

REVIEW

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Professional field 3.7 Administration and management

Regarding: competition for obtaining the academic position “Associate professor” in professional field 3.7. Administration and management (Introduction to Management, Strategic Management, International Management – in Bulgarian and English), announced in SG, issue 103 from 10.12.2022.

Grounds for the review: Order RD 38-96/07.02.2022 of the Rector of Sofia University “St. Kliment Ohridski”.

1. Information about the competition

The competition for obtaining the academic position “Associate professor” in professional field 3.7. Administration and management (Introduction to Management, Strategic Management, International Management – in Bulgarian and English) is announced for the needs of the Department of Business Administration of the Faculty of Economics and Business Administration of Sofia University “St. Kliment Ohridski” in SG, issue 103 from 10.12.2022. The members of the scientific jury are appointed with Order RD 38-96/07.02.2022 of the Rector of Sofia University “St. Kliment Ohridski”.

2. General overview of the candidates

The only candidate in the competition is dr. Ivan Ilchev Angelov, who is a chief assistant professor at the Department of Business Administration of the Faculty of Economics and Business Administration of Sofia University “St. Kliment Ohridski”. He has presented all required documents under Art. 107, para. 1 of the Regulations for the application of the Development of the Academic Staff in the Republic of Bulgaria Act. The presented scientific publications fulfill the minimum national requirements under Art. 2b of the Development of the Academic Staff in the Republic of Bulgaria Act for the scientific field Business, social and law sciences and professional field 3.7 Administration and management. The candidate not only fulfills but also exceeds the minimum required number of points for obtaining the

position “Associate professor”. The presented scientific publications for participation in the competition do not repeat the scientific publications presented for the acquirement of the educational and scientific degree “doctor” and they are free from plagiarism.

Dr. Ivan Angelov is born on 25 December 1978. He graduated the First English Language School in Sofia and the Faculty of Economics and Business Administration of Sofia University “St. Kliment Ohridski”. He received a bachelor’s degree in Business Administration and a MBA – Strategic Management. In 2018 he defended a doctoral dissertation on the topic „Participation in industrial clusters - factor for enhancing innovation capability of organizations” in professional field 3.7 Administration and management at the Department of Business Administration of Sofia University “St. Kliment Ohridski”. In the period 2018 – 2019 he is a part time assistant professor in the same department and from 2019 he is a chief assistant professor. He has participated in 3 national and university scientific projects and in 7 national and international scientific conferences with presentations.

3. General overview of the presented scientific publications

Dr. Ivan Angelov has 15 publications which include 1 monograph, 1 book, 1 dissertation for acquiring a scientific and educational degree “doctor”, 10 scientific articles and 2 book chapters in collective monographs. The number of the publications presented for participation in the competition is 11. They include 1 monograph, 1 book, 8 scientific articles and 1 book chapter in a collective monograph. Two publications are indexed in Web of Science. Dr. Ivan Angelov is the single author of 9 publications. There are 16 citations of the scientific publications of the candidate. The presented information regarding the fulfillment of the minimum national requirements under Art. 2b of the Development of the Academic Staff in the Republic of Bulgaria Act for the scientific field Business, social and law sciences and professional field 3.7 Administration and management shows that the candidate completes the minimum national requirements for obtaining the position “Associate professor”.

The presented publications can be classified in the following scientific areas:

- Strategic management (publications №№: 2, 3, 4, 5, 7, 8, 10 – in Bulgarian and № 6 – in English);
- International management (publications №№: 2, 7, 8 - in Bulgarian and № 11 - in English);

- Management and research methods in management science (publications №№: 9, 12 - in Bulgarian and № 11 - in English).

In the scientific area of Strategic Management the candidate has presented 1 monograph, 1 book, and 6 scientific articles. In the monograph „Industrial clusterization and innovation. Theory and practice” (2021) the author systematizes and extends the existing knowledge about the role of industrial clusterization for innovation capability of organization. The monograph consists of an introduction, two parts and conclusions. In the introduction the author discusses the actuality and importance of the topic. The first part of the monograph provides detailed and thorough review of the theoretical concepts, frameworks, and models in the field of innovation and industrial clusterization. It presents the author’s conception about the structure of the innovation environment within an industrial cluster. A special attention is devoted to the interrelations between innovation capability of organizations and innovation clusters and the role of regional innovation systems.

In the second part of the monograph, the author identifies good practices in innovation management based on the exploration of several case studies. He investigates the links between organizational innovations, innovation culture, and managers’ aspirations to provide conditions, which support creativity, initiative, and desire for development in employees. The author highlights the need of purposeful support by the national and local authorities for innovative clusters. The monograph investigates the role of adoption and implementation of interactive digital processes for enhancing the innovation capability of organizations. The opportunities for growth of new and innovative enterprises in the contemporary global economy received a special research attention. In the final part the author emphasizes the importance of innovation capability of organizations for their survival and successful development.

