



STATEMENT

By Prof. Dr. Dimitre Nikolov Nikolov , New Bulgarian University , Department "Administration and Management" - Sofia, 3.8 Economics and Management, appointed as a member of the Scientific Jury by order of the rector of the NBU Z-RK-258/17.06.2022, on the scientific works for participation in a competition for the occupation of the academic position "professor" by professional direction 3.7. Administration and management (Management of virtual teams), announced in SG No. 08/28.01.2022, with a candidate **Prof. Dr. Kristiyan Stoyanov Hadjiev**

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

During the review of the documents submitted by Assoc. Prossorfe Dr. Kristiyan Stoyanov Hadjiev for participation in the competition for the academic position of "professor", I found that they are in accordance with the scientometric indicators laid down in the Law on the Development of the Academic Staff in the Republic of Bulgaria (ZRASRB), in the Rules for its Implementation (PPZRASRB) and in the Ordinance on the Development of the Academic Staff of the NBU and are as follows:

A group of indicators	Minimum requirements	Execution
A	50	50
IN	100	100
D	200	366
D	100	580
Well	100	250.6
Z	70	150
H	70	120
And	70	90

Christian Stoyanov Hadjiev has a total of 1707 **points** , with a required 760 points. As a result of this information, it can be concluded that the candidate presents scientific production and materials **exceeding significantly the minimum national and additional requirements of the NBU.**

I I. Research (creative) activity and results

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

The candidate Associate Prof. Dr. Kristiyan Hadjiev presented a habilitation thesis on the topic "**Management of virtual teams (theory and methodology)**". Sofia: NBU, 2021, ISBN: 978-619-233-160-3. The monograph has 407 pages, 184 sources. The author in the considered monograph skilfully synthesizes the main concepts, defines the key prerequisites, mechanisms and processes related to the design and functioning of highly effective virtual teams related to project management. In the presented work, he reasonably defines and analyzes the factors determining team effectiveness, as well as the related evaluation indicators. By delving into the multifaceted connections in integrative models and exploring ways to achieve balance and synchrony among team members, the candidate successfully summarizes the theoretical and methodological basis of fundamental models of virtual team effectiveness.



As a result, the candidate substantiates and presents a new conceptual integrative model for the effectiveness of virtual teams. In summary, the monograph of Assoc. Prof. Dr. Kristiyan Hadjiev is a habilitation work, developed at a high scientific level and with original contributions in theoretical and practical aspects.

2. Assessment of the contributions in the other attached publications (creative performances) made after the appointment of the academic position "assistant" or the academic position "associate professor" (for professor candidates). It also includes an assessment of the peer review requirement of the publications.

In addition to the presented monograph, the candidate has submitted for evaluation the following types of publications:

- A book based on a defended dissertation for the award of an educational and scientific degree "doctor" - Hadjiev, Kr., Designing highly sophisticated organizations. S., IK "Lyuren", 2000, 224 p., ISBN 954-568-062-8
- Articles and reports published in non-refereed peer-reviewed journals or published in edited collective volumes - 26 in total;
- Studies published in non-refereed peer-reviewed publications or published in edited collective volumes – 4;
- Chapter from a collective monograph - Hadjiev, Kr., Koteva, N., Alexiev, A. Uzunova, R., Hadjichoneva, Yu., Georgiev, A., Competitiveness of agricultural holdings in Bulgaria and models for its improvement: monograph (chapter 1), ed. Vanguard Prima, Sofia, 2021, ISBN - 978-619-239-561-2, COBISS.BG-ID – 46792200;
- University textbooks – 6, two of which are independent: Hadjiev, Kr., Models for organizational excellence. S., NBU 2013, 342 p., ISBN: 978-954-535-756-5; Hadjiev, Kr., Theory of Organization. S., NBU 2011, 370 p., ISBN: 978-954-535-663-6

The presented publications confirm the conclusion about the high quality of the materials included in them and their applicability in practice together with their undoubted scientific merits. The candidate's engagement with the issues of organizational change, improving organizational models and managing teamwork in the organization, with a focus on the effective management of virtual teams, as well as emphasis on leadership in virtual team functioning, should be noted.

3. Citation by other authors.

A significant share of the publications of Assoc. Prof. Dr. Kristiyan Hadjiev have aroused interest and have been cited in studies by scientists from the country. From the presented competition documentation and from the citation reference, it can be established that monographs or collective volumes with scientific reviews of other scientists have cited 19 publications of Assoc. Prof. Dr. Kristiyan Hadjiev. On the other hand, 12 of the candidate's publications are cited by authors of publications in non-refereed peer-reviewed journals. From the provided documentation, it is established that the total number of citations is 71. All this testifies to the broad influence and communication of the candidate with a significant number of scientists who positively adopted the scientific ideas and positions of Assoc. Dr. Kristiyan Hadjiev.

