

# Opinion

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**Subject:** Competition for **Associate Professor** in the **professional field 3.7. 'Administration and Management' (Energy Sector Management and Regulation), announced in State Gazette No. 22/18.03.2022, with candidate Chief Assistant Victor Stanislavov Avramov, PhD**

**Grounds** for submission of the opinion: participation in the composition of the Scientific Jury of the competition according to Order No. 3-RK-240/18.05.2022 of the Rector of the New Bulgarian University and decision from the first meeting of the Scientific Jury dated 26.05.2022.

The opinion has been prepared in accordance with the requirements of the Development of Academic Staff in the Republic of Bulgaria Act (DASRBA), the Regulations on its implementation (RIDASRBA) and the Ordinance on the Development of the Academic Staff at the New Bulgarian University. Structurally, the opinion consists of six parts and a conclusion according to the template for the preparation of an opinion for occupying the academic position of 'Associated Professor' at the NBU.

## **I. Evaluation of the compliance with the minimum national requirements and the requirements of the New Bulgarian University**

One candidate participates in the announced competition – Chief Assistant Victor Stanislavov Avramov, PhD. The documentation provided for the competition meets the requirements of the Development of Academic Staff in the Republic of Bulgaria Act (Article 2b) and the Regulations on its implementation (Article 1a, Paragraph 1), as well as the Ordinance on the Development of the Academic Staff at the New Bulgarian University (Annex 2, Edition 21/29.11.2021 in effect from 23.12.2021).

The self-assessment information provided by the candidate Chief Assistant Victor Stanislavov Avramov, PhD shows that he meets the necessary minimum requirements for scientific, teaching and research activities for holding the academic position of '**Associate Professor**', in accordance with the RIDASRBA, as follows:

Part I: Minimum requirements to the scientific, teaching and/ or artistic and creative activities of candidates for holding academic positions in professional fields, in accordance with the RIDASRBA (**Indicator Groups A-F**) and the corresponding number of points above the required minimum: **A 50 of 50 points, C 100 of 100 points, D 293,3 of 200 points, E 105 of 50 points and F 0 of 0 points – not required for associate professor.**

Part II: Fulfillment of criteria and indicators in long-term attestation for announcing a competition for a higher academic position, according to the current Ordinance of the NBU – teaching work, organizational and social work (**Indicator Groups G-I**): **G 85 of 50 points, H 80 of 70 points and I 105 of 50 points.**

The candidate's total number of points (**818,3 points**) according to the evaluation indicators is significantly higher than the required minimum (570 points).

## II. Research (creative) activity and results

Chief Assistant Victor Avramov, PhD is participating in the competition for holding the academic position of ‘Associate Professor’ in the professional field 3.7. Administration and Management (**Energy Sector Management and Regulation**) at the New Bulgarian University with:

- one monograph (habilitation paper);
- one book published on the basis of a defended dissertation thesis;
- 23 articles and reports, of which 22 are independent publications in peer-reviewed academic journals;

### 1. Evaluation of the monographic work, creative products or other publications, corresponding in volume and integrity to a monographic work, including evaluation of the scientific and scientific-applied contributions of the author

In the presented monographic work on thesis ‘Liberalized electricity market: competition, consumption and market structure’, Chief Assistant Victor Avramov, PhD examines two aspects of the electricity markets that are important from a *managerial* point of view – *the cyclical variation of consumption in different time intervals and the market structure* of a particular market. The cyclical nature of consumption in combination with the specific economic characteristics determine the need for ‘design’ of the electricity markets. The market structure is central to explaining the market results as an outcome of the competitive behavior of participants under the constraints of regulatory mechanisms. Supply depends on the technology of manufacturers (base or peak) and the combination of their strategies to maximize profits. This requires some components of these markets to be regulated and the specificity of regulation is essential for the market results.

