

## ATTITUDE OF REVIEWER

From **Prof. Dr. Mitko Atanasov Dimitrov**, from the Economic Research Institute at the Bulgarian Academy of Sciences, professional field 3.8.,

on the scientific works for participation in a competition for the academic position of **associate professor**, in professional field 3.7. Administration and management (*Management; Entrepreneurship and Innovation; Brand Management - in Bulgarian and English*), announced in the State Gazette no. 96/17.11.2023, with candidate **chief assistant Dr. Raya Nikolova Kanazireva**

The competition for the position of "Associate Professor", has been announced for the needs of the "Business Management" department in the Economic Faculty of SU "Kliment Ohridski. The only participant in it is Dr. Raya Kanazireva, chief assistant at the same department.

Raya Kanazireva was born on January 3, 1977 in Sofia. Since 1995 until 1997, she studied at Knox College, USA - specialization: International Relations and Economics, in 2001 she graduated from the bachelor's program in "Business Management" at the American University - Blagoevgrad, and in 2003 - Master's program in "Business Management" at the Economic Faculty of SU "Kliment Ohridski".

In 2015, R. Kanazireva defends her doctoral dissertation in Business Administration at Sofia University "St. Kliment Ohridski" on the topic: Corporate entrepreneurship and innovations in Bulgarian software companies.

Since 2001 Raya Kanazireva works as a financial analyst, and since 2005 as a manager in Bulgarian and foreign companies - BTC/Vivacom, Procredit Bank, KNOWAY, MELON, ADVENT GROUP, State Consolidation Company EAD, etc.

Since 2016 until now, Dr. Kanazireva is the chief assistant at the "Business Management" department in the Economic Faculty of Sofia University "St. Kliment Ohridski".

He is fluent in English and uses German.

### **I. Assessment of compliance with the minimum national requirements and the requirements of Sofia University "St. Kliment Ohridski"**

Ch. assistant professor Dr. Raya Kanazireva has met, and in some indicators exceeded the minimum national requirements and the requirements of SU "St. Kliment Ohridski" to the scientific activity in the field of the competition for "associate professor", defined by the Rules for the implementation of the Academic Staff Development Act in the Republic of Bulgaria and by the Ordinance on the development of the academic staff of SU.

Raya Kanazireva has a defended doctoral dissertation, she has been an assistant since 2016, and participated in the competition with the obligatory dissertation and habilitation work. In the publications and citations sections, she participated with a published dissertation thesis, 21 articles and studies in scientific journals, articles and studies in collective books and reports in proceedings of national and international conferences, as well as with 9 citations of her publications.

## **II. Research activity and results**

### *1. Evaluation of the monographic work, including evaluation of the scientific and scientific-applied contributions of the author.*

Ch. assistant professor Dr. Kanazireva participated in the competition for associate professor with the monograph "Entrepreneurship in the public sector. Corporate entrepreneurship and innovation in public enterprises in Bulgaria". It presents the results of her own research. The author systematizes and further develops existing knowledge and generates new knowledge about the dimensions of entrepreneurship in the public sector, corporate entrepreneurship and innovations in public enterprises from various sectors in Bulgaria. The author claims the following main results (or contributions) of this research:

- The main personal characteristics of the public entrepreneur are presented. Comparatively, results are presented on the views of the entrepreneurial personality and the entrepreneurial organization in the public sector from a survey of managers in the public sector;
- Examples from international practice with state-owned companies from different economic sectors in different continents and countries are presented. The main recommendations for state-owned companies from the IMF reports are derived;
- Based on the comparative cross-analysis between the case studies on the researched topics, the conclusion summarizes recommendations and directions for future research;
- Conclusions and recommendations are substantiated, which are both theoretically grounded and contextually rich.

In my opinion, the contributions reflect the research results achieved, but their wording could be more specific.

