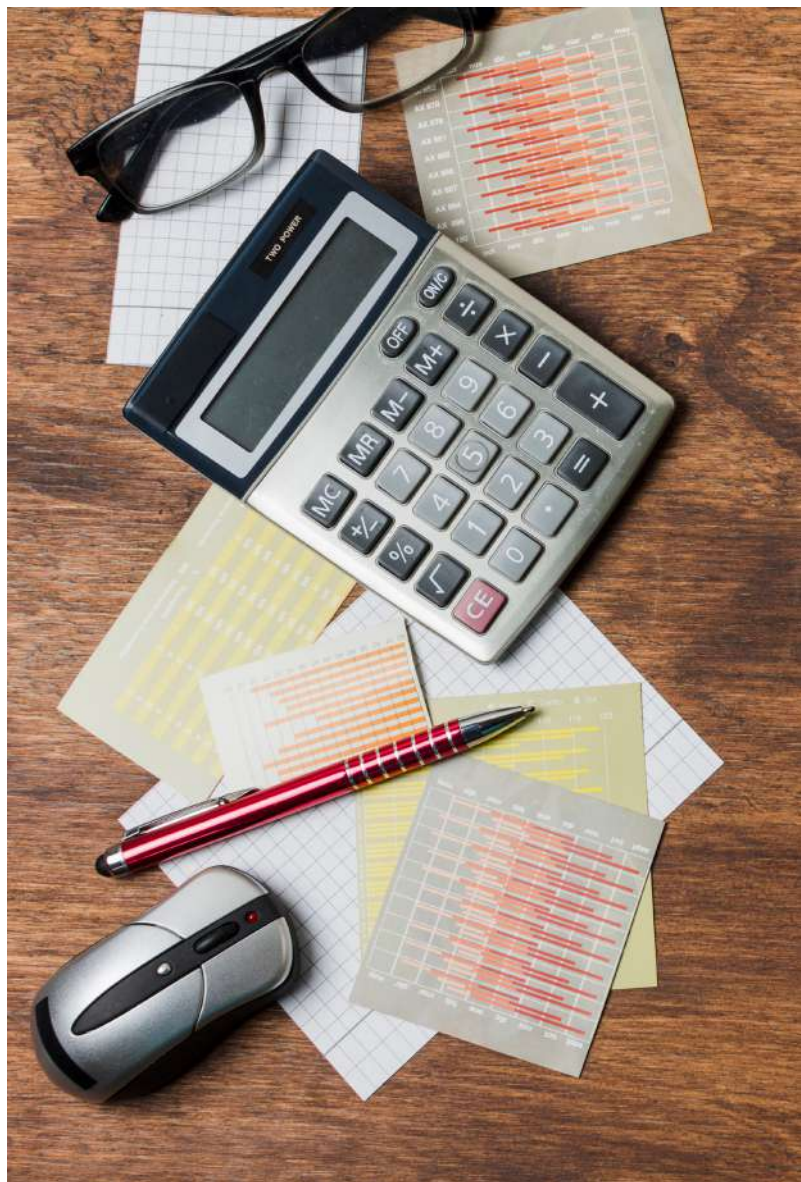
An ownership certificate will be issued with basic details about the property and the new owner. You will then present the ownership certificate to the public utility services (electricity, gas, phone, etc.) so that they can register the change in ownership and prepare new agreements in your name.

Notary & Registration Fees

By convention, the buyer pays notary fees and official registration fees, but the parties may agree to share these costs, or even have the seller pay them. These costs typically range from \$200-\$500. Official fees are fixed and do not depend on the value of the real estate. Fast-track services are available for additional fees.

Capital Gains Tax

Transfers of residential property between individuals are **normally not taxable**, provided that both the buyer and the seller are individuals (not registered as private entrepreneurs). Thus, the tax on capital gains realized by individuals from selling residential property is normally 0%.



Real Estate (Property) Tax

The real estate tax is payable annually by the owner of the real estate. Tax rates are in the range of 0% to 1% of the cadastral value, which is typically significantly lower than the market value. The exact amount of property tax for a particular property can be checked on the Cadastre's website. Recent amendments require the seller to obtain a certificate confirming the absence of tax liabilities from the local municipality before the sale can be registered.

Other Taxes

Rental income is typically taxed at 10%. Armenia does not levy stamp duties, gifts, or inheritance taxes. If you own a property such as an apartment, you will be responsible for maintenance and service charges. These fees depend on the size and quality of the complex and whether it includes amenities such as lifts, a pool, gardens, and other facilities.

