

Europass Curriculum Vitae



Personal information

First name(s) / Surname(s)

Kiril Todorov

Address(es)

h.c. "Monastery Meadows", bl. 7, ent. B, apt. 3, Sofia, Bulgaria

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Nationality

Bulgarian

Date of birth

23 November 1948

Gender

male

**Desired employment /
Occupational field**

(remove if not relevant, see instructions)

Work experience

Dates

03/1982- present

Occupation or position held

Full Professor in Industrial Management & Entrepreneurship (since 2001);
Since 1995 – Founder and Director of Entrepreneurship Development Centre (from 2005 – Institute)
Since 2006 – Founder and Head of Chair of Entrepreneurship

Main activities and
responsibilities

- Establishment of new companies
- Development of business projects for growing and restructuring companies
- Preparation of strategic plans for company development
- Development of projects on "East - West" joint ventures starting-up and growth
- Consulting services (analysis, diagnosis, prescriptions)
- Management of international projects
- Training of managers and entrepreneurs
- Development and updating of curricula
- Teaching entrepreneurial subjects
- Interaction with student clubs of entrepreneurship
- Organisation of conferences and seminars
- Administrative activities
- International Activities
- Coordination with other institutions and structures

Name and address of employer

University of National and World Economy, 8th December Blvd., Sofia 1700, Bulgaria

Type of business or sector

Education

Dates

1997 -

Occupation or position held

Co-founder and Chairman of the Managing Board

Main activities and responsibilities	<ul style="list-style-type: none"> • Research and training in management and entrepreneurship and SMEs • Development and implementation of corporate projects • Organization of national and international conferences • Interaction and coordination with associations of entrepreneurs and managers • Interaction and coordination with government institutions, NGOs in the field of management, entrepreneurship and SMEs • Interaction between science and practice
Name and address of employer	Bulgarian Association for Management Development and Entrepreneurship (BAMDE)
Type of business or sector	Scientific and Educational development
Dates	1996-2000
Occupation or position held	Chairman of the Board of Directors
Main activities and responsibilities	<ul style="list-style-type: none"> • Corporate Policy and Strategy Formulation • Selection and development of managers
Name and address of employer	ZMM – The Machine-tool Plant, Haskovo, Bulgaria
Type of business or sector	Machine building
Dates	10/1979-03/1982
Occupation or position held	Research Fellow
Main activities and responsibilities	<ul style="list-style-type: none"> • Project development on improvement of the management organisation of central ministries and institutions • Training of chief executives
Name and address of employer	Ministry of Labour, Institute of Labor, Sofia, Bulgaria
Type of business or sector	Government administration
Dates	07/1975-03/1979
Occupation or position held	Project Manager
Main activities and responsibilities	<p>Improvement of company management system, incl.:</p> <ul style="list-style-type: none"> • Analysis and diagnosis of the key problems in the company • Preparation of change solutions • Introduction of the solutions in the company departments <p>Management of the team of experts in the field of company management</p>
Name and address of employer	Stomana Metallurgical Plant, Pernik, Bulgaria
Type of business or sector	Metallurgy
Education and training	
Dates	04/2000
Title of qualification awarded	Doctor of Economic Sciences
Principal subjects/occupational skills covered	Dissertation: <i>Strategic Management in SMEs (Theory and Practice)</i>
Name and type of organisation providing education and training	University of National and World Economy
Level in national or international classification	(remove if not relevant, see instructions)
Dates	02/1986/1988
Title of qualification awarded	Ph.D. in Business Administration

Principal subjects/occupational skills covered | Dissertation: *Organisational Changes in Corporate Management as Consequence of Introduction of Informational Technologies*

Name and type of organisation providing education and training | University of National and World Economy

Level in national or international classification | (remove if not relevant, see instructions)

Dates | 10/1971-11/1975

Title of qualification awarded | Diploma of Higher Education in Economics (M.Sc. comp.)

Principal subjects/occupational skills covered | specialty: Economics and Industrial Management

Name and type of organisation providing education and training | Karl Marx Higher Institute of Economics (now – University of National and World Economy)

Level in national or international classification | (remove if not relevant, see instructions)

Dates | 10/1964 – 06/1967

Title of qualification awarded | technician

Principal subjects/occupational skills covered | specialty: Technology of machine building

Name and type of organisation providing education and training | Yuri Gagarin School of Mechanical Engineering, Pernik

Level in national or international classification | (remove if not relevant, see instructions)

Specializations

Denmark, United Kingdom, Russia, Germany, Japan

Guest-Professor and keynote speaker

USA, United Kingdom, Ireland, Denmark, Turkey, Kazakhstan, Brazil, Slovenia, Romania

Personal skills and competences

Mother tongue(s) | **Bulgarian** (if relevant add other mother tongue(s), see instructions)

Other language(s)

