

CURRICULUM VITAE

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|-------------------------|------------------------|
| 1. Family name | Davidkov |
| 2. First name | Tsvetan |
| 3. Date of birth | 10. 04. 1956 r. |
| 4. Nationality | Bulgarian |
| 5. Education | |

Organisation	Scientific Council in Sociology
From/to	1997
Degree/Diploma	Associate Professor

Organisation	Scientific Council in Sociology
From/to	1987
Degree/Diploma	PhD in Philosophy

Organisation	Sofia University
From/to	1977 - 1981
Degree/Diploma	Graduated in Philosophy

Specialization:

➤ USA - 2003	➤ Quality Management in Higher Education
➤ Belgium - 2002	➤ Total Quality Management
➤ UK - 2000	➤ Project Management
➤ Ireland - 2001	➤ Project Management
➤ Belgium 1997, 1998, 1999	➤ Labor Markets & HRM; EFQM
➤ Sweden - 1996	➤ Small & Medium-sized Business
➤ Germany, Check Republic, Hungary - 1995	➤ Distance Education ➤ European Business & Management
➤ Holland - 1994	➤ Entrepreneurship
➤ UK - 1992	➤ Training of trainers in Business & Management

6. Membership of professional organisations

- Bulgarian HR & D Association**
- Academic Initiative Association**
- Association of the academics in Business Communications & Public Relations**
- Member of the Editorial Board of “Public Relation” Magazine.**

- **Member of the Editorial Board of “Management” (quarterly of the Department of Business Management, Sofia University).**

7. Present Position. Associate Professor in Business Administration, PhD; Head of BA Department; Lecturer, Faculty of Economics & Business Administration, S^t Kliment Ohridsky Sofia University.

8. Years in this Organisation - Sofia University St Kliment Ohridsky (1981 – 2006).

9. Professional Career:

- **National Youth Institute 1983 – 1984;**
- **Assistant Professor in Management – Sofia University – Open Faculty – 1984 - 1988**
- **Chief Assistant - Sofia University - Open Faculty/ Faculty of Economics & Business Administration - 1988 - 1997**
- **Associate Professor - Faculty of Economics & Business Administration - 1997/2006 – Department of Business Administration.**

10. Key Qualifications - Lecturer, Trainer, Consultant, Researcher – 23 years

10. 1. Lecturer. Academic courses: General Management, Introduction in HRM, Entrepreneurship, Organizational Behaviour, Business Communication & PR, Corporate Culture, Management Consultancy.

Clients: S^t Kliment Ohridsky Sofia University, New Bulgarian University, Burgas Free University, Bulgarian-Danish Collage of Economics & Business Administration – Botevgrad.

10. 2. Trainer (team leader, team member). Training experience in following fields: Administrative Capacity Building, HRM, Learning needs assessment, Communication skills development, Effective business communications, Meeting skills, Problem solving & Decision making process, Presentation Skills Development, Negotiation Skills Development, Organisation change design & development, Organisation culture development, Motivation techniques, Effective team building, Strategic Thinking, Project management, Conflict Resolution (Mediation), Fundraising, Local Coalition Development.

Clients: Water Companies in Varna & Shumen; Solvay Sody – Bg; Schneider Electric – Perustica; Fitingy – Montana; Allianz – Bulgaria; Ministry of Finance – Bg /Under PHARE Program, in co-operation with East West Consulting, Belgium;/ Institute for Public Administration & European Integration; Vidin Municipally, National Committee of Bulgarian Red Crest, UNDP /Judicial Development Project/, Union of Bulgarian Foundations & Associations, etc.

10. 3. Consultant (team leader, team member). Experience in following fields: Restructuring of Water Companies; HRM, PR strategies; vision-mission-values creation, project management, regional & social development, trans-border co-operation, organisational structuring, team building & development, job description, social aspects of concession; social impact of industrial restructuring; TQM (EFQM) etc.

Clients: Water Companies in Varna & Shumen; Schneider Electric – Perustica; Ministry of Economic, Ministry of Labour & Social politics; State Agency of Youth & Children, Ministry of regional development & construction, Ministry of Environment & Waters, Solvay Sody – Bg, “Doverie” /NGO – Vidin/, National Committee of Bulgarian Red Crest, Hebrosbank, Union of Bulgarian Foundations & Associations, BCEOM – France, Institute of Transport & Communication – Bg; Bulgarian Railway Companies.

