

REVIEW

by Professor DSc Tsvetan Parvanov Davidkov, member of the scientific jury in accordance with Order № RD 38-96 / 07.02.2022 of the Rector of Sofia University "St. Kliment Ohridski"

in a competition for the academic position of ASSOCIATE PROFESSOR in the professional field of 3.7 ADMINISTRATION AND MANAGEMENT (Fundamentals of Management, Strategic Management, International Management - in Bulgarian and English), announced in SG, no. 103 of 10.12.2021

1. General information and biographical data .

Chief Assistant Dr. Ivan Angelov is the only candidate in the competition for the academic position of Associate Professor in 3.7 Administration and Management (Fundamentals of Management, Strategic Management, International Management - in Bulgarian and English). The competition was announced for the needs of the Department of Business Administration (Faculty of Economics and Business Administration - Sofia University).

Chief Assistant Professor PhD Ivan Angelov graduated from the First English High School in Sofia (1997); Bachelor's (2001) and Master's (2008) degrees in Business Administration at the Faculty of Economics and Business Administration at Sofia University "St. Kliment Ohridski ". In 2018 he defended his PhD thesis; since 2019 he has held the academic position of Chief Assistant in the Department of Business Administration at the Faculty of Economics and Business Administration. Dr. Angelov delivers lectures and exercises in the following disciplines: Fundamentals of Management, International Business Strategies, International Management, Strategic Management, Human Resource Management, Investment Portfolio Management. Most of his classes are in English. Actively participates in the development of the international activities of the Faculty of Economics and Business Administration as well as in different initiatives related to the strengthening of the partnerships with foreign universities, business associations and organizations from the business and non-profit sectors. Dr. Angelov has supervised over 15 master's theses (including such in English); has participated in 3 scientific research projects; was a member of the expert group for accreditation at NEAA; has delivered lectures at foreign universities on the Erasmus + Teaching Mobility Program.

Dr. Ivan Angelov has accumulated professional and managerial experience in the field of finance. He has actively participated in the harmonization of both Bulgarian and European legislation in the field of doping control, European integration, youth policy and sports. He is fluent in English, German and Russian; uses French at working level.

2. General description of the presented materials.

The scientific papers, textbooks, and teaching aids for participation in the competition are 11 in total and are distributed as follows:

- 2.1. Monograph - habilitation thesis - 1 pc. (№ 2 from the list; sole authorship; volume: 140 pages);
- 2.2. Monograph - book based on the dissertation - 1 pc. (№ 3 from the list; sole authorship; volume: 134 pages);
- 2.3. Articles in peer - reviewed and peer - reviewed scientific journals (web of science) - 2 pcs. (№№ 4, 5 of the list, sole authorship; total volume: 33 pages);

- 2. 4. Articles in peer-reviewed scientific journals - 2 pcs. (№№ 9, 11 of the list; sole authorship; total volume: 18 pages);
- 2. 5. Published articles and reports from international scientific conferences - 4 pcs. (№№ 6, 7, 8, 10 from the list; 3 - sole authorship and 1 - co-authorship; total volume: 43 pages);
- 2.6. Published chapters from collective monographs - 1 pc. (№ 12); co-authorship; total volume: 24 pages).

Based on the submitted documents and materials for participation in the competition, I conclude that the necessary documents and evidence are available. It follows the comprehensive information that the candidate meets the minimum requirements for candidates to open a procedure for holding the academic position of ASSOCIATE PROFESSOR.

The quantitative characteristics of the described texts are an initial request for successful scientific creativity. The author of this review has no joint publications with the candidate. The comparison of the texts of the candidate for participation in the competition for associate professor with the general list of publications gives grounds to claim that his professional activities are characterized by purposefulness, consistency, and lasting interest in the targeted issues, as *continuity and upgrading* can be found in the texts.

3. Based on the general characteristics of both research and applied research activities of the candidate, the following main conclusions can be made.

- The topics that the author develops are *relevant*;
- The author *develops himself purposefully* in his chosen field (in accordance with the needs of the academic institution) - this can be traced based on the continuity between what was done in the PhD dissertation, the accompanying and subsequent research and authorial developments.
- All scientific and professional activities created by the Chief Assistant Dr. Ivan Angelov finds a *variety of realization*: for the needs of teaching / learning in an academic environment (including methodological activities); in external trainings; in project developments, expert-consulting, and publishing activities.
- In the texts the candidate shows good competence in the field of management and in particular the innovative approach and strategic leadership, based on which he interprets the source material. The work with the scientific sources is competent, correct, professional.
- The texts give grounds to claim that the author has a high general and professional culture. The logic of the authors of these is well protected and can be traced.