The results achieved by the author’s research can be assessed as contributions of theoretical and practical nature. *The main scientific and applied contributions* in the monographic work can be systematized, as follows:

- Detailed analysis of the *components and conceptual specifics* of the electricity market. Identification of the cyclical nature of consumption as the main qualitative characteristics in all discussed time periods, determined by the natural variations of the climate and the social conventions in the consumer behavior;
- Studying the market results by analysis of the market structure and mechanisms of competition, which depend on the individual behavior of market participants and the rules that structure it. They are largely subject to the costs of manufacturers, the technologies used by them and the time interval in which consumption takes place;
- Interpreting these results in the broader context of the institutional environment that the policies and regulatory mechanisms create.

The monographic work of Chief Assistant Victor Avramov, PhD is a *current scientific research* with a definite practical focus, as the possibility of market price distortions due to the use of market power and in the absence of price regulation is a central management issue for the electricity market.

### 2. Evaluation of the contributions in the other attached publications (creative products) made after the appointment on the academic position of ‘Chief Assistant’ or the academic positions of ‘Associated Professor’ (for candidates for professor). It includes also an evaluation of the requirement for peer-review publications.

In the presented publications outside the habilitation paper, consistency **in the scientific interests and research of the candidate Chief Assistant Victor Avramov, PhD** in the

selected field is clearly established. All publications are relevant to the context of the announced competition - 3.7. Administration and Management (**Energy Sector Management and Regulation**). **The presented scientific products have their own scientific and scientific-applied contributions, as follows:**

- analysis of risks in the energy sector; proposing management measures to influence them;
- analysis of the regulatory mechanisms and strategic documents of the policy of liberalization of energy markets;
- analysis of the market structure in the fuel sector and forecasting of electricity consumption.

**The presented scientific products and the expert activity of the candidate are evaluated by the practice and do not repeat those for acquiring the educational-scientific degree of ‘Doctor’ (PhD) and the academic position of ‘Chief Assistant’.**

### *3. Citation by other authors*

The publications containing citations are provided on paper and electronically scanned copy. Among the verified sources are 14 references to publications by PhD Victor Avramov. **Three of his publications** have been cited in scientific journals, referenced and indexed in world famous databases (**Group E, Indicator 11**). The candidate meets the requirements.

**My overall evaluation of the research activity of Chief Assistant Victor Avramov, PhD is positive.**

### **III. Learning and teaching activity**

The candidate in the competition is a full-time lecturer at the New Bulgarian University. Based on the information for long-term attestation (for the period 2014/2015 - 2021/2022), it can be seen that Chief Assistant Victor Avramov, PhD repeatedly fulfills the standards for classroom and extracurricular hour load. As Chief Assistant and Director of the Program Council in the Department of Administration and Management, **PhD Victor Avramov** is the initiator and participant in the creation of the Bachelor’s Program ‘Business Management and Entrepreneurship’ – full-time and distance learning, author of the Master’s Program ‘Sustainable Management and Development of the Energy Sector’ and of the Master’s Program ‘Business Development in Network Industries: Energy, Telecommunications, Transport’. He actively participates in the development of *new and adaptation of the content to the requirements of the business in the courses* led by him in these programs (Indicator 31 of the self-assessment).

In the Moodle platform of the NBU, Chief Assistant Victor Avramov, PhD has published author’s teaching materials (e-textbook, presentations and simulations) in basic courses such as ‘Heuristic Methods and Management Decisions’; ‘Change Management’; ‘The Art of Negotiation (expert in practice)’ (**Indicator 36**). He teaches foreign language courses (MHRE416 Organizational Analysis, Design and Development – reference in the Electronic Catalog of Curricula of NBU).

For the analyzed period Chief Assistant **Victor Avramov**, PhD has been the research supervisor of 54 students, has prepared 105 reviews and participated in 227 examination commissions. (**Group 3, Indicator 38**).

