

OPINION

by Assoc. Prof. Neli Ivanova Nikolova, PhD, Technical University of Gabrovo,
Department of "Management"

of the materials submitted for participation in a competition
for the academic position "Associate Professor"
in the field of higher education - 3. Social, economic and legal sciences,
by Professional field - 3.7 Administration and Management,
scientific specialty "Production Organization and Management (Business Logistics and
Entrepreneurship)",
announced by the University "Prof. Dr. Asen Zlatarov" - Burgas
in the State Gazette, issue 42/12.05.2023

with candidate Chief Asst. Dr. Adile Mustafafova Dimitrova, PhD

Grounds for preparing up the opinion: Order No. RD-183/27.06.2023 of the Rector of the
University "Prof. Dr. Asen Zlatarov" - Burgas.

1. Information about the candidate in the competition (brief biographical data)

Only one candidate took part in the competition - Ch. Assistant Professor Adile Mustafafova Dimitrova, PhD lecturer on a permanent employment contract from 01.12.2014 until now at the University "Prof. Dr. Asen Zlatarov" - Burgas. The candidate has complied with the normative requirements under the Law on Academic Position in the part "Terms and conditions for holding the academic position of "Associate Professor", as well as according to the Regulations for the acquisition of scientific degrees and the occupation of academic positions at the University "Prof. Dr. Asen Zlatarov" - Burgas. (Section III. Conditions and procedure for occupying the academic position " Associate Professor") and has prepared his documents according to the requirements for the competition.

The participant in the competition, Adile Mustafafova Dimitrova, graduated in 1999 from the "Ecology and Environmental Protection" major at the Technical University - Varna with the qualification "Master-Ecologist", and in 2006 at the same university she obtained the Master's degree in Business Administration ". He also holds an additional professional qualification "Pedagogy - teaching qualification (teacher)". In the period 1999-2014, she gained extensive practical experience, exercising positions in the field of production and supply, and then as "Logistics and Distribution Manager" in Serena Trade OOD - Varna; "Logistics Manager" at Promstroy - Nedko Belev Ltd. - Burgas and "Expedition Organizer" at Power Screen Bulgaria Ltd. - Burgas. Here I can note that the candidate's educational and working career ch. Assistant Professor Adile Mustafafova Dimitrova for "Associate Professor"

shows systematicity and purposefulness, consistent development in the professional field and specialty of the competition.

The candidate has defended his PhD (2014) in the scientific specialty "Economics and Management (Industry)" at the University "Prof. Dr. Asen Zlatarov" - Burgas, Faculty of Social Sciences, Department of "Economics and Management".

2. Overview of the content and results in the presented works

The candidate Ch. Associate Professor Adile Mustafova Dimitrova, PhD participated in the competition for the academic position "Associate Professor" in accordance with the field of higher education, the professional direction and the scientific specialty of the announced competition with the following scientific publications: one independent monograph (habilitation thesis) according to indicator B3.1 ; one independent monograph, which is not presented as the main habilitation thesis, according to group of indicator G4.1; 13 scientific publications in co-authorship in publications referenced and indexed in world-renowned databases with scientific information (Scopus; Web of Science) according to indicator G6; 24 scientific publications in non-refereed peer-reviewed journals or edited collective volumes, of which 15 are independent, 9 co-authored according to indicator G7; 5 studies in English, of which four are co-authors, published in edited collective volumes under indicator G9; 1 published chapter of a collective monograph in English under indicator G10.

The main contributing results of the scientific research in the presented scientific works are systematized in three thematic areas as follows: Thematic area 1: Logistics and supply chain management (publications No. G6.1, G6.4, G6.9, G6.10 , G6.12, G6.13, G7.1, G7.2, G7.3, G7.4, G7.6, G7.9, G10.1, G7.11); Topic area 2: Outsourcing of logistics activities. (publications No. B1, G6.11, G7.5, G7.7, G7.10, G7.14, G7.15, G7.20, G7.23, G7.24); Thematic area 3: Entrepreneurship (publications No. G4.1, G6.6, G6.7, G7.12, G7.13, G7.16, G7.17, G7.18, G7.21, G7.22, G9. 1, G9.2, G9.3, G9.4, G9.5).

The candidate meets the Minimum National Requirements and the Minimum Requirements of the University "Prof. Dr. Asen Zlatarov" - Burgas to the scientific and teaching activities for the academic position of "associate professor" with a total of points by groups of indicators = 1320.83.

3. Reflection of the candidate's scientific publications in the scientific community (known citations)

From the analysis of the documents submitted for the competition and the attached list of citations, it can be concluded that Dr. Dimitrova's scientific publications are known to the scientific community in the field of business logistics and entrepreneurship. The indicated citations in scientific publications, referenced and indexed in world-renowned databases with scientific information, in monographs and collective volumes with scientific review, as

well as citations in non-refereed journals with scientific review prove that the participant is recognizable among the scientific circles at home and abroad.