Inheritance

In the absence of a will, Armenian law stipulates a specific order of inheritance, as follows:

- Spouse, children, and parents
- Brothers and sisters (and their descendants)
- Grandparents
- Uncles and aunts (and their descendants)

Each order of inheritors excludes the following inheritors, and those in the same order share the inheritance equally between them. Consequently, those beyond the first order of inheritance will only inherit if there are no surviving spouse, children, and parents. For instance, if you die leaving a surviving spouse, two parents, and two children, each of them will receive 1/5 of your estate. To increase the rights of the surviving spouse or the chil-

dren, some inheritance planning would be necessary.

In conclusion, buying property in Armenia as a foreigner is straightforward, with very few restrictions. You can own, lease, sell, and otherwise dispose of your property on the same basis as locals. However, it is advisable to seek the advice of a local real estate expert or legal professional when buying property in Armenia.

THE ARMENIAN TECH MAFIA

THE ONLY MAFIA YOU SHOULD LEARN ABOUT IN ARMENIA



**MATHEW
ZEIN**

EDITOR IN CHIEF



THE ARMENIAN TECH MAFIA

THE ONLY MAFIA YOU SHOULD LEARN ABOUT IN ARMENIA

Attention all digital nomads and remote workers! If you're considering relocating to Armenia, there's only one Mafia you need to learn about - the Armenian Tech Mafia.

Don't worry - tech gangsters won't accost you on the streets of Yerevan to rip off your smartphones and laptops; that's just what the word "Tech Mafia" suggests, but things are different in reality.

Think of it like the Godfather movie, except instead of a crime family, you have a network of tech companies with each other's backs. The **Armenian Tech Mafia is a welcoming community** of tech professionals who are passionate about what they do and dedicated to positively impacting the world. It is all about collaboration, innovation, and support for each other.

Many people in the United States might recognize the term "Tech Mafia" from Silicon Valley. However, the Armenian Tech Mafia has a slightly different connotation. In Armenia, it refers to the close relationships between tech companies that have helped foster a thriving startup ecosystem in the country.

For those who don't know, Armenia has a long history of technological innovation. In the Soviet era, the country was known for its advanced scientific research and engineering capabilities. After gaining independence in 1991, Armenia's tech sector flourished, with several startups

emerging in the early 2000s.

Nowadays, when one company needs funding or connections, especially outside Armenia, **the rest of the network offers assistance**. This type of collaboration is crucial in the tech industry, where competition is fierce, and the stakes are high.

If you're a bookworm like I am and have delved into Mario Puzo's classic novel,

The Godfather, which later became a famous movie series, you will recognize the quote, "Great men are not born great; they grow great." It perfectly encapsulates the story of the Armenian Tech Mafia, who have **risen from modest origins** to become a powerful and influential force in the tech industry.

Like the characters in Puzo's novel, the Armenian Tech Mafia has faced its fair share of challenges, but through perseverance, hard work, and a commitment to excellence, they have overcome adversity and established themselves as leaders in their field.

So if you're considering moving to Armenia, you'll be joining a tech community that's unlike any other. It's not just about building your startup - it's about **being part of something bigger**, a movement transforming the tech industry in Armenia and beyond.

In the words of Don Corleone, the Godfather himself, “I’m gonna make him an offer he can’t refuse.” And that offer is the opportunity to be part of the Armenian Tech Mafia, a community shaping the future of tech worldwide.

Earlier this year, I attended a panel discussion at Digitec22, the largest technology summit in the region. During the session, the topic of the “Armenian Tech Mafia” was introduced by a group of entrepreneurs and current leaders in the tech industry.



I was struck by the **humble demeanor of the young founders**, who shared stories of how Armenian tech companies are eager to support newcomers and lend a helping hand to get their ventures off the ground. I found this scene to be admirable and deserving of respect, and I wanted to share it with everyone reading this magazine.

In conclusion, the Armenian Tech Mafia is not to be feared but embraced. This community of tech companies is a positive force driving innovation and growth in the tech industry. So come over to Armenia, join the family, and make some tech magic happen!

