

OPINION

by Assoc. Prof. Dr. Eng. Dragomir Stoyanov Vassilev
Technical University – Gabrovo

of the materials submitted for participation in a competition
for the academic position of "associate professor"
in the field of higher education: 5. Technical sciences
Professional field: 5.13. General engineering
specialty: "Industrial Management"

In the competition for the academic position of "associate professor", announced in the State Gazette, issue 48 of 13.06.2025 for the needs of the Department of "Management" of the Faculty of Economics, the candidate is Senior Assistant Professor Dr. Eng. Tsanka Marinova Zlateva-Petkova.

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

The candidate, Senior Asst. Prof. Dr. Eng. Tsanka Marinova Zlateva-Petkova, has submitted for participation in the competition 1 monograph on the topic "Management of the Industrial Enterprise in a Competitive Business Environment"; 3 articles in Scopus -indexed publications, which are co-authored; 16 scientific publications in non-refereed journals with scientific review, in all of which she is an independent author; 1 textbook and 1 teaching aid.

The monograph provides an in-depth analysis of key aspects related to the management of industrial enterprises, combining theoretical with practical applications. Emphasis on human capital: The focus on human capital development and the principles of Industry 5.0 reflects a modern approach to industrial management. The monograph presents a timely analysis of the challenges and opportunities facing industrial enterprises. By emphasizing human capital development, innovation and adaptation to changing market conditions, the author provides a comprehensive framework for organizations to prosper in today's competitive business reality. The topics of the scientific works correspond to the specialty of the announced competition.

Citations of the candidate's scientific publications are presented, which are 9 in number and all are in Scopus- indexed publications.

The scientific papers provided by the candidate comply with the minimum requirements of the ZRASRB, PPZRASRB and the Regulations for the Acquisition of Scientific Degrees and Holding Academic Positions at the Technical University of Gabrovo.

2. General characteristics of the candidate's activities

2.1. Educational and pedagogical activity

Chief Assistant Professor Dr. Eng. Tsanka Marinova Zlateva-Petkova began her academic career in 2006 as an assistant professor in the Department of Industrial Management. She defended her dissertation on the topic "Analysis and Assessment of the Quality of Human Resources /on the Example of Enterprises in the Processing Industry/" and obtained the title of "Doctor" in 2013. Since 2015, she has held the academic position of "Chief Assistant Professor".

The academic disciplines in which the candidate, Senior Assistant Professor, Dr. Eng. Tsanka Marinova Zlateva-Petkova, conducts training correspond to the announced competition, and they are Engineering, Production Layout Planning, Organizational Behavior, Business Planning, Economics, Business Management, Personnel Management Systems, Professional Standards for Human Resources Management and Development.

The candidate has participated in 1 research project as a supervisor and 10 research projects as a lecturer. Students have also participated in the research projects.

2.2. Scientific and applied scientific activities

The presented scientific publications include a habilitation thesis /monograph/, 1 textbook and 1 teaching aid, which correspond to the topic of the announced competition. Certificates of participation of Senior Asst. Dr. Eng. Tsanka Marinova Zlateva-Petkova in the scientific committee of the 14th International Scientific Practical Conference "Environment . Technology. Resources" are presented. Rezekne Academy of Technologies, Rezekne, Latvia in 2023, 2024 and 2025, as well as a reviewer of the publications in the same conferences. The proceedings of these conferences are indexed in Scopus .

Based on the submitted materials, the acquired professional experience and pedagogical competencies, the candidate Senior Assistant Professor Dr. Eng. Tsanka Marinova Zlateva-Petkova fully meets the requirements of the competition.

2.3. Implementation activity

The scientific results of the candidate, Senior Assistant Professor, Dr. Eng. Tsanka Marinova Zlateva-Petkova, are successfully applied in the educational process with students, participation in research projects, and as an expert in reviewing scientific publications.

3. Contributions. Significance of contributions for science and practice

In the scientific production of the candidate, Senior Asst. Prof. Dr. Eng. Tsanka Marinova Zlateva-Petkova, the contributions stand out, which are both scientific, scientifically applied, and applied. I accept the contributions presented by Senior Asst. Prof. Dr. Eng. Tsanka Marinova Zlateva-Petkova as fully corresponding to the topic of the announced competition for the academic position of "Associate Professor".

4. Assessment of the candidate's personal contribution

From the candidate's presented scientific works, it is impressive that the author skillfully works with specific concepts, uses various analyses and illustrates the researched issues, and examines case studies in governance and industrial management.

5. Critical notes and recommendations

I have no critical remarks. I recommend that she expand her publishing activities in editions indexed in the Scopus and Web of Science databases.

6. Personal impressions

I know the candidate, Senior Assistant Professor, Dr. Eng. Tsanka Marinova Zlateva-Petkova. I have very good impressions of both her academic and research work.

7. Conclusion:

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

30.10.2025

Member of the scientific jury:

/Assoc. Prof. Dr. Eng. D. Vassilev/