



STATEMENT

I. General information

Statement written by **Associate Professor Desislava Borislavova Serafimova, Ph.D.**, Department of Management and Administration, Faculty of Management, University of Economics – Varna, Bulgaria, 77 Knyaz Boris Blvd, e-mail: serafimova_d@ue-varna.bg

Grounds for preparing the statement: Order of the Rector of Sofia University "St. Kliment Ohridski" № RD-38-96/07.02.2022 under an announced competition for the academic position of Associate Professor and a decision of the Faculty council with Protocol No. 1/24.01.2022

II. Contest data

The announced competition is for holding the academic position of Associate Professor in:

- Scientific field: "3. Social, economic and legal sciences".
- Professional field: 3.7 "Administration and Management" (Fundamentals of Management, Strategic Management, International Management – In Bulgarian and English).
- The announcement for the competition was published in the State Gazette no. 103 of 10.12.2021.

III. Candidate for the competition

The only participant in the competition is **Ch. Assistant Professor Dr. Ivan Ilchev Angelov**, full lecturer in the Department of Business Administration at Sofia University.

Ch. Assistant Professor Dr. Angelov graduated from Sofia University – Master of Business Administration (Strategic Management, 2008) and Bachelor of Business Administration (1997 - 2001). In 2018 he was awarded the PhD degree in the professional field 3.7. Administration and management (Business Administration) corresponding to the scientific specialty of the announced competition for Associate professor. His academic career began in 2018 as a part-time lecturer, and in 2019 he was appointed "Assistant professor" in the Department of Business Administration at Sofia University. He has research interests in the field of management, in particular focused on the study of the innovative capacity of organizations and strategic leadership.

IV. Fulfillment of the formal requirements for holding the academic position Associate Professor

The presentation of the candidate in the competitive procedure for holding the academic position "Associate Professor" and the requirements specified in the Rules for the conditions and procedure for acquiring scientific degrees and holding academic positions at Sofia University "St. Kl. Ohridski" are listed in the following table.

No	Requirements for candidates for the academic position of Associate Professor	Presentation of the candidate in the competitive procedure for holding the academic position Associate Professor
/1/	/2/	/3/
1	To have acquired a PhD degree in the respective specialty	Ch. Assistant Professor Dr. Ivan Angelov holds a PhD diploma in Administration and Management (Business Administration) from 05.07.2018.

2	Have held an academic position (assistant, chief assistant) or have been lecturers, incl. part-time at a university for at least 2 years	Ch. Assistant Professor Angelov has a 3-year academic career in the Department of Business Administration at Sofia University, where he holds the positions of "Assistant" and "Chief Assistant". He reports one year of work as a part-time teacher
3	To have presented a published monographic work or equivalent publications in specialized scientific journals	A monograph on "Industrial clustering and Innovation. Theory and Practice", published in ed. Dangrafik, Varna, in 2022
4	To meet the minimum national requirements and the additional requirements of Sofia University (Additional indicators related to educational activities, work with students, research activities (Article 112))	The reference for fulfillment of the minimum national requirements under Art. 2b of the Law on the Development of the Academic Staff of the Republic of Bulgaria shows that he covers the minimum requirements for each of the groups of indicators, indicating the required number of points and providing evidence for them. The attached reference from the candidate for the circumstances under art. 112 shows that from 2017/2018 academic year so far, he has had classroom and extracurricular workload with students in Bulgarian and English, led 11 graduates and participated in 3 research projects.
5	They do not have legally proven plagiarism in scientific works	No data on plagiarism in the applicant's scientific papers have been proven
6	An application for admission to the competition with the necessary documents has been submitted	The candidate has submitted an application for admission to the competition for the academic position of Associate Professor and has attached the necessary documents according to Art. 107

From the presented data it can be seen that the candidate in the competition – Ch. Assistant Professor Dr. I. Angelov – meets the mandatory requirements for qualifications, teaching experience, type and number of scientific publications, presenting the required documents showing compliance with the formal requirements for holding the academic position of Associate Professor.

V. General description and evaluation of the submitted scientific papers for participation in the competition

5.1. Structural and volumetric characteristics of scientific publications

Ch. Assistant Professor Dr. I. Angelov participated in the competition for the academic position of Associate Professor with a scientific production of 12 titles. They are structured as follows: 1 dissertation (8.3%), 3 monographs (25%), 4 articles (33%), 4 papers (33%). No published textbooks or teaching materials were found.

The scientific works of Ch. Assistant Professor Dr. I. Angelov are published mainly in Bulgarian - 10 (83%), and 2 publications are in English (17%). Most of the submitted publications were developed independently – 10 (83%), and co-authored two of them (17%). To characterize the research activity of the candidate, participation in 3 projects is indicated.

5.2. Presentation of monographic work or equivalent publications in specialized scientific journals

The monographic work developed by Ch. Assistant Professor Dr. I. Angelov, is on the topic "Industrial clustering and innovation. Theory and practice. It has a total volume of 140 pages, structured in an introduction, two parts, conclusion, and references.

