

## **Review**

by

**Prof. Dr. Vasil Georgiev**

on competition procedure for obtaining the academic position "associate professor" in professional direction 9.1. National Security (Economic and Financial Security), announced in the State Gazette (Darzhaven vestnik), no. 89/08.11.2022

### **Basis for drafting the review:**

Order No. 74/08.02.2022 of the Rector of the Higher School of Security and Economics - Plovdiv

**Plovdiv**  
**2023 \_**

## **1. General presentation of the procedure and the candidate**

Doctor Martin Maslan graduated in 1995 in Business Economics from the University of Economics in Bratislava, Faculty of Business Administration in Košice , with a level of education according to European qualification framework (EQF) 6+7 .

In 2018, Dr. Mashlan graduated from the IPE Management School - Paris, France and the University of Safety Management in Košice, with a Master of Science (MSc.) degree , speciality "Strategic management", with a level of education according to the European qualification framework (EQF) 7.

In 2019, Dr. Mashlan obtained a PhD degree , (Doctor of Philosophy) , representing a level of education according to the European qualification framework EQF 8, in the curriculum " State Security and Defense", with the field of study: "National and International Security " and thesis title "Use of security risk analysis methods in the protection of the transport of people and materials " at the Armed Forces Academy of General Milan Rastislav Stefanik in Liptovský Mikuláš, Slovakia .

The candidate had obtained significant academic experience - teaching, scientific and administrative. Since 2013, Dr. Mashlan has been a lecturer at the Higher School of Safety Management in Kosice. From 01.09.2018 until now, he is also the **Head of the Department of Economics and Safety in Transport**.

In addition to this, from 1995 to 2013, the candidate held managerial positions in various industrial enterprises, the nature of his work functions being directly related to the issues of risk management, which are a central scientific problem in the candidate's scientific developments.

The candidate is fluent in spoken and written Slovak, English and Russian.

The biography of the candidate under the competitive procedure, Dr. Martin Mashlan, and the submitted evidences of scientific and teaching activity prove the high expertise and practical capacity in areas related to the requirements of the procedure.

## **2. Fulfillment of the minimum national requirements for occupying the academic position of "associate professor" in the professional direction "National Security" by the quantitative results by the candidate's scientific and teaching activities**

The candidate's scientific works proposed for review in the competition procedure include issues related to the problems of risk management in enterprises.

The works proposed for review were published after the candidate's doctoral dissertation. They explore significant scientific and scientific-

applied problems related to risks in the enterprise and, in particular, to the analysis and assessment of risks and risk management.

The references, diplomas and other documents attached to the procedure file certify that the candidate, Dr. Martin Mashlan, has met the requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria /LDASRB/, applicable to the occupation of the academic position "docent" under professional direction 9.1. "National Security".

The candidate has submitted evidence of completed teaching activity in a higher school that exceeds the minimum required period under Art. 24, para. 1, item 2 of the LDASRB.

The candidate has submitted evidence of a approved dissertation work, with which he certifies the fulfillment of the requirement of Art. 24, para. 1, item 1 of the LDASRB and of indicator A of the minimum national requirements for occupying the position of "associate professor" (Requirements) .

In order to establish the fulfillment of indicators B and D of the Requirements for occupying the position of "associate professor", the candidate submits for review 13 publications that were not used for the acquisition of the educational and scientific degree "doctor".

The publications that are proposed by the applicant for an opinion can be classified as follows:

- Habilitation work - published monograph, in English - 1 item, which certifies the fulfillment of Art. 24, para. 1, item 3 of the LDASRB and criteria B of the Requirements;

- Published monograph, which is not presented as the main habilitation thesis - 1 pc. - 100 points.

- Published book based on a protected dissertation work for the award of the ONS "Doctor" - 2 items, in the Slovak language, one as sole author, the other one - in co-authorship - 112.5 points,

- Articles and reports published in scientific publications, referenced and indexed in world-famous databases with scientific information (in English) - 2 items co-authored - 25 points

- Articles and reports published in non-refereed peer-reviewed journals or published in edited collective volumes or in specialized publications for classified information ( independent, in English ) - 7 items, in English, of which 4 are co-authors - 53.3 points

The presented publications exceed the minimum national requirements of LDASRB Rules of Application according to indicator D (290.8 points at the minimum required 200) .