His teaching activity is excellently appreciated by the students. For the last 5 years the average assessment by the students of the satisfaction with the courses of Chief Assistant Victor Avramov, PhD is **4,61** out of the *maximum of 5* (according to a Report from the Center for Quality and Evaluation and a Report from e-teacher: Monitoring – surveys of students).

In his teaching activity, Chief Assistant **Victor Avramov**, PhD actively participates in providing practical training to students through internships at Corporate Advisors Ltd. (**Group**

**H, Indicator 39).** Jointly with the students, he conducts a number of studies, the results of which he presents at national and international conferences.

Chief Assistant Victor Avramov, PhD has given public lectures at the invitation of the business (forum of the Bulgarian Industrial Association) and before the academic community of the NBU (**Group G, Indicator 29**).

To improve and expand his teaching skills and knowledge, Chief Assistant Victor Avramov, PhD is actively involved in the training programs of the teaching and administrative staff of the NBU (Group I, Indicator 42; Information from the Center for Career Development and Training Resources).

**All this gives me reason to evaluate Chief Assistant Victor Avramov, PhD as an established lecturer, responsible and scrupulous teacher. His learning and teaching activities are definitely related to the subject of the competition, and the accumulated teaching experience fully meets the requirements for holding the academic position of ‘Associate Professor’ in the professional field 3.7. Administration and Management.**

#### **IV. Administrative and public activity**

Administratively, Chief Assistant Victor Avramov, PhD has been engaged as Director of the Program Council of the Department of Administration and Management since 2019. He actively participates in the Departmental Specialty Commission and Prospective Student Admission Commissions. He participates in the regular meetings of the departmental / program councils, observes the reception time as a lecturer and regularly conducts his classes. He actively participates in organizing and conducting scientific events, work meetings, scientific seminars, training seminars, practical and applied seminars, student discussion forums, public lectures at the New Bulgarian University.

Chief Assistant Victor Avramov, PhD is Director of the Teaching-Practical and Research Unit ‘Laboratory for Quantitative Methods and Modeling’ at the Master’s Faculty of the New Bulgarian University. As an energy expert, he actively participates in various television formats on behalf of the Department and the New Bulgarian University on current issues related to economic expert analyses and risk assessments in the energy sector (electricity, natural gas, liquid fuels), as well as management tools for impact on these risks in the sector.

**With his administrative and public activity, Chief Assistant Victor Avramov, PhD contributes to the development and improvement of the learning process in various Bachelor’s and Master’s Degree Programs at the New Bulgarian University.**

#### **V. Personal impressions of the candidate (if any)**

My personal impressions of Victor Avramov are that he is highly responsible, creative, precise and proactive in his work. In his teaching activity, he widely applies interactive teaching aids, and in his research – a system-integrated approach. He enjoys undisputed authority among his colleagues and a good reputation among students, maintains intensive contacts with business experts.

#### **VI. Opinions, recommendations and notes on the activities and achievements of the candidate**

The scientific publications submitted by Chief Assistant Victor Avramov, PhD for review have been developed on a fundamental theoretical and empirical basis. The practical recommendations contained in them are well-argued. I have no specific critical remarks on the content of the candidate’s scientific papers.

The following recommendations can be made to his future scientific and teaching activity:

- to continue combining his research and teaching work with that of an expert and consultant;
- to continue publishing textbooks on the subjects he teaches;

### **Conclusion**

The candidate in the competition **Chief Assistant Victor Avramov, PhD** meets the requirements for holding the academic position of ‘Associate Professor’, according to the Development of Academic Staff in the Republic of Bulgaria Act (DASRBA), the Regulations on its implementation (RIDASRBA) and the Ordinance on the Development of the Academic Staff at the New Bulgarian University.

I propose to the members of the Scientific Jury to elect the candidate in the competition **Chief Assistant Victor Stanislavov Avramov, PhD to hold the academic position of ‘Associate Professor’ in the professional field 3.7 Administration and Management at the NBU (Energy Sector Management and Regulation).**

Date: 06.06.2022

Signature: \_\_\_\_\_