### *2. Evaluation of the contributions in the other attached publications made after the appointment of the academic position "Chief Assistant". It also includes an assessment of the peer review requirement.*

Ch. assistant professor Dr. R. Kanazireva also participated in the competition with 21 articles, studies and reports. All publications, in my opinion, are peer-reviewed or, as is the case with conference papers, subject to public discussion.

The scientific contributions in the rest of the attached publications can be summarized as follows:

- An adapted model for auditing corporate entrepreneurship (Ireland, Kuratko & Morris) was approved, based on which an audit of corporate entrepreneurship was carried out in established Bulgarian software companies. Hypotheses related to entrepreneurial intensity

and corporate entrepreneurship factors were tested; the dependence between entrepreneurial intensity and CE factors has been proven; a three-factor linear model was derived for the influence of CE factors on EI;

- The impact of work autonomy on the level of innovation is conceptualized. Two models were tested for the relationship autonomy at work - entrepreneurial intensity and innovative solutions. The test results yield a heuristically improved research tool for job autonomy as a factor of corporate entrepreneurship and optimized regression models for the impact of job autonomy on innovative problem solving and entrepreneurial intensity in the organization;
- Opportunities for socially responsible investments (SRI) are classified and conceptualized according to the degree of stakeholder integration. Specialized financial institutions have been identified as a key stakeholder in creating sustainable value chains;
- A framework has been developed to promote sustainable entrepreneurship using stakeholder theory. A model for sustainable entrepreneurship has been developed, integrating stakeholder management;
- Socially responsible investment strategies and SRI institutions are justified in the context of financing opportunities for sustainable entrepreneurship. A framework model for sustainable ecosystems through sustainable finance and entrepreneurship is derived.

The contributions are well worded and reflect the author's research achievements.

### *3. Citation from other authors.*

Dr. Kanazireva has 9 citations on 4 of her publications, h-index=2. The most cited article was published in an international journal in English, and the rest were published in FE publications of SU. It is noteworthy that the citations are from only two authors.

### *4. Evaluation of the results of participation in research and creative projects and application of the obtained results in practice.*

Ch. Assistant Professor Raya Kanazireva, makes efforts to apply the scientific results obtained by her through:

- Development and launch of new lecture courses for master's programs,
- Development of a lecture course for the bachelor's program,
- Development of specialized materials for the training of students in seminar classes.

She participates in the E4IC SYSTEM Project under the COSME program, working to recruit, consult and connect new and experienced entrepreneurs from Bulgaria and the EU.

## **III. Learning and teaching activity**

Ch. assistant professor Dr. R. Kanazireva actively participates in the education of students from the Economic Faculty of the SU. She gives lectures and conducts exercises in two courses from the Bachelor's and seven courses from the Master's programs of the faculty, being particularly actively involved in the teaching of the English language.

For the time of 2016 until 2023 Dr. Kanazireva was the supervisor of 15 graduates who successfully defended their diploma works.

#### **IV. Opinions, recommendations and notes on the activity and achievements of the candidate**

Ch. Assistant Professor Raya Kanazireva, Ph.D., is an active and successful young teacher and researcher in an interesting and up-to-date field of teaching and research. In my opinion, she should make more efforts to make her research results more widely known through more publications in reputable journals, especially in English in world databases.

**Conclusion:** Everything stated in this opinion gives me reason to believe that Ch. assistant professor, Dr. Raya Nikolova Kanazireva, meets the conditions and requirements of the RSASR and the Rules of its implementation of the Ministry of Education and Science, for the occupation of the academic position "**Associate Professor**" in professional field 3.7. Administration and Management (Management; Entrepreneurship and Innovation; Brand Management – in Bulgarian and English). All the necessary conditions are present for me to make my positive conclusion about awarding the academic position "Associate Professor" to ch. assistant professor **Dr. Raya Kanazireva** for the needs of the "Business Management" department in the Faculty of Economics of SU "Kliment Ohridski.

Date: 04.03.2024

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