

REVIEW

by **Prof. Dr. Anastasia Milanova Bankova,**

member of a Scientific jury in a competition for occupation of the academic position "Associate Professor" in scientific field 3.7. Administration and management (Basics of Management, Strategic Management, International Management - in Bulgarian and English), announced for the needs of the Faculty of Economics and Business Administration, Sofia University "St. Kliment Ohridski " in SG, issue 103/10.12.2021 (the jury was appointed by order of the Rector RD 38-96/ 7.2.2022)

Subject: evaluation of the scientific, scientific-applied and professional-academic activity and production presented by the candidate in the competition.

One candidate participates in the competition – Dr. Ivan Ilchev Angelov .

All formal legal requirements for applying to the competition have been met, all necessary documents and publications have been submitted.

I. General assessment of the candidate.

I know the candidate Ivan Ilchev Angelov as a student, as a PhD student (whose scientific promoter I was) and as a colleague in the faculty. Ivan Angelov is an intelligent and ambitious colleague, with a taste for the new. He was one of the few PhD students who completed his dissertation within the prescribed three-year term, which speaks in favor of his ability to mobilize himself and pursue goals. The research he conducts characterizes him as a creative researcher.

Ivan Angelov graduated from the First High School teaching in English in Sofia. He has long taught comprehensive courses in English.

Therefore he fully meets the requirements of the competition for teaching in English.

II. Evaluation of the scientific and scientific-applied results and contributions of the candidate.

In the competition the candidate participates with the following scientific and applied production:

Summary data according to the submitted materials by the candidate:

Habilitation thesis, monograph:	1 book
Doctoral dissertation:	“Participation in Industrial Clusters - Factor in Enhancing the Innovation Capacity of Organizations”
Monograph on the topic of the dissertation:	1 book
Articles and reports, published in referenced and indexed journals (publications) in world-known data bases of scientific information:	2 articles
Articles and reports in not referenced and indexed but peer-reviewed publications:	6 publications, 1 of them co-authored (in the list of all publications – 10 articles and reports)
Published chapter in a peer-reviewed collective monograph:	1 co-authored chapter in a collective monograph
Presented and reviewed list of publications for participation in the competition:	- 10 publications (2 of them are co-authored), including: <ul style="list-style-type: none"> - 1 habilitation book; - 1 book - published monograph on the topic of the dissertation; - 2 articles published in referenced and indexed journals;

	<ul style="list-style-type: none"> - 6 articles and reports, published in not referenced and indexed but peer-reviewed publications. <p>1 co-authored chapter in peer-reviewed collective monograph is presented too.</p>
Accents:	<p>The accents in the work of Dr. Ivan Angelov are in the field of:</p> <ul style="list-style-type: none"> - management; - innovations and innovation ability of the organizations; - clusters; - organizational strategies; - methodological problems of research and teaching.
Quotations and reviews:	<p>2 publications (presented in the competition) – with 4 citations;</p> <p>in the full list of publications – 4 publications with 10 citations in peer-reviewed publications.</p>
Participation in projects:	<p>The candidate participates in 3 national/municipal projects and in some university projects.</p>

The main contributions of Ivan Angelov are as follows:

The scientific production of Ivan Angelov has one main center – innovation in modern organizations. This is an important issue for organizations, which he addresses in detail and from different perspectives. The innovation ability of organizations is present as a starting point in almost all publications of Ivan Angelov. At a theoretical level, he examines the essence of innovation, the definition of the concept of “innovation ability” of organizations, develops models revealing its relationship with a variety of environmental factors. The theoretical reviews and ideas are checked in studies of practice in Bulgaria, he always tries to compare their results with world samples and to draw the relevant conclusions from this.

The second focus of the research of Ivan Angelov are the clusters and in particular the relation between the innovation of the organizations and their inclusion in clusters. Special research has been conducted in the industrial cluster "Information and Communication Technologies", in the

cluster "Mechatronics", etc. In the course of the studies, facts have been obtained and arguments reasoned confirming and/or correcting certain existing theoretical models and interpretations for the relation of organization participation in an industrial cluster and the increase in its (organizational) innovation capacity.

Thirdly, the relationship between strategic leadership and the innovation ability of organizations, including this mediated by organizational culture, is explored. A particular place found the relations between strategic leadership and the creation of a sustainable competitive advantage of organizations (and here the attitude to the innovation ability of the leaded organizations is a strong and natural focus). In order to justify this link, Angelov expands his research to the questions of the role of the strategic leader, the functions of this leader, the style of his work, and, in practical terms, of the need for continued training of the Bulgarian leaders in the direction of strategic leadership. A systematic model of necessary skills, qualities and behaviors inherent of the innovative strategic leader has been developed.

