

To  
Rector of  
Sofia University  
"St. Kliment Ohridski ”  
Prof. Anastas Gerdjikov  
Sofia

On Your Order № RD 38-96 / 07.02.2022

Subject: Opinion

for scientific works and educational and pedagogical activities, submitted for participation in the competition for the academic position "Associate Professor" in the field of higher education "Social, Economic and Legal Sciences", professional field 3.7 "Administration and Management (Fundamentals of Management, Strategic Management)", International Management - in Bulgarian and English).

In the competition for "Associate Professor", announced in the State Gazette, issue 103 / 10.12.2021 and on the website of Sofia University for the needs of academic training, as a candidate participates Ch. Assistant Professor Dr Ivan Ilchev Angelov.  
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Prepared the opinion: Prof. Dr Teodora Georgieva,  
Minutes №1 / 17.02.2022, meeting of the Scientific Jury  
Scientific organization: International Business School  
Academic position "Professor"  
Scientific degree "Doctor of Economics"  
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The review is compiled in accordance with the requirements of Chapter Three, Section III of the Law on the Promotion of the Academic Position of Associate Professor and the Regulations for the Application of the Academic Position of Associate Professor and the Regulations for the Application of the Law.

### **I. Brief information about the candidate in the competition**

Ivan Ilchev Angelov was born in 1978. He completed his secondary education at the First English Language High School in Sofia. Acquired a Master's degree at Sofia University, Faculty of Economics. He graduated with a Master's degree in Strategic Management.

Ivan Angelov's research interests and research work are in the field of industrial clustering and innovation, innovation potential at the company level, strategic management and leadership. Gains professional experience as a financial expert and financial advisor in various business organizations. He is a project coordinator at the Technical University, Sofia. He started working at the Faculty of Economics at Sofia University in March 2020 as an assistant, and since November of the same year, he has been a senior assistant at the Department of Business Administration.

Ivan Angelov began teaching as an English teacher in the period 1999-2002. In 1997 and 1998 he was a freelance translator in English and German.

He has participated as a lecturer in academic conferences in Bulgaria, including the International scientific conference "Environmental, social and governance challenges for recovery and resilience", the Jubilee international scientific conference "JUST and Smart Transitions", the XIX international scientific conference "Management and Engineering", International Conference "Economic and Governance Challenges and Policies: Market and State", National Cluster Conference 2019 "Innovation and Clusters for a Knowledge-Based Economy", "Dialogues without Borders: Strategies of Interpersonal and Intergroup Communication", "Economic and Governance Policies and Challenges - Towards Industry 4.0: Technology or Ideology".

He has been a consultant to the Ministry of Youth and Sports in the field of European integration and youth support policies.

Fluent in written and spoken English, Russian and German.

All stated facts and circumstances of the professional profile and career development of the candidate as an academic lecturer, researcher and expert with clear scientific guidelines in various organizations are directly related to the development of the professional field and scientific speciality of the competition procedure.

For the purposes of the competition the candidate presents the required documents and scientific production. I believe that in general they are sufficiently detailed and precisely designed, accurately reflect the current professional and academic status of Dr. Ivan Angelov and meet the requirements for eligibility of candidates for the competition for "Associate Professor". No formal or administrative violations and omissions have been identified during the preliminary stage of the tender procedure.

## **II. Coverage of the normative requirements for holding the academic position "Associate Professor"**

### **2.1. Acquired the educational and scientific degree "Doctor"**

After completing a doctoral program at the Faculty of Economics at Sofia University, the candidate successfully defended his dissertation on "Participation in industrial clusters - a factor for increasing the innovation capacity of organizations" and obtained the educational and scientific degree "Doctor" in the professional field 3.7

Administration and Management (Business Administration), awarded a Diploma № SU 2018-63.

On this basis, I accept that the candidate has fulfilled this requirement for holding the academic position of "Associate Professor" for a permanent employment relationship at the Faculty of Economics at Sofia University.

## 2.2. Evaluation of the educational and pedagogical activity (work with students and doctoral students)

As an academic person, Dr Ivan Angelov performs a sufficient amount of teaching employment in the implementation of the curricula of the university for educational university courses, corresponding thematically to the announced competition, including:

- The academic year 2017/2018 - Business Administration, Economics and Finance, lectures in English on "International Management".
- The academic year 2018/2019 - exercises on "Fundamentals of Management"; lectures and exercises on "Strategic Management"; human resources management exercises; lectures and exercises in English on "Strategic Management"; lectures and exercises on "International Business Strategies"; lectures and exercises on "International Business Strategies"; lectures in English on "International Management".
- The academic year 2019/2020 - exercises on "Fundamentals of Management"; lectures and exercises on "Strategic Management"; human resources management exercises; lectures and exercises in English on "Strategic Management"; lectures and exercises on "International Business Strategies"; lectures and exercises in English on "International Business Strategies"; lectures in English on "International Management"; lectures and exercises in English on "Fundamentals of Management"; lectures on "Writing a master's thesis".
- The academic year 2020/2021 - exercises on "Fundamentals of Management"; lectures and exercises on "Strategic Management"; lectures and exercises in English on "Strategic Management"; lectures and exercises on "International Business Strategies"; lectures and exercises in English on "International Business Strategies"; lectures in English on "International Management"; lectures and exercises in English on "Fundamentals of Management"; lectures on "Writing a master's thesis".
- The academic year 2021/2022 - lectures and exercises on "Strategic Management"; and English language exercises in Strategic Management; lectures and exercises on "International Business Strategies"; lectures and exercises in English on "International Business Strategies"; lectures in English on "International Management"; lectures and exercises in English on

