

O P I N I O N

By: Assoc. prof. Hristo Georgiev Sirashki, PhD,
D. A. Tsenov Academy of Economics, Svishtov,
Scientific specialty: "Social Management"

About: competition for the academic position of Associate Professor: 3. Social, Economic and Legal Sciences, professional field: 3.7. Administration and Management, Scientific Specialty "Social Management", for the needs of the Department of Management in D. A. Tsenov Academy of Economics, Svishtov.

1. Introduction of the candidate

On the announced competition for the academic position of "Associate Professor" in the field of higher education: 3. Social, Economic and Legal Sciences, professional field: 3.7. Administration and Management, Scientific Specialty "Social Management", promulgated in State Gazette No. 36/17.04.2026 for the needs of the Department of Management in D. A. Tsenov Academy of Economics – Svishtov documents have been submitted by one candidate – Chief Assist. Milen Emilov Dinkov, PhD.

It should be noted that all requirements have been complied with under the Law on the Development of the Academic Staff in the Republic of Bulgaria, the Regulations for its implementation and the Regulations for the Development of the Academic Staff at D. A. Tsenov Academy of Economics – Svishtov. All documents and publications proving compliance with the regulatory requirements for occupying the academic position of Associate Professor are attached.

2. Grounds for writing an opinion

This opinion is prepared in accordance with Order No. 481 of 16.06.2026 of the Rector of D. A. Tsenov Academy of Economics – Svishtov, Decision of the Dean at the Faculty of Management and Marketing (Minutes No. 8/15.06.2026), Law on the Development of the Academic Staff in the Republic of Bulgaria, Regulations for the Implementation of the Law on the Development of the Academic Staff in the Republic of Bulgaria, Rules for the Development of the Academic Staff at the D. A. Tsenov Academy of Economics – Svishtov and decisions at the first meeting of the scientific jury – in Minutes No. 1/19.06.2026.

3. Personal characteristics of the candidate:

The only candidate in the competition is Chief Assist. Milen Emilov Dinkov, PhD, born in 1978 in the town of Svishtov. In 2003 he graduated with a bachelor's degree in Marketing from the Academy of Economics. He graduated in 2005 with a Master's degree in Marketing from the D. A. Tsenov Academy of Economics. In 2012 he acquired the degree of Doctor (Diploma No 2012019/31.05.2012). in the scientific specialty "Social Management", with a dissertation on the topic "Perspectives in the training and development of personnel (following the example of mobile operators in Bulgaria). Since 2013 he has been appointed as an assistant professor at the Department of Management, and since 2016 he has been a chief assistant at the same department. Since 2013 he has been holding the position of "Organizer of Financial Management and Control System" at the D. A. Tsenov Academy of Economics. Fluent in English. Since 2024 he has been Deputy Chairman of the Council of the Institute of Scientific Research at the D. A. Tsenov Academy of Economics, member of the Academic Ethics Commission, member of the trade union committee at the "Higher Education and Science – Confederation of Independent Trade Unions in Bulgaria", Member of the Union of Scientists in Bulgaria, Scientific Secretary of the Department of Management since 2013.

4. General (quantitative and qualitative) assessment of the teaching work

From the presented report for developed and taught lecture courses of Chief Assist. Milen Dinkov, PhD it is evident that he has co-authored 18 training courses for students, 9 of which are for the Bachelor's degree and 9 courses for the Master's degree. She participates in the development and improvement of courses in the Bachelor's Degree in Business Management, Ecocommunication, International Economic Relations and a course in Fundamentals of Management for all specialties at the Academy of Economics. The developed courses in co-authorship in the EQD of "Master" are in the specialties "Business Administration", "Company Management and Controlling" and "Human Resources Management". From the presented certificate of academic employment with Ex. No. 93-00-39/ 05.05.2026, issued by the Academy of Economics, we find that he has fulfilled the classroom and extracurricular employment in accordance with the requirements for the competition. He conducts lecture courses and seminars in 19 disciplines that are related to the professional field of the competition for associate professors.

We can give a high assessment of the candidate's activity and his membership in various structures related to the activities of D. A. Tsenov Academy of Economics – Academic Council, Faculty Council, Scientific Secretary of the Department of Management, Member of the Trade Union Committee at "Higher Education and Science – Confederation of Independent Trade Unions in Bulgaria", Commission on Academic Ethics.

From the submitted reports, it is clear that the applicant participates in 9 projects, three of which are at the Institute for Scientific Research of the D. A. Tsenov Academy of Economics, and the other six are funded under various European programs.

The above gives us grounds to conclude that Ch. As. Milen Dinkov, PhD has academic experience, teaching experience and professional competence to occupy the academic position of Associate Professor.

5. General (quantitative and qualitative) assessment of research and research

For participation in the competition for "Associate Professor" Ch. As. Milen Dinkov, PhD has presented one monographic work, one independent textbook, participation in co-authorship in five textbooks with a total of 112 pages. There is also one co-authored publication published in scientific journals in refereed and indexed in world-renowned databases of scientific information, 21 independent articles and reports and 3 co-authored articles and reports published in non-refereed journals with scientific peer-review or published in edited collective volumes. Studies published in non-refereed journals with scientific peer-review or published in edited collective volumes – one alone and three co-authored.