Ivan Angelov also explores the cultural values that underpin the modern organizational culture and support innovation and their relationship with the effective management of the organizations.

Ivan Angelov systematizes the theory on each of the questions he studied, derives theoretical models and chooses those that would underpin his research. He selects, adapts, develops research tools that he not only uses for applied research, but also presents them in a way that allows to be used for further research by himself or other researchers, which creates knowledge of important for the organizations problems and conditions for its development.

In addition to the above mentioned main interests in his research, Ivan Angelov summarizes and shares in an article his experience in applying a variety of quantitative and qualitative research methods in his work. He outlines the problems with which their implementation and the perception of the results are related, the conditions under which the use of one or another method is necessary, their strengths and weaknesses.

Ivan Angelov's research is used by him in his teaching activities.

The applicant has submitted the necessary scientific production in volume and quality for participation in a competition for the academic position of "Associate Professor". I accept the formulated from the candidate list of his scientific contributions, presented in the relevant report.

III. Evaluation of the evidence for the teaching activity of the candidate.

The applicant has a regular overperforming of teaching normatives. He teaches as a lecturer and an assistant in the compulsory undergraduate discipline “Introduction in Management” and in the elective discipline for the Bachelor’s Program in "Economics and Finance" – “International management”, as a lecturer and assistant in master's programs in compulsory courses “Strategic management” and “Writing of master's thesis”, in the compulsory-elective discipline “International business strategies” (some of these disciplines are also elective for programs in which they do not belong to the compulsory or compulsory-elective disciplines). The courses in introduction of management, strategic management and international business strategies are taught in both Bulgarian and English.

The candidate has a taste for modern teaching practices, uses new information technologies creatively, makes an active connection with the business practice. He has developed electronic content for his courses.

He works actively with the students – he is Master’s thesis promoter of many students.

Ivan Angelov took and continues to take part in the creation and accreditation of the new Bachelor’s program in Accounting, Finance and Digital Applications. This program is accredited by the International Professional Organization "The Institute of Chartered Accountants in England and Wales" and on this basis offers an internationally recognized certificate: Certificate in Finance, Accounting and Business (CFAB).

Ivan Angelov administers the Master's program in “Strategic Management”.

Ivan Angelov participates in international initiatives in which he shares his teaching experience, works to strengthen the links of the faculty internationally.

A detailed report required by the law for the applicant's teaching activity is presented.

IV. Critical remarks and recommendations.

The notes below are essentially recommendations for the candidate's future work.

To Ivan Angelov I have the following recommendations for his future work:

1. Since Ivan Angelov specializes in his teaching work on the issues of organization management, strategic management, international business strategies, it would be good in the future to try to conduct more research covering this issues from different points of view. This requires paying more attention in his research to System Theory in Management, to the so-called General Management. In fact, even the strategic leadership he explores, is in the direction of the formation of the so-called manager-generalist, and this must be integrated into the overall knowledge of management.
2. It would be good to pay more attention to management methods – something that is not very modern in the research in Bulgaria. However, management knowledge is formed around the answer to the question of "how" to deal with problems, methods of dealing with problems. This is more difficult to be studied and therefore undeservedly ignored and underestimated. In order to enrich the subjects he teaches, it is good to take up the methods of management, the conditions under which it is advisable to apply them, to track their development and the need to adapt them to a variety of conditions.

I make the above recommendations, because I wish also in the future Sofia University "St. Kliment Ohridski" to be a leader in the field of Management science in Bulgaria, and why not - not only in Bulgaria.

At the same time, it is good to continue to develop the issue of the innovation ability of organizations by enriching their research in different industries and types of organizations.

At last I would like to recommend to the applicant to be in the future more precise in his documentary presentation.

These recommendations do not diminish what the candidate has done so far.

Conclusion.

Considering the above stated, I recommend to the Scientific Jury to propose to the Faculty Council to decide in favor of appointment of **Dr. Ivan Ilchev Angelov** at the academic position "Associate Professor" in

professional field 3.7. Administration and management (Basics of Management, Strategic Management, International Management – in Bulgarian and English), according to a competition of the Faculty of Economics and Business Administration, Sofia University "St. Kliment Ohridski".

Jury member and reviewer:

/prof. Dr. Anastasia Bankova /

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Sofia