The candidate has submitted a Reference for citations, from which it is evident that the submitted citations exceed the minimum national

requirements of LDASRB Rules of Application under indicator D (215 points out of the minimum required 50 ).

In summary, the evidences presented by the applicant certify the fulfillment of the national minimum requirements, according to the provision of Art. 24, para. 1, item 4 of the LDASRB.

The works presented are the original work of the author and plagiarism or unreliability of the scientific data presented in the scientific works is not established, nor has it been established by law , which complies with the requirements of Art. 24, para. 1, item 5 LDASRB

From the above, it is clear, supported by the reference submitted by the candidate, that with the publications and citations presented, the candidate, Dr. Martin Michlan, has fulfilled the requirements of the LDASRB and the minimum required points by groups of indicators for the academic position "associate professor" in professional direction 9.1 . National Security

For clarity, I do hereby present a comparative table between the minimum requirements for holding the position of "associate professor" and with the candidate's submitted works and citations according to separate criteria applicable to the position.

<b>Criteria</b>	<b>Indicators</b>	<b>Minimum required criteria points</b>	<b>Candidate Points by criteria</b>
A	1	50	50
IN	3	100	100
D	4-10	200	290.8
D	11-13	50	215
Total		400	655.8

### **3. Evaluation of scientific achievements and contributions in the works proposed for review**

#### **3.1 Evaluation of the monographic work**

Doctor Martin Mishlan participated in the competition for "associate professor" of Higher School of Security and Economics (HSSE, VUSI) - Plovdiv in the professional direction 9.1. National security with an author's monographic work in English entitled "Risk Management Options Affecting the Economic Security of Business Entities".

The object of research in the monograph is the possible forms and methods of risk assessment, considered both from their content point of view and from the point of view of their applicability to different types of organization of company activities.

The monographic work has a volume of 202 pages and is structured in an introduction, nine chapters, a conclusion and a bibliography.

The research topic is relevant, given that the problems related to the economic security of enterprises are important in the context of the understanding of broad security. They are including issues related to informational, physical, operational and other types of security in companies or enterprises . The different aspects of internal and external security are particularly relevant both in view of the new challenges to the internal security of enterprises, as well as regarding the external security determined by the unfavorable market environment that characterizes the current moment.

The author considers security in terms of the influence of the overall state of the security environment, which depends on both external and internal factors. The enterprise can mainly influence internal factors, with external factors being more problematic, insofar as they are influenced by events beyond its ability to influence, such as the interests of international financial groups, the interests of the EU and, subsequently, the means available to the governments of individual countries and others. which are reflected in the creation of a competitive environment .

Currently, the external environment is characterized by instability, military conflicts, an energy crisis, a high rate of inflation with adverse consequences, both for economic entities (disruption of production with high energy consumption) and for the general living standard of the population. The external environment creates an increasing number of risks that can adversely affect the results of the activity, which necessitates paying more attention to risk management.

First chapter of the monograph entitled "Safety and Security Environment", examines issues related to the security and safety environment, the impact of the external and internal security environment, security risks and threats.

Second chapter entitled "Risk Management" explores the issues related to risk assessment and the application of various analytical methods in risk assessment and management. The main types of analytical methods and their possible applicability and relevance to various security environment hypotheses are explored.

Chapter Three, entitled "Enterprise in Market Economy" analyzes enterprises in view of the external and internal security environment, possible risks and threats, as well as the place of risk management in the enterprise management system.

The fourth chapter, entitled "Business Security" examines the different models of organization of security in the enterprise and their applicability, advantages and disadvantages when it comes to individual types of enterprises - the integrated model, the model of minimum

technological security, the model of formal security and others. Security models are examined with an enterprise security policy in mind.

The fifth chapter, entitled "Partial components of complex business security" , examines the various aspects of security that relate to the protection of various types of company assets .

Chapter Six, entitled "Economic Security of the Company" explores the elements of the assets of the enterprise and their relation to the liquidity of the company, such as the ability to meet existing obligations. This chapter examines the strategies involved in the selection of suppliers and describes and compares both ways to secure the payment of receivables and methods of more effectively sanctioning existing debtors and proposals for removing other risks affecting overall economic security.

Seventh chapter, entitled " Investments of Business Entity" explores the investment strategies and investment planning of the enterprise, the cash flows during the investment period and the importance of own and attracted capital in the implementation of the investment process are studied.

Eight chapter entitled " Financial Flows of the Company", explores the possible legal and commercial mechanisms for securing the company's receivables . Commercial law and commercial practice provide for a number of such security mechanisms to guarantee the claim of the creditor company, without making the collection of the receivables into a heavy legal procedure with an unclear outcome and which, in the meantime could lead to a decrease in the company's liquidity.

The ninth chapter, entitled "The Significance of Eliminating and Reducing Risks Affecting the Economic Security of the Company" explores the issues related to risk assessment and management, incl. the risks of incorrect decisions that may lead to the bankruptcy of the business entity, i.e. lack of available cash flow needed to pay obligations to suppliers, banks, employees and the state. Neglecting any part of overall security will ultimately lead to a reduction in the economic security of the enterprise and may have an adverse effect on its competitiveness, profitability or financial flows.

In the conclusion, the importance of the external and internal aspects of security and the need for risk analysis and assessment within the strategic and operational management of an enterprise are substantiated.

The importance of the presented work can be pointed in several directions:

The monograph is a comprehensive study of enterprise security models and explores the interaction of these models with the internal and external security environment.

The monograph offers comprehensive models of analysis, assessment and management of internal and external security risks and offers possible solutions to minimize them.

The monograph presents a modern (in accordance with the existing risk environment) comprehensive and well-founded definition of the concept of economic security of the enterprise and the management, assessment and analysis of the risk factors in it.

### **3.2. Assessment of contributions in other attached publications**

The candidate has attached a monograph, which is not presented as the main habilitation thesis, in Slovak, entitled Aplikovaná politológia v menajeskej a bezpečnostnej praxi, 2020, 193 pages, ISBN 978-80-8185-059-2 ( Applied political science in management and security practice ) .

The candidate has also attached two textbooks in the Slovak language as follows:

1. Manažment rizík v kontexte ekonomickej sekrešte podniku,, 2022. 83 p., ISBN 978-80-8185-054-7 ( Risk management in the context of economic security of the company )

2. Bezpečnosť dobráti a dopravnej infraštruktúry, co-authored 50%, 2022, 87 pages ISBN 978-80-8185-055-4 (Safety of transport and transport infrastructure)

The candidate had submittes also 9 publications in the field of risk management in English, as indicated above - co-authored and independent, concerning the selection and application of appropriate analytical methods necessary to assess the risks reducing the security of the protected system (SWOT, PHA (Preliminary Hazard Analysis), CA (Checklist Analysis), Appropriate methods for determining causes and creating flow scenarios ETA (Event Tree Analysis), FTA (Fault Tree Analysis) as well as basic system analysis using the FMEA method, which provides a numerical assessment of risk), prevention and reduction of threats affecting the safety and smoothness of land transport, disaster economics as a basis for studying economic security, models for countering organized crime, the Russian-Ukrainian war and its impact on the economic environment and security, the impact of the covid-19 pandemic on education, the link between economic insecurity and radicalization.

The works presented characterize the candidate's permanent scientific interest in the various aspects of economic security. They contain proposals for counteracting and minimizing the risks to this security. They have proven models of forecasting, assessment, analysis and management of these risks.

### **3.3 Evaluation of additional scientific-research and scientific-applied characteristics relevant to the present procedure / citation; expert activity, etc. /.**

The candidate has serious practical and professional experience - as a manager in industrial enterprises, directly involved both with the main activity of the enterprises and with ensuring their security. The applicant carried out this activity from 1995 to 2013.

The candidate possesses serious practical and professional experience in scientific and teaching activities, which he has been carrying out since 2013 as a lecturer at the Higher School of Safety Management in Košice, and since 2018 - as **Head of the Department of Economics and Safety in Transport** in the same higher school.

In summary the candidate has in-depth practical and research experience and accumulated expertise and results, extensive expertise and teaching experience which can be a basis for pedagogical and scientific achievements in the future and be used with high usefulness by the Higher School of Security and Economics.

From the ascertained facts, it can be concluded that the candidate has accumulated significant professional and teaching experience that corresponds to the requirements for the academic position of "associate professor" in the field of higher education in "Security and Defense", professional direction 9.1. National security .

#### **4. Assessment of candidate's contributions to teaching and practice**

The works presented, in addition to a significant contribution to the enrichment of theory in the field of economic security, also have a high practical value, in view of the significance of the challenges related to the researched issues. From this position, one can confidently note the clearly expressed significance of the scientific works proposed for review.

Among the scientific developments with a substantial contribution to security, the following can be supported, distributed by fields of contribution:

- Research in the field of economic risk analysis;
- Research in the field of economic and financial security;
- Research in the field of transport security;

The following important scientific contributions of Dr. Martin Mashlan's research can be noted.

First of all, the acquisition of new theoretical knowledge about the nature of the economic security of the enterprise as a set of structures, procedures and measures to reduce the strategic uncertainty of enterprises facing both internal challenges and external ones - formed both by the characteristics of the market and supply chains, as well as from the foreign policy environment.



Secondly, the research and systematization of the methods for analysis, evaluation and management of risks and their practical application represent a contribution.

Thirdly, the role of the company's financial security, as a basic prerequisite for its solvency and liquidity, was studied. The various components that have an impact on the company's financial condition - composition of assets and liabilities, investment activity and ensuring the payment of receivables - have been studied. The relationship between financial security and the stability of the economic environment is studied, as one of the prerequisites affecting the company's financial flows and the possibility of eliminating the risks associated with them. This is a scientific novelty, not at all, but in view of the characteristically unfavorable economic environment at present.

Fourthly, a contribution is the study of the importance of information systems, their protection, accessibility, relevance and timeliness of the information provided, necessary for adequate investment and financial decisions of the business entity.

In the fifth place, the contribution represents the study of the importance of securing and guaranteeing the payment of receivables as a basic prerequisite for the solvency of the enterprise, as well as the analysis of the possible methods for securing and collecting the receivables.

From an applied research point of view, the following contributions of Dr. Martin Mashlan have to be highlighted:

First, a new system of knowledge has been structured in the form of a methodology for risk assessment and management in the implementation of the activities of enterprises, which can be successfully used to protect corporate security

Secondly, the legal and security framework for doing business in Slovakia and the possibilities for its improvement, improvement of support for business during the recession, possible measures to increase the competitiveness of enterprises operating in Slovakia were studied.

Third, proposals have been made to improve the transport security system, as a basic prerequisite for the functioning of the logistics activity

Fourth, materials were developed for the introduction of a new study discipline "Risk Management in the Enterprise" for the preparation of students or specialists in courses for subsequent professional training and qualification of security service employees.

## **5. Personal impressions of the candidate**

I do not know the candidate in the competition personally, but looking at his overall scientific activity, I am convinced that he is an established and recognized scientist with excellent prospects for further development.

## **6. Recommendations to the candidate**

I have the following recommendation for candidate Dr. Martin Mashlan. It is necessary to expand the scientific application of the candidate's research, as well as to include it more widely in the studied academic disciplines of the specialties at the Higher School of Security and Economics.

The specified recommendation does not detract from the merits of the reviewed works and does not affect the scientific contributions, but will contribute to their more precise disclosure.

## **7. Reasoned proposal**

1. On the basis of the findings and conclusions developed above in the review, I accept that the candidate's works submitted for evaluation fully correspond to the subject matter of the announced competition for the academic position "associate professor" in professional direction 9.1. National Security.

2. I believe that the candidate, Dr. Martin Mashlan, possesses the necessary qualifications, working and professional competence, and personal qualities and meets the requirements of the Law on the Development of Academic Staff and the Rules for its Application for successful work in the academic position of "associate professor" in the specified profession direction.

3. In view of the above, with complete conviction, I express a completely positive assessment of the candidacy of Dr. Martin Mashlan and propose to the respected scientific jury to choose the candidate for the academic position of "associate professor" according to the competition .

**19.02. 2023**

**Plovdiv city**

**Prof. Dr. Vasil Georgiev**

**Signature:**