FROM GRAPE TREES TO SAMS CLUB,
A WALMART COMPANY

MY JOURNEY OF INNOVATION AND COLLABORATION IN ARMENIA



**ZARIK
BOGHOSSIAN**

SERIAL INNOVATOR, ENTREPRENEUR,
INVESTOR, EDUCATOR, PUBLIC SPEAKER

FROM GRAPE TREES TO SAMS CLUB, A WALMART COMPANY MY JOURNEY OF INNOVATION AND COLLABORATION IN ARMENIA

It's not often that I speak about myself, but I suppose a brief introduction is in order. My name is Zarik Boghossian and I've had the privilege of working in the technology industry for over 35 years. I've been fortunate enough to work on some exciting projects, including the development of the Electric Power System Flight Software for NASA's International Space Station.

But what really brings me joy is the opportunity to work with young entrepreneurs and help them turn their ideas into reality. Over the past 18 years, I've had the honor of hiring and mentoring [over 100 talented individuals](#)

[in Armenia](#), and I've been blessed to see them succeed in their own right. I simply love what I do and I'm grateful for every opportunity that has come my way. If I can use my skills and experience to help others succeed, then I consider myself truly blessed.

My frequent trips to Armenia have given me a deep appreciation for the country's rich history and vibrant culture. I believe that Armenia has a lot to offer to digital nomads and remote workers, and that's why I wanted to contribute to Life in Armenia with this article. I encourage anyone who has the chance to visit and experience this amazing country firsthand.



This photo was taken at Zarik's birthday party last December when his team in Armenia threw a surprise party for him

Where 10:30 am is the New 8:00 am

My first hiring experience in Armenia took place in 2005. Back then, I was the head of engineering for Integrien, which was eventually sold to VMware a few years later with a staff of 18 strong team members in Armenia.

I traveled to Armenia to meet the potential candidates and to have face to face interviews with everyone. Settling on 5 candidates, we went through a Silicon Valley type story of finding a 3-bedroom house on Toumanian street, with a small backyard, and a beautiful Grape tree, and a place for making the Armenian BBQ, “Khorovats.”

One of the rooms became our server room, with large fans to keep the room cool. The other 2 rooms were used for developers and a small area for meetings, and of course, a small area near the kitchen to drink Armenian coffee and what else, to smoke!



Old pictures from a camera roll, taken before iPhones existed



Old pictures from a camera roll, taken before iPhones existed

The hiring was done, and we agreed on an official start date. I arrived late Saturday night and unpacked on Sunday, and very excited and nervous to see how the first day would go on Monday. Naturally I show up early around 7:30 am to make sure I am there before everyone shows up at 8:00 am. Their first day of work!

Well, it is 8:30 am, and no one, then it's 9:00 am no one, and 10:00 am no one, and finally I see all 5 guys arriving, slowly but surely at 10:30 am. But no one is coming inside the office yet. They are now outside smoking in the yard and eating grapes from the tree.

A couple of the guys also brought chocolates and "Oghi" to celebrate our start as a company. It is now officially 11:30 am. Well, it was a bit too much for the first day of work. One could then think about what if I was not in Yerevan and in the office. Would they come at the same time, or perhaps later? All those thoughts naturally went through my

mind, but you know what, rather than changing the culture of what we do in the US and how we work and what time we show up to work, I adapted to our culture in Armenia.

As a matter of fact, I liked it better. Why not start at 10:30 am, so long as what needs to be done gets done. Why not go outside and drink Armenian coffee and eat grapes. Why not have a BBQ later in the evening and drink "oghi" again. Why not?

They are dedicated and loyal and respect you for the opportunity and they will not let you down. They work late to get things done. That was the beginning of a long journey that still continues, and I love it.

You can be extremely successful if you hire in Armenia for a purpose. Be kind to them, be like a philanthropist, treat them well as great human beings, train them and mentor them, have them travel to the US to meet the customers, genuinely respect them, and show kindness

and teach kindness as the number one priority in life.

Don't go to Armenia to hire someone for a project. Go to Armenia to change lives and have your life changed. Treat it as a mutual collaboration and not a one-sided relationship.

Pay them well, so that they don't have to have multiple jobs working late night hours on a second job. Have them focus on your mission and they will give you unconditional loyalty. But you must be genuine and mean it.

Celebrate with them and drink and eat with them and meet their families and children and share their sadness during difficult family times and conditions in the country. Treat everyone as "your colleagues", and not as "your employees."

Currently, I am focusing on Wovenmedia Armenia LLC, for creating more opportunities in Armenia and for advancing our technology solution to be an unmatched solution into the world of Digital Signage.

