

POSITION

From: Prof. DSc Eng. Krasimir Enimanev - RU "Angel Kanchev"

Regarding: Competition for an academic position "**Associate Professor**" in the field of higher education - 5. "**Technical Sciences**"

in the professional field - 5.13. "**General Engineering**"

Specialty "**Industrial Management**".

The competition was announced in **DV, issue 48 of June 13, 2025**, for the needs of the **Management Department at the Faculty of Economics at TU Gabrovo**.

Candidate: Assoc. Prof. Dr. Eng. Tsvanka Marinova Zlateva - Petkova, born on June 10, 1974.

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

The scientific production of Assoc. Prof. Dr. Eng. Tsvanka Zlateva - Petkova after the doctoral dissertation is in the field of "Industrial Management", characterized by an interdisciplinary nature, covering a wide range of theoretical and practical aspects, mainly in the theoretical area of "Management of Industrial Enterprises".

Thus, the management of industrial enterprises is identified as a dynamic and adaptive system in which innovations, digitization, strategic analysis, and management tools for efficiency mutually reinforce sustainable development and increase the competitiveness of industrial firms.

2. General characteristics of the candidate's activities.

The candidate for participation in the competition for an academic position "Associate Professor" in the Management Department at the Faculty of Economics graduated from TU Gabrovo, obtained a Doctor's degree in the professional field 3.8. "Economics" from MVBU Botevgrad. At present, she is an Associate Professor in the Management Department.

In the competition for "Associate Professor," she participates with 19 articles and reports, including 16 independent ones and 3 in SJR (Scopus), published textbooks - 1, and project guidance - 1.

Annex 2.4 is attached for the candidate's scientometric data according to the minimum national requirements:

A - 50 points

B - 100 points

C - 353.3 points

D - 90 points T

Total: 593.3 points.

2.1. Educational and pedagogical activity.

The candidate teaches disciplines in:

- "Engineering" - OCS "Bachelor" and OCS "Master"
- "Business Planning"
- "Enterprise Economics"
- "Human Resources Management"
- "Fundamentals of Management"
- "Personnel Management Systems"
- "Organizational Culture and Leadership"

As well as a course project in: "Engineering" and production practice.

2.2. Scientific and scientific - applied activity.

The candidate is the author of over 50 scientific publications, a textbook and a teaching aid, articles and reports, of which 5 (five) are indexed and referenced in the world-famous scientific databases Skopus with SJR.

2.3. Implementation activity.

- Participation in international projects, national and projects of the BCCI - Gabrovo.

Project Manager "Development of innovative management products and services for companies operating in the field of mechatronics and clean technologies.

3. Contributions. Significance of the contributions.

The contributions are correctly presented in the author's reference. I accept the scientifically-applied and applied contributions, proven in a modern industrial environment with a contribution to the sustainable development of the companies' core competence.

4. Assessment of the candidate's personal contribution.

The candidate's contributions are her personal work and are in the scientific direction of the competition.

Senior Asst. Dr. Eng. Tsanka Zlateva - Petkova shows good teamwork skills and support ability, disciplined, motivated and able to produce results at an appropriate academic level.

5. Critical notes and recommendations.

As can be seen from the references and summaries of the works presented to me, a high publication activity is noted.

My recommendation is to continue publishing in the indexed journals in Skopus and WOS.

6. Personal impressions.

I do not know the candidate, but it is evident from the documents submitted to me for participation in the competition that she meets the requirements for occupying the position of Associate Professor.

7. Conclusion.

My overall assessment of the materials submitted for participation in the competition is positive. The good level of the scientific production and the active and diverse activities of the candidate give me reason for this.

Considering the above, I propose that Senior Asst. Dr. Eng. Tsanka Marinova Zlateva – Petkova be elected as “Associate Professor” in the field of higher education 5. “Technical Sciences”, professional direction 5.13. “General Engineering”, specialty “Industrial Management”.

October 2025.

Ruse

Member of the jury:

/ Prof. Dr.