In the book „Innovation capability of organizations from the information and communication technology sector“ (2022) the author investigates the relationships between the participation of organizations from the ICT sector in industrial clusters and the innovation capabilities of these organizations. Empirical evidence about the influence of the participation of organizations from the ICT sector in industrial clusters on the innovation capabilities of these organizations is presented in publications № 4 and 8. The specific challenges related to building innovation capability of organizations in multicultural environment are investigated in publication № 7. The author outlines multiculturalism as an important factor for building

competitive advantages and long-term positioning on the market of contemporary organization. The link between innovation capability of organizations and specific characteristics of multicultural environment is examined. Publications № 5 and 6 investigate the role and manifestations of strategic leadership in organizations. A conceptual model positing six key functions of strategic leaders for achieving sustainable competitive advantage is presented. The author underlines the importance of the effective human and social capital management by strategic leaders for the development of contemporary organizations. The influence of the strategic leadership for the development of innovation capability of organizations is discussed in terms of theoretical concepts. An emphasis is placed on building innovative strategies through applying innovative management approach.

Four of the presented publications are in the field of international management. In article № 11 the author demonstrates the importance of the purposeful building of innovation culture aimed at improving the existing management practices. The skills of successful managers necessary for the management and development of innovative organizations are identified. The development of innovative capability of organizations in a multicultural environment is discussed in publications №№: 2, 7, 8.

Three of the presented publications are in the thematic area Management and research methods in management science (publications №№: 9, 11, 12). They outline the advantages and disadvantages of qualitative and quantitative methods in social science, rules for correct citation and designation of authorship, and the role of innovation culture for effective management of organizations.

4. Overview of educational activities of the candidate

Dr. Ivan Angelov has the required teaching experience, which can be seen from his work as an expert and academic. He teaches lectures and seminars on the disciplines „Strategic management” (in Bulgarian and English), „International management“, „International business strategies“, „Introduction to management“ and „Human resource management“. Together with prof. Anastasia Bankova, he participates in the development of a new lecture course „Introduction to management“ in English for the bachelor’s program „Accounting, finance and digital applications“, which started in the academic year 2019/2020. Dr. Ivan Angelov has

updated the content of the lectures and seminars in the disciplines „International management“, „Strategic management“, „International business strategies“.

He participates in the discussion and approval of educational programs and in the accreditation process by the International professional organization "The Institute of Chartered Accountants in England and Wales" of the bachelor's specialty "Accounting, Finance and Digital Applications" in the Finance and accounting department. The specialty "Accounting, Finance and Digital Applications" offers internationally recognized certificate: Certificate in Finance, Accounting and Business (CFAB). He participates in the discussion and approval of educational programs at master's level (master programs Business administration – Strategic management and Business administration – Human resource development) in the Department of Business Administration of the Faculty of Economics and Business Administration of Sofia University "St. Kliment Ohridski". He has supervised 10 master's theses at the Department of Business Administration of Sofia University "St. Kliment Ohridski".

He is an administrator of the master program "Business administration – Strategic management". In this capacity he advises students in relation to various issues and supports them to solve problems related to the educational process and student state, etc.

5. Overview of the research and applied scientific contributions

The candidate Dr. Ivan Angelov declares his main scientific contributions in the areas of strategic management and international management. I accept the contributions as correctly formulated and his own work. They enrich and expand existing knowledge about the strategic management of organizations and international management. The contributions correspond to the thematic areas of the competition and to the formal and scientific requirements for the academic position "Associate professor".

The significance of the contributions of Dr. Ivan Angelov for science and management practice is undisputed. The most important research contributions include:

- systematizing theoretical concepts, frameworks, models, and theories of innovation capability of organizations advancing own arguments;
- creating an analytical model of the main aspects of the description of innovation as an element of the competitive advantage of organizations;

- substantiating scientifically his original views for the role of industrial clusterization for innovation in organizations;
- approbating an instrument for investigation of innovation capability in the industrial sector of information and communication technologies;
- analyzing the relationship between strategic leadership and innovation capability of organizations.

The most significant applied scientific contributions include the generation of new knowledge in the field of strategic management and international management of organizations and its relevance for management practice and education in the field of business administration.

6. Critical remarks and recommendations

The analysis of the presented materials indicates some omissions, but they are minor and therefore I cannot change my entirely positive evaluation of the candidate. The candidate has put a lot of effort into publishing his research results in various publications including publications indexed in Scopus and Web of Science, but has not published yet a textbook based on his applied scientific results in the field of strategic management or international management. I recommend to the candidate to orient his publication activity to greater extent to scientific conferences and publications refereed and indexed in Scopus and Web of Science.

7. Conclusion

The research and educational activities of Dr. Ivan Angelov meet the minimum national requirements of the Act for the development of academic staff in the Republic of Bulgaria and the Regulations for its application. Based on this, I support his application for the position of associate professor and I recommend to the members of the Scientific Jury to vote for the appointment of the candidate to the position of associate professor of Sofia University “St. Kliment Ohridski” in professional field 3.7 Administration and management (Introduction to Management, Strategic Management, International Management – in Bulgarian and English).

Signature:
/prof. dr. Desislava Yordanova/

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