From 3 to 15 and Sams Club, A Walmart Company

I must say, one of my proudest moments in Armenia's IT startup ecosystem is definitely Wovenmedia, a software company founded in 2010 with its headquarters in San Francisco, California. As the Founding CTO, and the Director of Wovenmedia Armenia LLC, we started by hiring just a handful of developers. But we have come a long way since then.



Leadership School graduation. Zarik was a speaker at the event



Wovenmedia's team in Armenia



Leadership School graduation. Zarik was a speaker at the event

Our Content Management System is a game-changer, with an innovative and patented technology that delivers content to thousands of media channels via the internet. And guess what? It's a best-in-class solution that's now subscribed by the [largest retailer in the world](#). How's that for a feather in our cap?

But what makes me even prouder is the fact that we've grown our team to 15 strong, all working together to develop and support this amazing product. And it's all happening right in Armenia. I couldn't be more thrilled to be a part of it

"Armenia has some of the smartest and brightest minds from young and old"
Zarik Boghossian at the Leadership School Graduation at Zvartnots.

Passing Down the Lessons of My Childhood

After one year of living in the US, I received the tragic news of my father's passing. Angry and devastated, I realized that being Armenian means enduring hardship. So, I channeled my anger into motivation and pursued education to build a better life. Despite working five jobs, I earned a degree in Computer Science in 1983.

“ I had to work multiple jobs, so that I could make enough money to pay my rent, to eat, and pay for my international student tuition, and also support my parents back home.”

Zarik Boghossian

Let me tell you something, I believe in living life unconditionally. That means treating people with the respect and kindness they deserve, no matter what. And let me tell you, it pays off. When you treat people like human beings, **you earn their loyalty, respect, and ultimately, you get results.**

As a public speaker, I've made it my mission to spread this philosophy of leadership, kindness, and imagination in everything we do. That's why I've trademarked “**Leadership as a Service**” and “**Imagine Always**”. I use these phrases to promote positive habits in my speaking engagements and mentoring sessions all over the world.

A Moment of Pride

While I may not fit the traditional mold of a digital nomad, as a remote worker and adventurer, I am always seeking out new experiences and challenges. And when I decided to embark on my greatest adventure yet - climbing Mount Ararat - I didn't let age hold me back. At 55 years old, I proved that it's never too late to pursue your dreams and live life to the fullest.

My 18-year-old son came along for the journey, making it a truly special experience. On July 23, 2015, we reached the peak at 16,854' at 06:30 local time and it was a moment I'll never forget.



Zarik Boghossian on climbing Mountain Ararat



“ I consider this journey as a gift to my son, to never give up on anything in life after climbing our holy mountain. We are strong and capable, and we achieve what we dream about.”

Where Helicopter Parents Can Take a Break

Finally, I'll wrap it up with a few words about Armenia for digital nomads and remote workers considering moving with their families. It is a beautiful and safe country for families and their children and full of kind people who will open their doors with utmost hospitality. I believe Armenia is the best and safest country to raise children given the status of the world.

It is only in Armenia that I allowed my young children [to run around on their own](#) at the Republic Square and the Opera enjoying their temporary freedom before traveling back to the US. It is sad, but true.

Whether you're a digital nomad, remote worker, or simply an enthusiast of adventure, let my story inspire you to take that leap of faith and embark on your own journey of a lifetime. To make it worth it, start from Armenia.

BECAUSE “JUST WING IT”
IS NOT AN OPTION

HOW PROJECT MANAGERS IN ARMENIA ARE MAKING THEIR MARK ON THE TECH WORLD



**SEVAN
KONU**

DELIVERY MANAGER | PMI VOLUNTEER



BECAUSE “JUST WING IT” IS NOT AN OPTION HOW PROJECT MANAGERS IN ARMENIA ARE MAKING THEIR MARK ON THE TECH WORLD

Are you a tech-savvy digital nomad or a professional remote worker looking to relocate to a new country? While virtual communication has become the norm for many, nothing beats the value of a handshake or meeting face to face. That's why finding a vibrant community in your new destination is essential. And if you're considering Armenia, you might be pleasantly surprised by the **rapidly expanding tech community** there.

In recent years, Arme-

nia's tech industry has been gaining recognition around the world, thanks to its innovative and skilled professionals. One particular area of strength is project management, where Armenian tech companies have been implementing agile methodologies with great success.

As a professional project manager and PMI volunteer originally from Armenia, I was born and raised in Turkey but regularly visit my home country to stay connected with the tech

community there. I've been impressed by the growth happening in Armenia's tech industry, especially in the area of project management.