I have no doubts about the authorship of the works presented.

4. Assessment of the pedagogical preparation and activity of the candidate. I assess it positive the pedagogical preparation and activity of the candidate. Arguments:

- Chief Assistant Professor Dr. Ivan Angelov has serious experience as an academic lecturer.
- He leads various (but stable over time) academic disciplines. Their focus and content correspond to the scientific profile presented above, as well as to the professional field and the scientific specialty of the competition. The candidate has a full workload.

- The information from the feedback on his activity based on a survey of student public opinion at Sofia University shows that students have positive attitude towards the lecturer Dr. Ivan Angelov.

5. Main scientific and applied contributions.

I accept the scientific and applied contributions requested by the candidate <sup>1</sup>. The analysis of the peer-reviewed scientific papers gives grounds to substantiate the conclusion that the candidate's contributions are mainly in the following subject-matter areas: management, strategic management and leadership, innovation and clustering, international management, international business strategies.

Publications in the field of management cover a wide range of specific organizational, socio-psychological, and other phenomena. The results can be assessed as a systematic and comprehensive disclosure of the functioning and importance of these phenomena for a better understanding of organizational reality and effective management of organizations. There is both a summary of existing knowledge and new data and facts (based on research) with sound interpretation. The results have the potential to justify follow-up research projects, as well as to expand and deepen existing knowledge. The contributions described in this way are *significant* for both science and practice.

6. Critical remarks and recommendations.

What is written in this section should be perceived primarily as recommendations for the future work of the candidate.

- Dr. Ivan Angelov uses literature sources in a foreign language (mostly English) - this is "understood" in his texts in Bulgarian. There is an opportunity to improve his texts from a linguistic and stylistic point of view.
- I recommend to my colleague Dr. Ivan Angelov to prepare and publish a textbook for the innovative approach and clustering. The research results achieved in this way will find a more detailed application.
- Dr. Ivan Angelov has the potential to successfully develop the *field of strategic leadership* (in a variety of related contexts).

7. Personal impressions. I know Dr. Ivan Angelov, as a Chief Assistant Professor, as a student and colleague from the Department of Business Administration (Sofia University). I perceive him as smart and self-driven, cooperative, reliable, hard-working, and devoted to his professional duties.

**CONCLUSION.** The presented publications of the candidate reveal in-depth knowledge of the issues related to management, strategic management and leadership, international management, and innovations, as well as the methods of academic teaching. Dr. Angelov has conducted solely and in collaboration with other researchers enough theoretical and empirical studies, showing high skills for summarizing the results and substantiating significant conclusions. The problems studied by him are among the leading ones in the respective scientific fields and the obtained results add value to the existing knowledge. With the presented publications and with his active scientific-teaching activity Chief Assistant Professor Dr. Ivan Angelov is emerging as a promising researcher and lecturer.

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<sup>1</sup>See "Author's reference for scientific contributions".

Considering all the arguments above, the following can be concluded: Chief Assistant Dr. Ivan Angelov meets all the administrative requirements of the Republic of Bulgaria and the relevant regulations for holding the academic position of Associate Professor, namely:

A) Chief Assistant Dr. Ivan Angelov has acquired the educational and scientific degree "PhD" since 2018.

B) He has held the academic position of "assistant" / "chief assistant" for at least 2 years.

C) He has solid experience as a lecturer, including methodical activities.

D) He has developed a monograph with the necessary scientific merits and contributions and enough other publications (which do not repeat those presented for the acquisition of educational and scientific degree "Doctor") with proven impact on scientific development and clear applications.

E) The applicant actively participates in project, publication and public activities aimed at the professional development of various communities.

This gives me reason to recommend to the members of the esteemed scientific jury to support the decision to assign the candidate to the academic position of ASSOCIATE PROFESSOR of Sofia University "St. Kliment Ohridski" in professional field 3.7 Administration and Management (Fundamentals of Management, Strategic Management, International Management - in Bulgarian and English). I will vote YES.

Sofia, March 20, 2022.

Signature: