

OPINION

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of dissertation by Krassimir Georgiev Lalev on the topic: "Policies and tools for human resources management in security structures" for the acquisition of Educational and scientific degree "Doctor" in the doctoral program "Security Strategies and Policies" in Field higher education 9. "Security and defense" in the Professional field 9.1. "National Security"

1. Significance of the researched problem in scientific and scientific-applied relation

Writing on the issues of human resource management in security structures in today's dynamic variable, with a high degree of uncertainty and a risky security environment, is a challenge. The problems in this direction are as familiar as they provide room for new research and interpretation, especially today, when we face unpredictable risks of objective and subjective nature for national, regional and international security, demographic collapse, deepening economic, energy and migrant crises further provoked by the COVID pandemic. More than ever, it is necessary to create an adequate model for the turbulent security environment for effective management of human resources in security structures, based on the management of competencies and competencies with a single regulatory framework and consistent with environmental factors. Accordingly, the scientific research of PhD student Krassimir Lalev in the presented dissertation is distinguished by its importance for the theory and practice in the field studied by him, giving scientifically sound answers to pressing problems in personnel management in the security structures of our country in legal, organizational - structural and functional aspect, taking into account key factors for the effective management of human capital in the security sector and innovative approaches and tools of scientifically applied nature. And this is in the interest of overcoming the problem areas and gaps in the organization and management of security structures accumulated in recent years.

2. Justification of the goals and tasks in the dissertation

In confirmation of the scientific and scientific-applied significance of the research in the dissertation, the goal of the research is substantiated, as to be based on the analytical section of a constellation of security environment factors with determinative influence on the effectiveness of security structures in our country trends in their development and to formulate new approaches, methods and tools for effective human resource management in these organizations.

To achieve the goal of the research are the specified seven research tasks, the solution of which is subject to certain permissible limitations in terms of scope of research factors, time range of empirical research, research organizations in the security sector, information sources, publicity of information consistent with the requirements of CIPA and LPPD. The subject and object of the research in the dissertation and its structure are substantiated. The main

hypothesis and the resulting four private hypotheses about the adequacy of the model of human resources management in the security services to the dynamics of socio-demographic trends in the country and the need to effectively counteract the risks and threats to national security. The defensibility of the main hypothesis and the private ones, the achievement of the goal of the research and the solvability of the research tasks is through the derived scientific and scientific-applied results and contributing moments in the dissertation.

The substantiation of the purpose of the research and of the concretized research tasks in the main content of the dissertation has been established.

3. Correspondence between the chosen methodology and research methodology and the set goal and objectives of the dissertation

Achieving the research goal and the solvability of the research tasks in the dissertation is through the applicability of an appropriately chosen methodology, consisting of methods and tools well known to scientific knowledge, grouped into two groups - theoretical and empirical. In particular, for the empirical research were used: meta-analysis, content analysis, comparative analysis, with the help of which a meta-empirical model was developed for studying the factors demography, education, social deviations in the adolescent and youth population, regulations of the security services and the covariant factor - the dynamics of personnel in the security services in Bulgaria. For convenience in the use and visual illustration, the statistical and graphical interpretation of the research and the final results obtained are indicated in a completed form, using suitable for research electronic information sources that do not contain classified information, existing legal framework and specialized literature sources. on the researched issues (146 in number, of which 49 in Cyrillic, 51 in Latin). This gives me reason to believe that PhD student Lalev is well acquainted with the theoretical and legal framework and research issues, as the selected research methods and tools correspond to the purpose and objectives of the dissertation. Full compliance with the structure and content of the topic of the dissertation has been established.

4. Scientific and scientific-applied results and contribution moments of the dissertation work

The scientific and scientific-applied results of the author's scientific research are based on the in-depth knowledge and creative adaptation of modern scientific theories and publications on the researched issues, the analyzed problem areas in the management of security structures and regulatory defects. The obtained scientific results in the dissertation work give me serious grounds to support the claims for contributions indicated by the candidate, which I define mainly as scientific and scientific-applied and I connect them with the achieved results.