In addition to working remotely from the pristine Armenian nature, I also travel to Armenia a few times every year to meet new people and communicate with like-minded professionals. Can you believe it? **I travel to connect** with more and more project managers in Armenia, and that alone is a great experience.



Agile and Able

Project management is a critical element of the thriving tech industry in Armenia, with many companies adopting agile methodologies to enhance their project management practices. This has led to a pool of experienced project managers who have worked with both multinational companies and

startups, and who possess a deep understanding of the latest project management tools and techniques. As a result, Armenian project managers are highly sought after and valued by organizations around the world.

In addition to this wealth of talent, there are many events focused on project

management and agility in Armenia. These gatherings bring together practitioners, coaches, and trainers to share their experiences and best practices. This helps to foster a collaborative and supportive community that is committed to constantly improving and refining project management processes.

Where Project Management is Anything but Boring

From team-building retreats to fun days in the forest, Armenian companies have a wide range of strategies to promote collaboration and agility. Nowadays, these activities have become part of the employment package in Armenia, **not an extra benefit anymore.**

One popular approach is to organize team-building events that bring employees together in fun and challenging environments. This could involve activities like hiking in the mountains, navigating ropes courses, or participating in escape room challenges. These events provide an opportunity for Armenian team members to bond and develop trust, which is essential for effective collaboration.



Saving the Day, One Agile Sprint at a Time

As a local chapter of the world-renowned Project Management Institute (PMI), the PMI Armenia Chapter is dedicated to promoting project management practices and providing a platform for professionals to enhance their skills and knowledge.

With almost 700,000 global members and **over 300 local chapters**, PMI is the leading organization in project management, and the PMI Armenia Chapter plays a vital role in advancing this field in Armenia.

The PMI Armenia Chapter is committed to providing a range of events and activities that cater to the diverse needs of project management professionals. These events include seminars, workshops, and networking sessions, where project managers can connect with industry experts, share experiences, and learn about the latest trends and best practices in project management.



The Future is Female

Armenia's tech industry is experiencing a growing number of women in various roles, including software development, project management, and agile methodologies. These women are making significant contributions to the tech community in Armenia, bringing a unique perspective and diverse skill set to the industry.

Anna Zakoyan, an international agile expert, and a

friend of mine, shared her thoughts on the professional community in Armenia. She noted that the community is evolving and changing rapidly, keeping up with the latest developments and trends in the industry. As startups in Armenia continue to grow, so too does the tech community, with many companies adopting AI and agile approaches.

Anna also emphasized

the significant shift in the adoption of agile methodologies in Armenia. While there were no specialists in agile before 2009, the country **now boasts many experts**, and numerous companies are adopting agile mindsets and approaches. This change has been drastic, and multinational tech companies have played a significant role in transferring their know-how from their branches in the USA.

A Few More Words

For digital nomads considering Armenia as a destination, the thriving tech industry and community can provide a wealth of opportunities for professional development and networking. The emphasis on project management and agile methodologies means that there are plenty of opportunities to learn from experienced professionals and gain new skills. The **strong focus on collaboration and inclusivity** also means that digital nomads can quickly feel welcomed and connected to the local community.

Additionally, the growing number of women in the tech industry in Armenia is a positive sign of progress towards greater diversity and inclusivity. This can create a more comfortable and supportive environment for female digital nomads.





STAY TUNED
**COMING
SOON**

FINDING THE SILVER LINING

HOW AMERICAN
DIGITAL NOMADS CAN
BENEFIT FROM THE
US-ARMENIA TAX TREATY
AMIDST DOUBLE TAXATION
CHALLENGES

Our upcoming article in June 2023 edition delves into the US-Armenia Tax Treaty and how American digital nomads can benefit from it to overcome double taxation challenges. Stay tuned for exclusive insights and tips from American and Armenian tax experts to help you save money and boost your bottom line. Don't miss out on this game-changing information!





STAY TUNED
COMING
SOON

HEELS ON, HEAD UP

HOW WOMEN ARE STEPPING UP IN ARMENIA'S PROFESSIONAL LANDSCAPE

Get ready to be inspired by the incredible stories of women in Armenia's professional landscape! Our upcoming article in June 2023 edition showcases how Armenian women are stepping up and making their mark in various industries. From breaking glass ceilings to overcoming obstacles, these women are paving the way for a brighter and more inclusive future.

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The Hidden
Track



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