A monographic work on "Conflict Management in the Business Organization - Strategies, Methods and Tactics" was presented for participation in the competition. Its relevance is indisputable, given the dynamic environment and the role of the human factor in the success of business organizations. In this context, finding effective strategies, methods and tactics to resolve the conflicts that have arisen is an important task for managers. The author has set himself the goal of exploring the contradictions and conflicts that arise in the functioning of business organizations in a changing business environment. In particular, attention is paid to deriving the specific features of the conflict as a process, the conflict interactions in the internal environment of the organization, the strategies, methods and tactics used in conflict resolution, as well as the alternative options for their management.

In the first chapter, the theoretical foundations of conflicts are skillfully presented with scientific precision through the eyes of individual authors and researchers. The terminological clarifications and the argumentation of the problems of a methodological nature related to the subject and object of the study are impressive.

The second chapter presents a study of the process of managing labor conflicts, strategies, methods and strategic alternatives and the relationship with the competencies of managers.

Chapter Three presents the methodological approaches to the analysis of labor conflicts in the activities of the object of study. The results of the author's research, as well as the recommendations and guidelines for improving the system for managing labor conflicts in practice, are precisely presented.

The academic textbooks meet the academic requirements and are consistent with and cover in content the material of the curricula in the respective disciplines in Professional Field 3.7. Administration and Management.

The studies, articles and scientific reports submitted for participation in the competition have made public the results of the research of Ch. As. Milen Dinkov, PhD. It should be noted that the publications are in the field of the competition, they are up-to-date and for the most part they are practical. The publications do not repeat those presented for the acquisition of the degree of "doctor" and for occupying the academic position of "chief assistant" and I am not aware of any plagiarism in the candidate's scientific works proven in accordance with the statutory procedure. The presented publications show serious and in-depth knowledge in the field of professional field 3.7. Administration and management. They have high scientific potential, empiricism, theoretical and practical value. Author's opinions with contributions to the theory and recommendations to practice are presented. All this gives me reason to give a high assessment of the quality of the publications of Ch. As. Milen Dinkov, PhD.

6. Characterisation of scientific contributions

I accept the contributions claimed in the presented publications of Ch. As. Milen Dinkov, PhD. In the publications submitted for the competition, scientific and applied scientific contributions in several fields can be distinguished. More important among them are:

- *Scientific contributions:* A literary review and enrichment of scientific views on the concept of "conflict" was carried out. Outlining the specifics of conflictological

competence as a major component of managers' professional competence. Author's presentation of a system for the development of conflictological competence, its functions and levels. Enrichment of scientific knowledge about strategic management through interdisciplinary conceptualization of the strategic situation in the context of the theory of organizations. Systematization of scientific criteria for classification of complex management problems in the context of globalization to fill a research gap in terms of emerging cases. In the field of human resource management, the expansion of existing theoretical knowledge in the field of overall modeling of psychosocial phenomena in the workplace in conditions of market uncertainty is indicated as a contribution. In a publication, the author builds a conceptual framework affirming voluntary work as a management tool and a significant civic factor for overcoming economic crises and balancing technological production with environmental sustainability.

- *Scientific and applied contributions:* A system for managing labor conflicts in economic practice is proposed, which implies an effective and comprehensive assessment and control. As a contribution, one can also point to the derivation of strategic guidelines and the definition of long-term parameters for the reassessment of corporate governance in order to increase the economic efficiency of organizations in conditions of market uncertainty. In the field of human resources management, a contribution point is the proposed concrete guidelines for the modernization of human capital management processes, as steps for the implementation of mobile training of employees are proposed. In some of the presented publications, methodologically justified and operationally defined steps for making rational management decisions in logistics organizations through balanced use of resources stand out as a contributing moment. An agile strategy has been designed that encompasses supply management techniques, whereby off-the-shelf solutions for coordinating material flows are thoroughly researched in order to minimize costs.

7. Academic notoriety

In the presented list of citations are indicated 17 quotes from the publications of Ch. As. Milen Dinkov, PhD. The reference shows that the candidate is established as a well-known author in the field of administration and management.

8. Weaknesses, criticisms, recommendations.

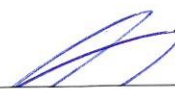
I have no specific recommendations regarding the candidate's work

9. Summary assessment

Based on what I wrote above in my opinion, I declare that Chief Justice. Ch. As. Milen Emilov Dinkov, PhD fully meets all the requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria, the Regulations for its implementation, as well as the Regulations for the Development of the Academic Staff at the D. A. Tsenov Academy of Economics for occupying the academic position of Associate Professor in the professional field 3.7 Administration and Management and has established himself as an authoritative lecturer and researcher at the D. A. Tsenov Academy of Economics.

Bearing in mind the qualities of the scientific and research activity of Ch. As. Milen Dinkov, PhD, I strongly recommend that he 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 "Social Management" at the D. A. Tsenov Academy of Economics – Svishtov.

Svishtov,
27th July 2026

Signature  Заличени данни с цел превенция
/Assoc. Prof. Hristo Sirashki, PhD/