10. 4. Researcher. Research Projects:

- **Private Business in Bulgaria – 1991, 1997, 2004.** The survey gives answers to three groups of questions: 1) What are the conditions of functioning and development of the private business in Bulgaria? 2) Who deals with private business in Bulgaria (profile of an entrepreneur)? 3) What are the characteristics of the Bulgarian private company? The survey is representative for Bulgaria (1000 respondents - owners (co-owners) private businesses).

See Davidkov, T. The New Entrepreneurs (results of empirical sociological survey “Private Business in Bulgaria”. S., Sofi-R., 1993.

- **Corporate Culture in Bulgaria (2000/2002).** The research is made on the basis of G.Hofstede method (Hofstede, G. Culture's consequences (International Differences in Work-Related Values). SAGE, 1980; Hofstede, G. Cultures and Organizations (Software of the Mind). HurperCollins Business, L., 1994). The empirical results obtained (coefficients of power distance, individualism, masculinity, and uncertainty avoidance) enable the comparison between Bulgaria and other countries, in which a similar research, based on the same method, has been made. The research is representative for the organizations in Bulgaria (1 200 respondents).

Selected works (1998 - 2005):

1998

1. Sociological Methods in the Personnel Management. (A Handbook for distance learning), S., 1998. (Bulgarian)
2. Entrepreneurship and small business. Social roles and self-identification. In: Magazine of Economics, Vol. 3 /1998. (Bulgarian)

3. Entrepreneurship and small business. Socio-demographic characteristics of the professional group. In: Magazine of Economics, Vol. 4 /1998. (Bulgarian)
4. Entrepreneurship and small business. The State as a Mother and a Mother-in-law. In: Magazine of Economics, Vol. 5 /1998. (Bulgarian)
5. Entrepreneurship and small business. Sources of Enrichment. In: Magazine of Economics, Vol. 6 /1998. (Bulgarian)
6. Entrepreneurship and small business. Between "I cope with everything by myself" and "Nothing depends on me". In: Magazine of Economics, Vol. 7 /1998. (Bulgarian)
7. Entrepreneurship and small business. Profile of the commercial company. In: Magazine of Economics, Vol. 8-9 /1998. (Bulgarian)
8. Entrepreneurship and small business. Profile of the commercial company. In: Magazine of Economics, Vol. 10 /1998. (Bulgarian)
9. Entrepreneurship and small business. A Look towards the Future. In: Magazine of Economics, Vol. 11 /1998. (Bulgarian)
10. Activity Planning. In: "Personnel Management". S., 1998, pp. 73-80. (Bulgarian)
11. Creation of images and ideas of what we want to express, In: "Personnel Management". S., 1998, pp. 81-89. (Bulgarian)
12. Skills for the self-presentation. In: "Personnel Management". S., 1998, pp. 91-99. (Bulgarian)
13. How to collect money? (fundraising). UBFA, S., 1998. (Bulgarian)
14. Davidkov, T. (compiler and editor of the Bulgarian text). The Citizens' University 2000 Project. The Empirical sociological survey "The Market for Educational Services for Non-Governmental Organizations". "The programme of the Union of Bulgarian Foundations and Associations for the development of the market for educational services for NGOs", S., Union of Bulgarian Foundations and Associations, 1998. (Bulgarian, English)
15. The Market of Educational Services for NGOs - What are the Demands? In: "Images of the Civil Sector" (reflections on the surveys' practice). Civil Sector Research, vol. 4 (autumn) 1998.