The monographic study is dedicated to a current problem of scientific and scientific-applied significance. In addition to theoretical studies and summaries of the nature of innovation, innovation clusters and innovation ability of organizations, an important point in the study is to outline the author's concept for the structure of the innovation environment within an industrial cluster. The presented good

practices in the innovation management of specific organizations can be positively assessed, outlining their understanding of the role of creativity and initiative of employees and opportunities to ensure an innovation culture. The importance of the implementation of interactive digital processes for increasing the innovative capacity of organizations is highlighted.

5.3. Content characteristics and evaluation of other research papers and publications, which are evaluated as a whole

The scientific publications of the candidate, apart from the above-mentioned monographic work and his dissertation, are 10 in total and includes 2 monographs (one written alone and one co-authored), 4 articles and 4 papers. They can be classified into the following main thematic areas:

- Innovative ability of organizations.
- Strategic leadership.
- Achieving a sustainable competitive advantage.

The candidate in the competition for associate professor reports two articles in journals, referenced and indexed in Scopus or Web of Science, representing 17% of his scientific output.

I accept all the submitted publications for preparing my evaluation on his work as relevant, as I believe that they are on issues in the field of scientific specialty, in which the competition for associate professor has been announced.

5.4. Coverage of the scientific publications on the competition in the national and foreign literature

Based on the submitted reference for fulfillment of the minimum requirements under Art. 2b of the law for development of the academic staff of the Republic of Bulgaria and the indicated evidence, I accept the described 10 citations of the candidate's works. All of them were made by Bulgarian scientists, published in Bulgarian journals and can be accepted as a guarantee for the public interest in the work and research results of Ch. Assistant Professor Dr. Ivan Angelov.

VI. Evaluation of the teaching work of the candidate with students

As a lecturer at Sofia University "St. Kliment Ohridski" from 2017/2018 academic year until now, I. Angelov has had classroom and extracurricular workload with students in Bulgarian and English, led 11 graduates and participated in 3 research projects.

He has led courses for students from Sofia University, corresponding to the thematic direction of the competition in the disciplines: "International Management", "Strategic Management" and "International Business Strategies" (in Bulgarian and English), as well as the disciplines "Fundamentals of Management", "Human Resources Management" and "Writing a master's thesis".

VII. Identification of the candidate's scientific contributions

As significant scientific and applied contributions from the work of the candidate I accept:

- Further development and enrichment of some elements of the available knowledge in the field of innovation in organizations, focusing on the development of the industrial cluster approach and increasing their innovation capacity.
- Analysis and systematization of good practices in the innovation management of specific organizations has done, outlining the opportunities for providing an innovation culture and outlining factors for increasing the innovation capacity of organizations.
- Approbation of a specific model for the study of innovation capacity in the sector "Information and Communication Technologies" has done, which allows for the study of innovation capacity in the Bulgarian socio-cultural environment.

- Enriching the available knowledge on achieving sustainable competitive advantages by exploring the relationship between strategic leadership and innovation capacity of organizations, outlining guidelines for increasing the innovation ability of Bulgarian companies.

My general conclusion is that in his research the candidate shows consistency and ability to systematize and critically comprehend theories and methodological approaches in the subject areas related to the scientific specialty of the announced competition for Associate Professor.

VIII. Critical remarks and recommendations

In the attached materials for participation in the competition, the candidate does not indicate textbooks published by him. In this regard, in the future Ch. Assistant Professor Dr. Ivan Angelov could share his knowledge and teaching expertise by developing textbooks and teaching materials.

The applicant's participation in mobility at foreign universities in exchange programs such as *Erasmus +*, as well as participation in conferences abroad, was not reported. In his future work, Ch. Assistant Professor Dr. Ivan Angelov could expand his publishing and teaching activities by presenting the results of his research at conferences abroad and participating in teaching mobility at foreign universities.

The remarks mentioned here should be accepted as guidelines and opportunities for improving the candidate's future research and teaching activities.

IX. Conclusion

Based on the findings above, I believe that the candidate in the competition Ch. Assistant Professor Dr. Ivan Ilchev Angelov fulfills the formal requirements in terms of research and teaching. The evaluation of his scientific publications is a proof of the public presentation of the research results obtained by him in the professional field of the competition procedure. From the above data it can be seen that in his academic career in higher education, the candidate has research interests in the professional field and the scientific specialty of the competition procedure.

All this gives me reason to propose to the esteemed members of the Scientific Jury Ch. Assistant Professor Dr. Ivan Angelov to be elected to hold the academic position of Associate Professor in Professional Field: 3.7 "Administration and Management" (Fundamentals of Management, Strategic Management, International Management - in Bulgarian and English) in the Department of Business Administration" at Sofia University "St. Kliment Ohridski".

25.03.2022
Varna

Statement prepared by:
(assoc. prof. D. Serafimova, PhD)