Self-assessment

European level ()*

English

Russian

German

Understanding		Speaking		Writing			
Listening		Reading		Spoken interaction		Spoken production	
C1	C2	C1	C1	B2			
C1	C1	B2	B2	B1			
A2	B1	A2	A1	A1			

(*) [Common European Framework of Reference for Languages](http://www.cedefop.europa.eu)

Social skills and competences

Skills for communication and negotiation, including multicultural obtained from participation in and management of many projects, specializations abroad, working with companies, guest-lecturer, key-note
 Skills for working with young people obtained from the work as a lecturer
 Motivation skills obtained from work in projects, management of teams and management of research

Organisational skills and competences

Skills for management and coordination of international projects obtained from a rich practice
 Skills to organize and coordinate international conferences, seminars and training in the field of entrepreneurship and small business

Technical skills and competences	Use of personal computers and other organizational and communication technologies
Computer skills and competences	Use of software such as all Microsoft Office products, as well as most Windows-based applications
Artistic skills and competences	Painting, collections of works of art; Writing of humoristic books.
Other skills and competences	<p>Entrepreneurship: creating, management and growth of SME, Strategic management Training for managers and entrepreneurs. Project management in industry Transfer of technology and innovation management Establishment, management and development holdings Strategic alliances (joint ventures, consortia, ETC.) - production, management and development Management of growth of small and medium-sized companies</p>
Driving licence	Category B – since 1976
Additional information	Include here any other information that may be relevant, for example contact persons, references, etc. (Remove heading if not relevant, see instructions)
Annexes	<p>Membership in professional bodies Projects and consulting experience Some selected Publications</p>
Membership in professional bodies	<ul style="list-style-type: none"> • Co-founder and Chairman, Bulgarian Association for Management Development and Entrepreneurship (BAMDE), since 1997 • Vice-president of the European Council for Small Business (Bulgaria), since 1999 • Chairman of the Organising Committee of the conference 'Internationalising Entrepreneurship Education and Training' (IntEnt), Sofia, 1999 • Member of the Advisory Board of the global annual conference 'Internationalising Entrepreneurship Education and Training' (IntEnt), since 1999 • National partner in EuroLat Consortium (between educational and research organizations from Europe – Bulgaria, Poland, Romania, Spain, and from Latin America – Mexico and Chile), since 2007 • Member of the Steering Committee of the Centre of Excellence in knowledge-based economy, University of Łódź, Poland • Member of Editorial Advisory Board of Quarterly Journal <i>'Economics and Organization of Enterprise'</i>, Poland • Member of the Editorial Board of <i>The International Journal of Management and Information Technology</i> (IJMSIT), published by the North American Institute of Science and Information Technology (NAISIT) • Member of the Editorial Board of <i>International Review of Entrepreneurship</i> (IRE) • Chairman of the Organising Committee of the Entrepreneurship International Conference of BAMDE (held in 2006, 2008, 2010, 2012, 2013, 2014) • Member of the International Committee of the 59th International Council for Small Business World Conference, 11 – 14 June 2014, Dublin, Ireland.