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

Associate Professor Dr. Kristiyan Hadjiev has participated in 8 national scientific and educational projects. They are aimed in the field of education, as well as in terms of increasing the competitiveness of agricultural holdings. He was a member of the research team of 6 projects financed by the Research Development Fund at the NBU. Assoc. Prof. Dr. Kristiyan Hadjiev contributes significantly with his professionalism in the field of organizational change management and teamwork during the



implementation of the mentioned projects. To the maximum extent, he has published the achieved results of the work on the projects. All this once again gives reason to establish consistency in his work as a researcher.

I II. Learning and teaching activity

Kristiyan Hadjiev has been a full-time teacher at NBU since 1997. Assoc. Prof. Dr. Kristiyan Hadjiev teaches students at the ONS "Bachelor" and ONS "Master" and leads the following courses: "Fundamentals of Management", "Project Management", "Introduction to Company Culture", "Management Process and Teamwork" ", "Corporate management", "HRM and leadership", workshops "Models for organizational excellence", "Strategies for organizational change".

In addition, the candidate participates in the distance education of students and has courses in the MP "Management and development of human resources" (in Bulgarian and English). The candidate has independently developed two textbooks. He has participated in the author collectives of four other textbooks. Assoc. Prof. Dr. Kristiyan Hadjiev has prepared author's study materials in book form for four courses. In addition, two stand-alone textbooks have been completed in electronic form. The latter are integrated into the e-learning platform (Moodle NBU).

Students positively evaluate the teaching activity of the candidate. The average rating given by them for satisfaction with the courses of Assoc. Prof. Dr. Kristiyan Hadjiev is 4.53 (with a maximum of 5.00) (according to the Report from the Center for Quality and Evaluation).

Based based on the information provided, I can rate Assoc. Prof. Dr. Kristiyan Hadjiev as an erudite and responsible lecturer. His studies and teaching activities are inextricably linked to the subject of this competition. On the other hand, the experience gained over the years in working with students is sufficient for holding the academic position " professor " in professional direction 3.7. Administration and management (management of virtual teams).

IV. Administrative and public activity

1. Participation in collective management bodies of the NBU.

Associate Professor Dr. Kristiyan Hadjiev actively participates in the work of various collective management bodies of the NBU. He has been the head of the "Administration and Management" Department at the NBU since 2012. He is a member of the Academic Council of NBU and the Faculty Councils of FDENO and the Ministry of Finance and regularly participates in their meetings.

2. Public activity.

Associate Professor Dr. Kristiyan Hadjiev was the chairman or deputy chairman of the scientific and organizational committee of nine international and national scientific conferences organized by the Administration and Management Department of the NBU in the period 2013-2021.

Recognition of the candidate's professional qualities as a researcher in the field of management sciences is his participation as a member of a number of editorial boards: magazine "Economic thought", ed. of III at the BAS; the yearbook of the Department "Administration and Management" and the periodical of the Department "Methodology, Interdisciplinarity, Analyzes, Strategies" (Series "Leadership, Society, Strategic Visions"). The facts, presented in point 4, lead to the conclusion that I fully and confidently formulate: Assoc. Dr. Kristiyan Hadjiev with his administrative and public activities successfully contributes to the development and improvement of the academic process at NBU.

V. Personal impressions of the candidate (if any)

My personal impressions are about 8 years old and are based on our joint work on the creation of



**Sample structure of a review/opinion on a loan competition
in the academic positions of associate professor and professor at NBU**

Appendix 3 to the Ordinance on the Development of the Academic Staff of the NBU

the Master's program "Agribusiness Management and Rural Development" in 2014. Initially, it was a joint program between NBU and IAI. The candidate is responsible and competent in his relations with colleagues, correct and responsive in the performance of his administrative duties.

V I. _ Opinions, recommendations and notes on the activity and achievements of the candidate

I have no notes on the applicant's activities and achievements. I confirm my positive opinion about the quality of the applicant's publication activity. In addition, the candidate in his role as a teacher has definitely achieved high results and contributes to the maximum extent to maintaining the high quality of education at NBU.

Conclusion

All of the above gives me reason to positively evaluate with complete conviction the **teaching** , scientific and scientific-applied activity of the candidate **Assoc. Prof. Dr. Kristiyan Stoyanov Hadjiev** . **This assessment is my basis for unconditionally considering and stating that she is extremely suitable** for the academic position of " **PROFESSOR** " .

On the basis of the above, I would like to completely categorically and without any doubt propose to the respected Scientific Jury *to vote positively* , and to the academic bodies of the NBU *to choose Assoc. Prof. Dr. Kristiyan Stoyanov Hadjiev to the academic position " PROFESSOR "* in professional direction 3.7 "Administration and management", field of higher education 3. "Social, economic and legal sciences", at the department "Administration and management", faculty FDENO, NBU - Sofia.

Date 12.09.2022

Signature