

ATTITUDE OF REVIEWER

From **Prof. Dr. Mitko Atanasov Dimitrov**, from the Institute for Economic Research at the Bulgarian Academy of Sciences, professional field 3.8.,
on the scientific works for participation in a competition for the academic position of associate professor, in professional field 3.7. Administration and management (management and regulation in the energy sector), announced in SG no. 22 / 18.03.2022,
with candidate **Ch. Assistant Professor Dr. Victor Stanislavov Avramov**.

The competition for the scientific position "Associate Professor" has been announced for the needs of the Department of Administration and Management, Faculty of FDENO of the New Bulgarian University. The only participant in it is Dr. Victor Stanislavov Avramov, chief assistant in the same department.

In 2002 Victor Avramov has obtained a master's degree in Public Administration at Sofia University "St. Kliment Ohridski ". In 2012 he defended his doctorate at the same university with the topic of his dissertation: "The process of developing the European Union's energy policy: actors, communication and interaction." Since 2012 Dr. Avramov works in the Department of Administration and Management of the New Bulgarian University, first as an assistant, and since 2014, as chief assistant. Chief Assistant Dr. Victor Avramov speaks and uses English (C1), German (B1) and Russian (B2) and has good computer skills.

I. Assessment of compliance with the minimum national requirements and the requirements of the New Bulgarian University

Ch. Assistant Professor Dr. Viktor Avramov has met, and in many respects exceeded the minimum national requirements and the requirements of the New Bulgarian University to research and teaching in the field of competition for "Associate Professor", defined by the Rules for the implementation of the Academic Staff Development Act in the Republic of Bulgaria and by the Ordinance on the development of the academic staff of NBU.

Dr. Avramov participates in the competition with the obligatory dissertation and habilitation thesis. He participated in the publications section with a published book based on his dissertation and with 23 articles in scientific journals, articles and studies in collective books, and reports in proceedings of national and international conferences. The points he receives in Group D (Publications) exceed the minimum number by almost 50%, and in Group E (Cited) more than 2 times.

The achievements of the candidate for "Associate Professor" are similar in all three groups of indicators that are specific to the NBU - academic work, organizational and social work. Ch. Assistant Professor Viktor Avramov collects a total of 270 points in these groups, instead of the required 170 points.

II. Research activity and results

1. Evaluation of the monographic work, including evaluation of the scientific and scientific-applied contributions of the author.

Ch. Assistant Dr. Avramov participated in the competition for associate professor with the monograph "The Liberalized Electricity Market". It examines the main economic characteristics of electricity markets, their components, general competition models and the principles of market regulation. The author claims the following main results (or contributions) of this study:

- arguing the central role of market design (regulation) for the proper functioning of markets;
- the fact that the lack of priorities and the chaotic formalization of the liberalization process (for Bulgaria) lead to the preservation of the market dominance of state energy companies and inappropriate costs for unnecessary investment projects - as the theory predicts;
- variations in consumption (electricity load) are determined by the social and economic activity of consumers, the need for heating and cooling, the calendar and the seasons;
- market results depend mainly on the market structure, are sensitive to the time interval and the cyclicity of consumption and to the costs of emission allowances.

In my opinion, the contributions are well formulated and accurately reflect the results of the study.

2. Evaluation of the contributions in the other attached publications made after the appointment of the academic position "Chief Assistant". It also includes an assessment of the peer review requirement.

Ch. Assistant Professor Dr. Avramov participates in the competition with 23 articles, studies and reports that can be thematically divided into two groups - problems of the energy sector and other management problems. All publications, in my opinion, are peer-reviewed or, as in the case of conference reports, subject to public discussion.

The first group of publications continues and expands the research from the dissertation and the monograph by revealing new aspects, identifying new risks or analyzing policy solutions related to energy sector.

The second group of publications examines alternative methods for assessing employee behavior, the role of outsourcing to improve the quality of public services, the role of incentives arising from a policy to accelerate technological change and other management issues.

3. Citation from other authors.

Dr. Avramov has 14 citations from 5 of his publications, h-index = 2. The points collected in this group are more than twice as many as the minimum number. They are almost equally distributed between those cited in world databases and those in unreferred publications. It is noteworthy that half of the citations are from one author.

4. Evaluation of the results of participation in research and creative projects and application of the obtained results in practice.

Ch. Assistant Dr. Avramov makes efforts to apply the scientific results obtained by him through:

- Development of methodologies for long-term freight forecasting and short-term forecasting of the commodity exchange price of electricity.
- Development of algorithms and software products for automation of market monitoring and monitoring of the dynamics of the commodity exchange price of electricity, in order to identify market distortions.
- Analyzing the business environment in the energy sector and developing measures to improve it in view of the inevitable transformation of the energy sector in the coming years.
- Creating business simulations with a high degree of realism in order to integrate into curricula.

He is a project manager for consulting services with the client "MARKET LINKS" Ltd. and contractor UPIZ - Laboratory "Quantitative Methods and Modeling".

III. Teaching and learning activities

Ch. Assistant Professor Dr. Avramov is the initiator and actively participates in the creation of several successfully launched programs - BP "Business Management and Entrepreneurship" - full-time and distance learning, master's program "Sustainable Management and Development of the Energy Sector" and master's program "Business Development" in network industries: energy, telecommunications, transport '.

He is also very active in developing new courses for programs. During the period 2015-2019. Dr. Avramov has developed 7 new courses in "Business Management and Entrepreneurship", Business Development Strategies, Heuristic Methods and Management Decisions, Business Development Strategies, Industrial Organization, Economic Fundamentals of Business and Fundamentals of management.

Ch. Assistant Professor Dr. Avramov actively participates with author's materials in MOODLE NBU for the following courses - Heuristic methods and management decisions, Change Management and The Art of Negotiation.

The teaching work of Ch. Assistant Professor Viktor Avramov is also highly regarded by the students he teaches. His average grade from the student surveys for the last ten semesters is excellent 4.61 (maximum grade 5.00).

IV. Administrative and public activities

Ch. Assistant Professor Dr. Viktor Avramov actively participates in collective governing bodies of NBU. From 2019 he is the Director of the Program Council at the Department of Administration and Management and the Head of the Training and Practical Research Unit "Quantitative Methods and Modeling".

Member of the Accreditation Commission at the Bachelor's Faculty (October 2017 - April 2021)

V. Personal impressions of the candidate (if any)

I do not know personally Ch. Assistant Professor Dr. Victor Stanislavov Avramov.

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

Ch. Assistant Professor Viktor Avramov is an active and successful young lecturer and researcher in an interesting and modern field of teaching and research. In my opinion, he must make further efforts to make the results of his research more widely known through publications in English in world databases.

Conclusion: Everything stated above gives me reason to believe that Ch. Assistant Professor Dr. Victor Stanislavov Avramov meets the conditions and requirements of the ZRASRB and the Regulations of its implementation of the Ministry of Education and the NBU, to hold the academic position of "Associate Professor" in the professional field 3.7. Administration and management (management and regulation in the energy sector). There are all the necessary conditions for me to draw a positive conclusion about his election of the academic position "Associate Professor" to Ch. Assistant Professor Dr. Viktor Avramov for the needs of the Department of Administration and Management, Faculty of FDENO of the New Bulgarian University and I propose to be admitted to election by the Academic Council.

Date: 22.06.2022

Signature