1999

1. Davidkov, T., O. Vedar. Human Resources Management (of non-profit Organizations). S., Center for the Study of Democracy. S., 1999. (Bulgarian)
2. Davidkov, T. R. Minkovski. Organizational Behavior (A Distance Learning Manual). S., Regional Center for Distance Learning, 1999. (Bulgarian)
3. Basic Fundraising Techniques for non-profit Organizations. In: "Foundation, Development and Management of NPOs". S., 1999. (Bulgarian)
4. Special Events as a fundraising Technique. In: "Development of the Civil Sector in Dimitrograd". S., Foundation "Trakia", 1999, pp. 14-22. (Bulgarian)

2000

1. The Bulgarian Third Sector - the Birth of the Social Economy. In: "Problems of the Economies in transition". S., 2000. (Bulgarian)

2. The Partnerships between Local Authorities, Business and citizen organizations in Ihtiman and Kostenetz (basic results of empirical sociological survey). In: " The Partnerships between Local Authorities, Business and citizen organizations in Ihtiman and Kostenetz". S., Euro-Atlantic Foundation for Security and Foreign Affairs", 2000, pp. 12-28. (Bulgarian)
3. The Entrepreneur: Motives, Social Roles and Self-Identification. In: "Contribution of Social Research to the Economic and Social Recovery Policy". Sofia, 2000, pp. 172-182. (English)
4. The Dialogue between Employer and Candidate for Job. In: "Human Resource Management - an Important Factor for European Integration" (working papers of International Conference - Bulgaria, Varna, 17-19 May, 2000.) (English)
5. Tzvetan Davidkov, Gabor Hegyesie, Jasminka Ledic, Tiina Randma, Gregg Behr, Daniel Kessler, Marty Sulek, Robert Payton. The Future of Third-Sector Teaching and Research in Central and Eastern Europe. In: "Voluntas", volume 11, number 2, June 2000, pp. 181-190. (English)

2001

1. Conflicts and Management. In: "A handbook for Conflicts resolution" (pp. 34-47). S., Foundation "Euro-partners 2000" & Association for Regional and European Cooperation - Kurdjali, 2001. (Bulgarian)
2. Conflicts and Management. In: "A handbook for Conflicts resolution" (www.europartners2000.org)
3. The Justification of the Entrepreneurs. In: "Annuaire de l'Université de Sofia "St. Kliment Ohridski - Faculté des Sciences Economiques et de Gestion", Tome 1, 2001, pp. 175-184. (Bulgarian)
4. Project Management (teaching materials). In: Improving Management Practices. Series of publishing under TEMPUS-PHARE IB JEB-14076-99 (BG) "European Specialization in Public territorial Management"). S., 2001. (Bulgarian)
5. Corporate culture in Bulgaria (G. Hofstede indexes – values & interpretations) – a paper presented in the programme of the Fourth Annual Conference of the Faculty of Economics & Business Administration on the Problems of Transition Economies. S., November, 2001.

2002

1. Measures of Corporate Culture. S., 2002.
2. Business Communications (student's manual). S., 2002.
3. Power Distance (an article) S., 2002.

2003

1. The Entrepreneur (results of empirical sociological survey "Private Business in Bulgaria - 1991" and " Private Business Business in Bulgaria - 1997"). S., University Ed." St.Kliment Ohridski".
2. Organizational Management (student's manual). S., 2003.

2004

1. Sotirova, D., Ts. Davidkov. The Administrative Culture: an effective management strategies & politics. S., 2004.
2. Davidkov, Ts., D. Dimova. Ethnic and Social Integration in the School. S., 2004.
3. Borisov, B. Ts. Davidkov. From Quality Management to Organizational Excellence (European Strategies & Practisies). S., 2004.
4. Davidkov, Ts. Where is Bulgaria? In: "The Geography – yesterday, today, tomorrow" (selected papers dedicated to the anniversary (60 years) of prof. Stefan Karastoyanov), University Ed." St.Kliment Ohridski". S., 2004 (pp. 103 - 121)

2005

1. Organizational Management (student's manual, 2-nd edition). S., 2005.
2. Bulgaria & Entrepreneurs. S., 2005.

CONTACTS:

Bulgaria, 1113 Sofia, 125 Tsarigradsko shousse bul., S^t Kliment Ohridski Sofia University, Faculty of Economics & Business Administration, bl. 3, room 325// tel. 971 10 02 (371); mob. 0889 22 12 36; E-mail: tzvetandavidkov@mail.bg / tzvetandavidkov@feb.uni-sofia.bg

February, 2006