"Fundamentals of Management"; lectures on "Writing a master's thesis"; lectures on "Investment Portfolio Management".

Dr. Angelov is a research supervisor at Sofia University of ten graduates on topics related to strategic management, leadership, outsourcing, globalization and others.

My general assessment is that according to the acquired professional experience, degree of preparation and level of academic competence, and based on the realized volume, structure and quality of the teaching and pedagogical activity, the candidacy of Dr Ivan Angelov fully complies with the requirements.

### 2.3. Presentation of published monographic work or equivalent publications in specialized scientific journals

Dr. Ivan Angelov participated in the competition with a monograph on "Industrial clustering and innovation. Theory and practice." From the content point of view, the following achievements of the author have a contributing character:

In the first part of the paper, the author presents a comprehensive analysis of the development of innovation and the emergence of regional innovation systems. The connections between the innovation ability of the organizations as part of cluster formations are analysed. The author's concept of the structure of the innovation environment, the place and the role of industrial clusters is substantiated. Two research models are presented, including the main characteristics of the innovative ability of organizations.

The second part of the study is devoted to innovation management and its specific features as part of the practice of various actors. The analysis is based on the results of in-depth interviews with representatives of senior management. The main emphasis is placed on organizational innovation, innovation culture and the desire of managers to provide conditions that support creativity, initiative and desire for development in employees. The cases are studied in the context of growing globalization and the impact of digital technologies on innovation processes at the company level.

Based on the submitted paper, I believe that Dr Ivan Angelov meets the requirements.

### 2.4. Scientific and scientific-applied contributions of the candidate

The scientific work of the candidate for "Associate Professor" includes a total of 21 titles independently and in co-authorship, distributed structurally as follows: 1 monograph; 10 scientific articles and 10 scientific reports.

The scientific papers were published in specialized issues with reviewers and reported at seven international conferences, which made them public.

The thematic circle of the scientific production is related to the scientific speciality of the competition. It focuses on the study of a wide range of issues in the theory and

practice of science, technology and innovation. The most important contributions having theoretical-methodological, methodological and applied character are related to the following:

First, the author pays considerable attention to issues of strategic management, including those based on the industrial cluster approach. The influence of factors such as socio-cultural environment, size of the organization, industry and field of activity, expectations and attitudes of managers are studied.

Second, a model and tools for researching innovation capacity in the information and communication technology industry sector have been tested; the operability of the model / toolkit is shown. The use of the model creates opportunities to compare the results obtained with other results generated by this methodology. The achieved stage result creates preconditions for the development of the model for research of the innovation ability in the national socio-cultural environment in Bulgaria.

Third, the author thoroughly examines the contemporary problems of management practice and leadership in the context of competitiveness. The need for continuing training and increasing the competencies of the management staff is outlined, including an emphasis on the role of the strategic leader as a leading role model.

The effects of the research experience, knowledge, contributions and expertise gained by the candidate in the thematic area are directly related to their transfer to the teaching and learning activities, work with students, and popularization in public space, incl. through active participation in scientific and practical conferences.

The general analysis of the presented scientific production shows that it contains a variety of scientific and applied scientific developments and achievements, evaluated as a whole. In their unity, they objectively reflect the research abilities and capacity of the candidate, covering the requirements, which gives me a reason to confirm the conclusion that Dr Ivan Angelov has fulfilled this condition for holding the academic position of "Associate Professor" in the professional field "Administration and Management".

### **III. Coverage of the scientific publications in the scientific literature**

From the presented reference it is established that the total number of known citations amounts to 16. The citations and the public interest in the author's research results in the professional field "Administration and Management" is an assessment of colleagues for the achievements of the candidate for "Associate Professor" in the field of academic activities. They are proof that he is a well-known and respected specialist among professionals and academics.

### **Conclusion**

The acquaintance with the presented competition materials and scientific works, the analysis of their significance and contribution are sufficient grounds to confirm the

positive assessment and to propose Dr Ivan Ilchev Angelov to be elected to the academic position "Associate Professor" in professional field 3.7 "Administration and Management (Fundamentals of Management, Strategic Management, International Management - in Bulgarian and English) ", field of higher education" Social, Economic and Legal Sciences "at the Faculty of Economics, Sofia University" St. Kliment Ohridski.

Sofia,

February 11, 2022.

Prepared the review:

Prof. Dr. Teodora Georgieva