

OPINION

from Prof. Dr. Eng. Angel Petrov Anchev
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on the materials submitted for participation in a competition
for the academic position of „Associate Professor“
in the field of higher education – 5. Technical Sciences
in the professional field – 5.13. General Engineering
specialty – Industrial Management.

In the competition for Associate Professor, announced in the State Gazette No. 48/13.06.2025 and on the website of TU-Gabrovo, for the needs of Department of Management at the Faculty of Economics. The candidate participating in the competition is Senior Assistant Professor Dr. Eng. **Tsanka Marinova Zlateva-Petkova**, Technical University of Gabrovo.

1. Review of the content and results of the submitted works

The documents submitted by Senior Assistant Professor Dr. Eng. Tsanka M. Zlateva-Petkova fully comply with the requirements of the Law on the Development of Academic Staff in the Republic of Bulgaria, its implementing regulations, as well as the Regulations for the Acquisition of Academic Degrees and Occupying Academic Positions at the Technical University of Gabrovo.

The submitted materials include: one monograph, equivalent to a habilitation work, entitled “*Management of the Industrial Enterprise in a Competitive Business Environment*”, 19 scientific publications in Group “G”, of which 3 have been published in international journals indexed in the global scientific database **Scopus**, 16 have been published in non-refereed but peer-reviewed editions, one textbook and one teaching aid, all of which are within the thematic scope of the announced competition.

The quantitative indicators of the criteria for occupying the academic position “Associate Professor”, in accordance with the Regulations for the Acquisition of Academic Degrees and Occupying Academic Positions at the Technical University of Gabrovo, have been fulfilled.

The documents submitted for the competition also provide evidence of **9 citations** in scientific publications, all of which are in journals indexed in Scopus. The presence of citations in an internationally recognized scientific database is always a clear indicator of the quality and relevance of the candidate’s research activity.

2. General characteristics of the candidate's activities

2.1. Educational and pedagogical activity (work with students and doctoral candidates)

Senior Assistant Professor Zlateva-Petkova began her academic career at the Technical University of Gabrovo in 2006 as an Assistant Lecturer in the Department of Industrial Management at the Faculty of Business and Management. In 2015, following the successful defense of a PhD dissertation in Professional Field 3.7. Administration and Management, she obtained the academic position of Senior Assistant Professor.

According to the reference submitted, Senior Assistant Professor Ts. Zlateva-Petkova has taught lectures in 8 academic disciplines, conducted practical training in 8 disciplines, and supervised a course project included in the curricula of bachelor's and master's degree programs offered by the Faculty of Business and Management at the Technical University of Gabrovo.

2.2. Scientific and research activities

The candidate has participated in **11 projects** funded by the national budget, in which the Technical University of Gabrovo is the beneficiary.

2.3. Implementation activity

The documentation submitted for participation in the competition does not contain evidence of implementation or technology transfer activity by the candidate. Given the specialty and scope of the competition, such activity is not a mandatory requirement.

3. Contributions (scientific, applied-research, practical) and their significance for science and practice

Based on the submitted materials, the candidate has identified **20 scientific-applied contributions**, distributed as follows:

- Research on innovation, entrepreneurship, and competitiveness in industrial enterprises – 8 contributions;
- Human resource management – 3 contributions;
- Management of processes related to documentation in the industrial enterprise – 3 contributions;
- Studies on the critical success factors in the implementation of ERP systems and their impact on the efficiency of the industrial enterprise – 3 contributions;
- Review and systematization of the fundamental changes and dynamics in the socio-economic environment at the beginning of the 21st century – 1 contribution;
- Development of a systematised methodology for compiling a production programme for introducing a new product in industrial enterprises – 1 contribution;
- Creation of a methodology for determining temperature fields in the zone of influence for different values of power density, scanning speed, frequency, and raster step during laser marking of stainless steel samples X6Cr13 – 1 contribution.

In addition to the above, **6 applied contributions** have been presented, relating to: (1) the role of project, process, and resource management as a critical factor for sustainable development and competitiveness of enterprises; (2) ERP systems as a key strategic tool for modernization and digital transformation, contributing to increased competitiveness and resilience; (3) a proposed methodology of system-structural analysis for studying the interrelations, dependencies, and operational logic of processes in industrial design; (4) the formulation of a practically applicable methodological framework for determining production volumes, resource allocation, technological cycles, and implementation schedules, with a particular focus on mechanical engineering enterprises; (5) practical guidelines for introducing a new HR strategy in Bulgarian enterprises, including the development of a core of highly skilled in-house trainers, reduction of low-skilled labour, stronger partnerships with educational institutions, and the integration of continuous learning into the production process; (6) the generation of datasets containing parameters for laser marking of C22 steel samples.

I accept the contributions as presented by Senior Assistant Professor Ts. Zlateva-Petkova and consider them fully relevant to the thematic scope of the competition for the academic position of Associate Professor.

4. Evaluation of the candidate's personal contributions

From the submitted materials it is evident that the candidate is the single author of 16 scientific publications, the monograph, the textbook and the teaching aid. The remaining three studies are co-authored publications included in the proceedings of an international scientific conference indexed in the Scopus database.

The substantial number of individually authored works is clear evidence of the candidate's capability to independently obtain, analyse and present scientific information. At the same time, it demonstrates convincingly that the achieved scientific-applied and applied results are predominantly the personal contribution of the candidate.

5. Critical remarks and recommendations

I do not find substantial critical remarks regarding the content of the submitted materials for participation in the competition for the academic position of Associate Professor.

I would recommend that Senior Assistant Professor Ts. Zlateva-Petkova continues to publish the results of her research predominantly in journals indexed in leading international databases such as **Scopus** and/or **Web of Science**, as this significantly increases both the scientific visibility and the academic recognition of her work.

6. Personal impressions

I know Tsanka Zlateva-Petkova personally as a colleague from the Department of Industrial Management at the Technical University of Gabrovo. In my professional impressions, she conscientiously performs her duties within the Faculty of Business and Management, both in terms of her teaching responsibilities and her research activity.

7. Conclusion

Based on the scientific works submitted and the scientific-applied and applied contributions contained therein, I support and recommend that **Senior Assistant Professor Dr. Eng. Tsanka Marinova Zlateva-Petkova** be appointed to the academic position of **Associate Professor** in the field of Higher Education – 5. Technical Sciences, Professional Field – 5.13. General Engineering, Specialty – Industrial Management.

Gabrovo

23.10.2024

Member of the Scientific Jury:

/ Prof. Angel P. Anchev Ph. D./