Projects and consulting experience

- Teaching experience (at the University, Business School "Informa Intellect", visiting professor in Copenhagen Business School, Denmark, TU Dresden, Germany)
- Experience as project leader (ESBID "Entrepreneurship and Small Business Development in Bulgaria" project, ACE PHARE Projects "The Impact of the National Business Cultures on the Success of the Joint Ventures between Companies from Western and Eastern Europe" (The Netherlands, France, Slovak Republic, Bulgaria), "Academic Entrepreneurship: A Study of the Development of the Technology-based SMEs from Public Sector in Central and Eastern Europe" (UK, Hungary, Poland, Bulgaria), "Internationalisation and Inter-firm Linkages" (UK, Greece, Estonia, Poland, Bulgaria)
- National partner in management development (training) project (1997-1998, NL, UK, DK, BG) and (2000-2002 – IT, UK, DK, BG)
- National co-ordinator of Tempus JEP 'Educational Programme and Centres for Entrepreneurship Development' (BG, UK, SP, B)
- National co-ordinator of Tempus JEP 'Development of University Management' (BG, UK, DK, D)
- National partner in 6FP project 'ManVis – Manufacturing Visions' (2003 – 2005, 22 European countries, Project Leader – Fraunhofer Institute, Germany)
- National partner in 6FP project 'Challenges and Prospects of Cross Border Co-operation in the Context of EU Enlargement' (2006 – 2008, eight European countries)
- National partner in the project DanKETwork 'Know-how Exchange on the Consequences and Challenges of the Integration of Key Enabling Technologies in European Manufacturing for the Danube Region' (Germany, Croatia, Slovenia, Hungary, Austria, Bulgaria, Romania, Serbia), 2014.
- Co-ordinator of the project BG051PO001-7.0.01-0136 'Formation of the Competitive Behaviour of SMEs in International Business Environment through Development of Human Potential and Partnership', (Bulgarian and Northern Ireland), 2012 – 2013.
- National partner in the project No 325431 – 3E III of Erasmus for Young Entrepreneurs Programme, 2013 – 2014.
- Consultant experience (various consultant projects - over 40, undertaken in industry, as a leader and participant, incl. in multinational companies)
- Participation in the jury for business plans and projects evaluation, Northern Ireland Small Business Institute. N. Ireland, UK
- Key note speaker in the frames of different international congresses and conferences (20th ISBC, 1993 – Interlaken, Switzerland; USA-Europe Forum 1994 – Washington, DC, by invitation of BMW Stiftung, Germany; Annual SME Conference 2001 – Dublin, Ireland; 2006 – Burgas, Bulgaria; 2006 – Zagreb, Croatia, by invitation of Austrian Ministry of Science; International Conference in Management 2010 – Celje, Slovenia, International Higher Education Congress 2011 – Istanbul, Turkey – How to establish entrepreneurial university)
- Team leader in master course training in Bulgaria for students from the Florida International University in Miami, Saginaw Valley State University, Michigan, USA, and in training of PhD students from Universidad Politécnica de San Luis Potosí, Mexico
- Participation in establishment of Eurasian Economic Club of Scientists, Astana, Kazakhstan, 2008, by initiative of President Nazarbaev
- Participation by personal invitation in an international symposium on International Capacity Building Alliance on Corporate Social Responsibility, Sao Paulo (hosted by FIA Business School and Novartis), 2009
- Leader of national research project No VU-OHN-1/05 'Managing Growth and Competitiveness in Technology-based SMEs', 2004 – 2009
- Leader of university research projects: No NID 21.03-15/2008 'Strategic Partnerships of Bulgarian SMEs: Problems and Prospects', 2008 – 2010 and NED 21.03-42/2009 'Managing the Process of Business Succession and Inheritance of Bulgarian Enterprises', 2009 – 2011.

Some selected Publications

Books in Bulgarian

- Todorov, K. *Innovative Firm Structures*, Sofia: Informa, 1989.
- Todorov, K. (ed.) *Firm Management.*, Sofia: Vek 22 Publishing House, 1992.
- Todorov, K. (ed.) *Firm Culture and Firm Behaviour Ied.I*, Sofia: Vek 22 Publishing House, 1992.
- Todorov, K. (ed.) *10 + 1 Business Plans for Starting-Up Own Business*, Sofia: Foton-93, 1996.
- Todorov, K. (ed.) *25 Case Studies for Entrepreneurs and Managers from the Practice*, Sofia: Next, 1997.
- Todorov, K. *Strategic Management in Small and Medium Sized Companies*, Sofia: Next, 1997.
- Todorov, K. *Entrepreneurship and Small Business*, Martilen, Sofia, 1997.
- Todorov, K. (ed.) *9 Business Plans for Starting-Up Own Businesses under Conditions of Currency Board*, Sofia: Next, 1998.
- Todorov, K., A. Damyanov, *Internationalisation, Inter-Firm Linkages and SME Development*, Sofia: Next, 1999.
- Todorov, K. (ed.) *Foundations of Small Business*, Sofia: Trakia-M, 2000.
- Todorov, K., *Strategic Management in Small and Medium Sized Companies – Theory and Practice*, 2 volumes, Sofia: Ciela Soft and Publishing, 2001.
- Todorov K., K. Kolarov, S. Ruychev, *Handbook for Starting Up Own Business in Service Sector*, Sofia: Ministry of Defence, 2003.
- Todorov, K., K. Kolarov, I. Kerezhev, S. Ruychev, *The Dynamic Entrepreneurs in Bulgaria: state of the arts, trends, needs, training*, Sofia: Stopanstvo University Publisher, 2004.
- Todorov K., A. Damyanov, K. Kolarov, I. Kerezhev, *Handbook in Marketing for Starting Up Own Business*, Sofia: Ministry of Defence, 2004.
- Todorov, K. (ed.) *Foundations of Small Business*, 2nd revised and extended edition, Sofia: Next, 2005.
- Todorov, K., *Entrepreneurship and Management*, textbook, 2nd ed., Sofia: Martilen, 2009.
- Todorov, K., *Business Entrepreneurship. Part I. Foundations. Creation of a New Business*, Sofia: BAMDE, 2011.
- Todorov, K., *Business Entrepreneurship. Part II. Management. Growth. Business Practices*, Sofia: BAMDE, 2011.
- Todorov, K. (ed.), *Handbook for Succession Management in Bulgarian Family Enterprises*, Sofia: UNWE Publishing House, 2012.

