

ACADEMIC REVIEW

by

Assoc. Prof. Teodor Stoyanov Atanasov, PhD

Sofia University “St. Kliment Ohridski”,

Scientific major 3.7 Administration and Management

Regarding: scientific writings of chief assistant Ivan Ilchev Angelov, PhD, submitted for participation in a competition for the academic position of "Associate Professor" in the professional field 3.7 "Administration and Management" (Fundamentals of Management, Strategic Management, International management – in Bulgarian and English), announced in the State Gazette №103, dated 10.12.2021

Reasons for the academic review: Order № ПД – 38 – 96/ 07.02.2022 г. of the Rector of Sofia University “St. Kliment Ohridski”

1. General information and biographical data

Chief assistant Ivan Ilchev Angelov, PhD is the only candidate in the competition for the academic position of "associate professor" in the field 3.7 Administration and Management (Fundamentals of Management, Strategic Management, International management – in Bulgarian and English). The competition has been announced for the needs of the Department “Business Administration” in the Faculty of Economics and Business Administration, Sofia University “St. Kliment Ohridski”.

Chief assistant Ivan Ilchev Angelov, PhD has graduated the First English language school, Sofia in 1997. He has a bachelor's degree in Business Administration from the Faculty of Economics and Business Administration, Sofia University “St. Kliment Ohridski” (2001) and master’s degree in Strategic management from the same University (2008). In 2018 he successfully defended his dissertation and acquired PhD in the field 3.7 "Administration and Management (Business Administration)" at the Faculty of Economics and Business Administration at Sofia University "St. Kliment Ohridski”.

He has diverse professional experience: teacher of English in the secondary education system; financial expert and consultant in business organizations; project coordinator in the Research Sector of the Technical University - Sofia; adviser to the Ministry of Youth and Sports. During the period March 2018 - February 2019 he was a part-time lecturer and full-time assistant at the Department of Business Administration at the Faculty of Economics and Business

Administration at Sofia University "St. Kliment Ohridski", and since 2019 he is currently a senior assistant at the same department.

2. General characteristics of the candidate's work

Chief assistant Ivan Angelov has totally 14 publications, and 11 of them are presented for the competition. These publications include: two monographs (one on the topic of the PhD dissertation); two articles in journals reviewed in the Web of Science; six articles, one of which is co-authored in proceedings of international scientific conferences; one chapter (co-authored) of collective monographs. In the attached reference for citations for the competition, the candidate indicates 10 citations as a total, mainly in scientific publications in proceedings of international scientific conferences.

The publications submitted for participation in the competition do not repeat those for obtaining the educational and scientific degree "Doctor". The candidate complies with these works the minimum national requirements under Art. 2b of the Development of the Academic Composition in the Republic of Bulgaria Act, PF 3.7 "Administration and Management".

The scientific works of the candidate can be classified in the following main directions: 1 / Strategic leadership (№№ 5, 6 - in English, 8 - in co-authorship); 2 / Innovative abilities of business organizations (№№ 3, 7, 10, 11 - in English); 3 / Industrial clustering (№№ 2, 4); 4 / Fundamentals of management (№ 9).

From the scientific papers submitted for participation in the competition, there is a lasting interest in the above-mentioned issues, continuity and upgrading.

3. Main scientific and scientific-applied contributions

Analysis of the scientific papers submitted for review for the competition gives grounds to confirm the scientific and scientific-applied contributions requested by the candidate.

Theoretical contributions are significant as in theory, so in practice and can be systematized in the following areas:

- In the field of strategic management, innovation and industrial clustering - outlined and justified are specifics of research in the field of strategic management, industrial cluster approach, incl. influence of factors such as the size of the organization, field of activity, socio-cultural environment, expectations and attitudes of managers and managers; an overview of theories and concepts in the field of innovation and industrial clustering has been developed with a focus on

strategic management processes; an analytical model is derived, giving basic elements in the description of innovations as an element of the competitive advantage of organizations; a model and toolkit for researching innovation capacity in the Information and Communication Technologies industrial sector has been partially tested.

In the field of strategic leadership - an analysis of the relationship between strategic leadership and innovation capacity of organizations has been developed; the research of the innovative cultural landmarks of the effective management is substantiated, as well as the in-depth knowledge of the sustainability and dynamics of the organizational values in the international environment; the need for continuing training and increasing the competencies of management staff is outlined, including the role of the strategic leader as a leading role model.

The practical contributions refer to: obtained facts and arguments made, confirming or correcting certain theoretical schemes and interpretations for the development of the industrial cluster approach and increasing the innovation capacity of organizations in the context of overall organizational management; new knowledge has been gained about the orientation of the strategic managers of the business in Bulgaria to specific managerial behavior, oriented towards increasing the innovative ability of the organizations; a systematic model of the necessary skills, qualities and behaviors inherent to the innovative strategic manager has been developed; The conclusions from the analyzes made in the field of the industrial cluster approach, the innovative ability of the organizations and the strategic management can be used as a basis for new research projects and up-to-date knowledge in academic and other educational-qualification courses.

4. Teaching and other activities

From the information provided under Art. 112 is a prominent active teaching activity of the candidate, including conducting lectures and exercises in Bulgarian and English in the Bachelor's and the Master's degrees in disciplines such as "Fundamentals of Management", "Strategic Management", "International Management", "International Business Strategies" and "Investment Portfolio Management".

Under his scientific guidance, 10 students in the Master's degree have successfully defended their Master thesis in the last three years.

There are three participations of the candidate in research projects that have completed with scientific results.

5. Critical remarks and recommendations

I have no critical remarks related to the scientific, publishing and pedagogical activities of the candidate. My recommendation is to focus its publishing activity on referenced and indexed publications - Scopus and Web of Science.

6. Conclusion

The candidate's publications presented for participation in the competition reveal in-depth knowledge of the issues related to strategic management and strategic leadership, international management, innovation and industrial clustering. Conducted by Chief assistant Ivan Angelov research demonstrates good research potential, skills to summarize the results and substantiate significant conclusions. The research is in areas important for the theory and practice and the obtained results add value to the existing knowledge. A significant part of the presented papers is directly related to the disciplines taught by the candidate. With these publications and with his active research and teaching activities, Ch. assistant Ivan Angelov is emerging as a promising researcher and lecturer. All this gives me reason to recommend to the esteemed scientific jury to award Chief assistant Ivan Ilchev Angelov the position of "Associate Professor" in the professional field 3.7 "Administration and Management" (Fundamentals of Management, Strategic Management, International Management - in Bulgarian and English).

Sofia, 16 March 2022

Member of the Scientific Jury:

/Assoc. Prof. Teodor Atanasov, PhD/