

О P I N I O N

By: Assoc. prof. Hristo Georgiev Sirashki, PhD,
D. A. Tsenov Academy of Economics, Svishtov, scientific specialty: "Social Management",
professional field 3.7. "Administration and Management"

Subject: competition for the occupation of the academic position of **professor** in a professional direction 3.7. Administration and management (virtual team management), according to Order Z-RK-258 of 17.06.2022 of the Rector of the NBU, announced in State Gazette № 38/20.05.2022, with a single candidate in the competition Assoc. Prof. Kristian Stoyanov Hadjiev, PhD.

I. Evaluation of the compliance with the minimum national requirements and the requirements of the New Bulgarian University

The competition for a professor in a professional direction 3.7. Administration and management (management of virtual teams) is announced according to the established legal order for the needs of the department "Administration and management" at New Bulgarian University.

The only candidate in the competition is Assoc. Prof. Kristian Hadjiev, PhD. The documentation submitted for the competition meets all the requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria, the Regulations for the Application of the Law on the Development of the Academic Staff in the Republic of Bulgaria, the Ordinance on the Development of the Academic Staff in the NBU.

From the self-assessment report provided by the candidate, Assoc. Prof. Kristian Hadjiev, PhD, for the fulfillment of the minimum national requirements and the NBU's requirement for scientific, teaching and creative activity for the academic position "Professor" in professional direction Administration and Management and the reference for original scientific contributions to the evidence Appendix 2, it can be seen that the candidate meets the minimum requirements for occupying the academic position "professor" as follows:

- ✓ Group A (min. required 50 points) – collected 50 points;
- ✓ Group B (min. required 100 points) – collected 100 points;
- ✓ Group G (min. required 200 points) – 366.4 points collected;
- ✓ Group D (min. required 100 points) – collected 580 points;
- ✓ Group E (min. required 100 points) – collected 250.6 points;
- ✓ Group J (min. required 70 points) – collected 150 points;
- ✓ Group Z (min. required 70 points) – collected 120 points;
- ✓ Group I (min. required 70 points) – collected 90 points.

The total number of points collected by the candidate is 1707 and, as can be seen, it is significantly higher than the required minimum of 760 points.



II. Research (creative) activity and results

For participation in the competition, Assoc. Prof. Kristian Hadjiev, PhD submitted a monographic work; 6 textbooks; 29 publications in collections (studios), three of them in foreign publishing houses; 14 publications in magazines (articles), one of them in a foreign publishing house. All publications are peer-reviewed or published in peer-reviewed peer-reviewed journals.

1. Evaluation of the monographic work, creative products or other publications, corresponding in volume and integrity to a monographic work, including evaluation of the scientific and scientific-applied contributions of the author

The topic of the monographic work is "Management of virtual teams (theory and methodology)" The author, Assoc. Prof. Kristian Hadjiev, PhD, develops a number of views, concepts and solutions to problems in the field of management of virtual teams. Of scientific interest is the study of the key organizational prerequisites and elements related to the design and functioning of highly effective virtual teams from a structural, managerial and process point of view.

The author's contribution is the theoretical synthesis of virtual team management and performance models and the development of a new conceptual integrative model of virtual team performance. I consider the developed methodology for building effective virtual teams and the proposed author's technological sequence for the practical testing of the methodology to be a special contribution. I consider the author's intended goal to have been achieved in the monographic work.

2. Evaluation of the contributions in the other attached publications (creative products) made after the appointment on the academic position of 'Chief Assistant' or the academic positions of 'Associated Professor' (for candidates for professor). It includes also an evaluation of the requirement for peer-review publications.

The publications presented for the competition show the serious research work of Assoc. Prof. Kristian Hadjiev, PhD. All publications are distinguished by their topicality and practical orientation. The contributions of the publications are indisputable, highlighting the serious analytical abilities and possibilities for summarizing and deriving one's own views and opinions. From the presented publications, we can conclude that the candidate is a serious and established researcher, capable of analyzing and synthesizing significant scientific theses and conclusions.

3. Citation by other authors

From the presented reference to the citations of the candidate's scientific works, it can be seen that the total number of citations is 65. The cited citations are in authoritative publications by recognized specialists in the field of administration and management.

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

Assoc. Prof. Kristian Hadjiev, PhD participated in 21 external research projects and 5 internal projects of the NBU. The candidate participated in numerous scientific forums and seminars.



III. Learning and teaching activity

The materials provided for the competition show the candidate's active educational and teaching work - delivering public lectures, conducting courses, practical training of students, scientific guides, participation in various committees. Participates in the creation of bachelor's and master's programs, creates electronic training courses, etc. The average score from the student surveys is 4.53 out of a maximum of 5. The candidate enjoys a good name in scientific circles and students. This is a reliable indicator of his scientific maturity and competence as a teacher at NBU. My overall assessment of the academic and teaching work of Assoc. Prof. Kristian Hadjiev, PhD is positive and fully responsible for occupying the academic position of "Professor".

IV. Administrative and public activity

Since 2016, Assoc. Prof. Kristian Hadjiev, PhD has successfully led the "Administration and Management" department. Participates in the collective management bodies of the NBU. His participation and activity in associations and foundations is related to socially responsible projects for society.

V. Personal impressions of the candidate (if any)

I know the Assoc. Prof. Kristian Hadjiev, PhD as highly responsible proactive and precise in his work. A successful leader and active participant in the educational and research activities of the NBU. He enjoys authority in scientific circles and his expert opinion is valued by business.

VI. Opinions, recommendations and notes on the activities and achievements of the candidate

My overall opinion of the candidate is entirely positive. The production presented for the competition is of a high scientific level. I have no specific notes on the content of scientific works.

Conclusion

The submitted materials for the competition show indisputably that Assoc. Prof. Kristian Hadjiev, PhD is an established, authoritative teacher and researcher at the NBU. Bearing in mind the qualities of the scientific and research activity of Assoc. Prof. Kristian Hadjiev, PhD, as well as his administrative activity at NBU, I strongly recommend that he be elected as a professor in professional direction 3.7. Administration and management (management of virtual teams) at New Bulgarian University.

Date 12.09.2022 г.

Signature