4. General characteristics of the candidate's activity

4.1. Educational and pedagogical activity (work with students and PhD students)

The CV submitted shows that the applicant has almost 10 years of teaching experience in a higher education institution and has successively held the academic positions of honorary assistant, assistant and senior assistant. During this period, he also participated in the development of curricula for students studying at the Department of Economics and Management. The lectures he gives are in the disciplines 'Innovation Management' and 'Economic Logistics', and the seminar exercises he leads are in 'Business Planning', 'Strategic Management', 'Operational Management' to students with an educational qualification of a bachelor's degree. Ch. Associate Professor Adile Mustafova Dimitrova, PhD, also gives lectures and seminar exercises on the subjects 'Cost management', 'Strategic management in the public sector' and 'Assessment and recruitment' to students with the educational qualification of a master's degree.

The work with the students includes: management of 11 graduates with a master's degree, specialty "Business Management" in the master's programs "Financial Management of the Enterprise" and "Human Resources Management".

From all this, it can be concluded that the educational activity of Ch. assistant professor Adile Dimitrova, PhD, fully corresponds to the scientific specialty of the announced competition for the academic position of "associate professor".

4.2. Scientific and scientific-applied activity

After getting acquainted with the presented documentation and the information in it about the participation of Ch. Assistant Professor Adile Mustafova Dimitrova, PhD in research projects and her publication activity, as well as with the requirements of the University "Prof. Dr. Asen Zlatarov" - Burgas for the academic position of "associate professor", I state the following:

The candidate for the competition has submitted data on participation as a member of the teams of 8 research projects in the period 2008 - 2020; head of a project on the topic: "Possibilities of applying digital technologies to increase business competitiveness" - 2021; lecturer and consultant in the implementation of two national projects under the operational program "Human Resources Development" and EUF in 2020. His leadership and participation in scientific project teams proves his ability to organize and administer the activities of their participants and the responsible attitude to the general team goals.

Doctor Dimitrova is the author of 3 textbooks (Business Logistics, Logistics Management, Notes on Business Logistics - textbook for distance learning), 2 monographs - one in the field of logistics, one in the field of entrepreneurship, 6 studies in the field of entrepreneurship, over 60 publications in the field of logistics and entrepreneurship.

5. Contributions (scientific, scientific-applied, applied). Significance of contributions to science and practice

I accept the reference made for the contributions by categories of the candidate in the scientific works, namely – 8 scientific, 13 scientific-applied and 13 applied contributions. All presented scientific works are in the field of the professional direction 3.7 Administration and management in the scientific specialty "Organization and management of production (Business logistics and entrepreneurship)". The contributions concern specific competences related to the interests of the candidate and his scientific development, namely: improvement of business processes and logistics management, research into the influence of various factors from the surrounding environment on the entrepreneurial attitudes and intentions of students from the business majors of universities in Bulgaria, Ukraine and Poland.

Conceptual models have been developed for the impact of logistics outsourcing on organizational performance; dynamic investment model to evaluate its effectiveness; methodology for its compilation and application; a regression model for assessing and predicting the impact of BCHT on the competitiveness of organizations in the supply chain.

The reported scientific, scientific-applied and applied contributions are directly related to the specialty of the competition and the taught academic disciplines/lectures and seminar exercises in: Business Logistics, Business Planning, Entrepreneurship, Innovation Management, Operational Management, Strategic Management. The entire teaching activity of the candidate is concentrated in bachelor's and master's specialties from the professional direction 3.7 "Administration and management". It fully corresponds to the specifics of the specialties of the University "Prof. Dr. Asen Zlatarov" - Burgas. Thus, the presented pedagogical training and activity of the candidate clearly characterize Ch. Assistant Professor Adile Dimitrova, PhD as fully suitable for occupying the academic position under this competition.

6. Assessment of the candidate's personal contribution

The scientific summaries, illustrated in methods of research, analysis, approbation, implementation, are indisputable evidence of the candidate's personal participation in the scientific and applied contributions reflected in the publication activity. I dare to assert that the obtained results reflect his scientific upgrading over the years, directly related to

professional direction - 3.7. "Administration and Management" in the scientific specialty "Organization and Management of Production (Business Logistics and Entrepreneurship)".

7. Critical remarks and recommendations

I have no critical remarks, but I recommend the candidate to continue working at this pace in the future, to participate in international and scientific research projects, and to continue to present and publish the results of the scientific work in international conferences in the country and in peer-reviewed journals with "impact" factor (WoS) or with Scopus rank.

8. Personal impressions

The professional, technical and communicative competence is at a very high level. The serious attitude towards the conducted scientific research and the depth of the scientific conclusions are impressive. Presentations of the reports from my direct observations during conferences show confidence and the presence of serious teaching experience. Chief Assistant Dr. Dimitrova, PhD possesses the necessary theoretical and practical skills, as well as business qualities to fulfill the academic position of "Associate Professor".

9. Conclusion

The established scientific and scientific-applied contributions in the presented scientific works and the accumulated solid academic experience allow me to confidently give a positive assessment to the candidate for the academic position of "associate professor". Bearing in mind the above, I propose **Ch. assistant professor Adile Mustafova Dimitrova, PhD**, to be elected as an "**associate professor**" in the field of higher education - 3. Social, economic and legal sciences, professional field 3.7 Administration and management, scientific specialty "Organization and management of production (Business logistics and entrepreneurship)" for the needs of the University "Prof. Dr. Asen Zlatarov" - Burgas.

03.08.2023
Gabrovo

Member of the scientific jury:...../signature/.....
/Assoc. Prof. Eng. Neli Nikolova, PhD/