Scientific results and contributions

- The theoretical framework of human resources management in the security sector has been enriched and further developed, broken down by the specifics of security structures and the dynamics of the security environment.
- An author's concept for management doctrine has been created for the mutual justification of the dynamics of the socio-demographic development of the country and the effective counteraction to the risks and threats to national security.
- New knowledge and skills for human resource management in security structures have been generated, based on competence and competencies as a basis for performance management.

Scientific and applied results and contributions

- The scientific-expert platform for a unified system of human resources management for security is scientifically substantiated and provable through the establishment of a national

coordination center for the development of a unified system for personnel management in the security services;

➤ The methodological basis for creating a toolkit for scientific analysis and evaluation of the relationship "the dynamics of security environment factors with emphasis on socio-demographic, social deviations and criminogenic, health and social status - security risks and threats - effective management human resources in security structures;

➤ A model for effective personnel management in the security services has been created through the introduction of a center for selection, training and evaluation, scientifically based career development strategy, optimization of managerial competence, organizational culture and organizational values for moral and professional identification of employees, as a guarantor of performance management.

These contributions are the personal work of PhD student Lalev, of great importance for the theory and practice of effective personnel management in the security services, for which a statement is presented sufficient evidence. This gives me reason to believe that the results obtained have the potential for practical application in support of optimizing the management of human resources in security structures by competence and competence, with proven results in the interest of national security.

4.Evaluation of the publications on the dissertation: number, nature of the publications in which they are published

The results of the research of PhD student Lalev are popularized through the presented 5 (five) author's scientific publications (three independent and two in co-authorship with the supervisor Prof. Dr. Kalin Gaidarov), directly related to the topic of dissertation at international scientific conferences in the country. With the presented publications doctoral student Krassimir Lalev fulfills the minimum national requirements for obtaining the educational and scientific degree "Doctor" in the field of higher education 9 "Security and Defense", PN 9.1. "National Security" with a point equivalent of 90 points (50 points for dissertation work on indicators of group "A" and 40 points for published reports in non-refereed journals with scientific review on indicator 4 of group "D") with a minimum required 80 points. gives me reason to accept compliance. I do not have joint publications with PhD student Lalev.

5.Citation from other authors, reviews in the scientific press, etc.

There is no evidence of use and citation of the dissertation's publications by other authors from the country and abroad. No cases of plagiarism have been identified.

6.Opinions, recommendations and notes

The dissertation of doctoral student Krassimir Lalev is a completed work on a topical and scientifically sound problem related to the effective management of personnel in the security services by results, according to the dynamic problems of the security environment and the resulting risks and threats. Scientifically substantiated and defensible results and contributions significant to the theory and practice of the organization and management of security structures, a key factor in which are human resources, have been obtained. The goal and the research tasks in the dissertation have been achieved, the main hypothesis and the private ones have been proven.


It is expedient to systematize the research tasks, which would facilitate a clearer separation of the results of scientific research, as this note does not reduce the merits of the dissertation.

It is recommended: the proposals made by doctoral student Lalev to be popularized among the authorized structures and bodies and to serve as a methodological basis for future research and to direct his publishing activity in international peer-reviewed and indexed in the world scientific network publications.

7. Conclusion

The dissertation work of doctoral student Lalev has achieved significant original scientific and scientific-applied results and contributions, which are his personal work. Moreover, PhD student Lalev has the ability for independent research, impresses with good literary and legislative awareness, knowledge of research problems, ability to analyze and synthesize empirical data, with creative proposals and proven professional experience. The style is clear, logical, in line with the requirements of academic writing and ethics. This confirms my opinion that he is a built young scientist. The dissertation complies with the requirements of the LRA in the Republic of Bulgaria, the Regulations for its implementation and the Ordinance on the development of the academic staff at NBU for the acquisition of Educational and Scientific Degree "Doctor". The merits of the dissertation are the basis for **MY POSITIVE EVALUATION**. I strongly **recommend** that the esteemed members of the scientific jury **to award** Krassimir Lalev the Educational and scientific degree "Doctor" in the Field of higher education 9. "Security and Defense", Professional field 9.1. National Security, Doctoral Program in "Security Strategies and Policies".

26.01.2022 г.
Veliko Tarnovo

Member of the scientific jury: 
Prof. DSc Sevdalina Dimitrova