Chapters in edited book in foreign languages

- Todorov, K. "Bulgarian Transition to Market Economy": chapter in book: Kivikari, U & K. Liuhto (eds.) *Transition Economies of the East: Letters from the Front*, Turku School of Economics and Business Administration, Turku, Finland, 1993.
- Todorov, K. "In Search of Golden Fleece: Or Something More About Transforming Entrepreneurial "Know-How" in The Period of Transition", chapter in book: *Resent Research on Entrepreneurship*, Avebury Ashgate Publishing Ltd., Hampshire, 1994.
- Todorov, K. "Planul de afaceri – ca instrument de previziune", chapter in book: Nicolescu, O. (ed.), *Sisteme metode și tehnici manageriale ale organizației*, Editura Economica, București, 2000. (in Romanian)
- Todorov, K., K. Kolarov, 'Internationalisation of Bulgarian SMEs', chapter in Dana, L. P., I. M. Welpel, M. Han (eds.) *Handbook of Research on European Business and Entrepreneurship. Towards a Theory of Internationalization*, Edward Elgar Publishing Ltd., 2008.
- Todorov, K., K. Kolarov, D. Smallbone, 'Promoting Cross Border Entrepreneurship in Bulgaria: a Case for Policy Treatment', chapter in Smallbone, D. and Welter, F., *Handbook of Research on Entrepreneurship Policies in Central and Eastern Europe*, Cheltenham, United Kingdom: Edward Elgar, 2011.
- Todorov, K., I. Kerezhev, 'Building Competitive Advantages in the Process of Business Growth: the Case of Bulgarian Technology-Based SMEs', chapter in Fayolle, A. and Todorov, K., *European Entrepreneurship in the Globalizing Economy*, Cheltenham, United Kingdom: Edward Elgar, 2011.
- Labrianidis, L., K. Todorov, G. Agelopoulos, E. Voutira, K. Kolarov and N. Vogiatzis, 'Cross Border Co-operation in the Bulgaria – Greece – FYR of Macedonia Triangle', chapter in Smallbone, D., Welter, F., and Xheneti, M., *Cross Border Entrepreneurship and Economic Development in Europe's Border Regions*, Cheltenham, United Kingdom: Edward Elgar, 2012.
- Todorov, K. (2014), 'The Entrepreneur as Strategist and Improviser (As subject of activity and object of understanding)', Chapter 6 in Todorov, K. and Smallbone, D. (eds.), *Handbook of Research on Strategic Management in Small and Medium Enterprises: Theory and Practice*, New York, USA: IGI Global, 2014.

Articles in German journals

- Todorov, K. "Strategien für ein wettbewerbsgerechtes Verhalten der öffentlichen Industrieunternehmen Bulgariens auf dem Weg von der Plan - zur Marktwirtschaft", *Verwaltung und Fortbildung*, 3/93, Bonn, s. 161 - 175.
- Todorov, K. "Ikarus' Flug oder Charons Boot: Die Entscheidung des bulgarischen Unternehmers", *Internationales Gewerbearchiv*, 3/41, St. Gallen, Swiss, 1993, s. 189 - 201.

Papers in English

- Todorov, K. *Between The Entrepreneurial Phase and Growth Phase: The Challenges for Bulgarian Entrepreneur*, paper presented at the Workshop on: Autonomy and Independent Work, November 30 - December 1, 1992, Neijmegen /Holland/.
- Todorov, K. *The Effect of Pearl: Or Establishment of West - East Entrepreneurial Networks*, paper presented at the Conference on: The Development and The Strategies of SMEs in 1990s, August 26 - 28, 1993, Mikkeli /Finland/.
- Todorov, K. *In The Labyrinth of Minotaur: Or How European Entrepreneurs Learn and Unlearn in International Business Context*, paper presented at The RENT VII /Research on Entrepreneurship/, November 23 - 26, 1993, Budapest
- Todorov, K. *Entrepreneurial (Managerial) Knowledge and Skills as Crucial Factor for Successful Internationalization of SME Business in Eastern Europe: The Case of Bulgaria*, paper presented at the ICSB 39th Annual World Conference, June 27-29, 1994, Strasbourg /France/

Todorov, K. *Academic Entrepreneurship in High-Tech (Small) Bulgarian Firms*, paper presented at the NATO Seminar "Barriers to International Technology Transfer", September 17-20, 1995, London

Todorov, K. *The Dynamic Entrepreneurs: the Locomotives of the East European Economies in Transition*, Recontres de St-Gall, September 23-27, 1996, St Gallen /Switzerland/

Todorov, K. *SMEs Internationalisation and Subcontracting Networks: Practical Evidence from Bulgarian Clothing and Food Industries*, Recontres de St-Gall, 28 September – 2 October 1998, St Gallen /Switzerland/

Todorov, K. *In-company Training in Growing Middle-sized Firms*, paper presented at the IntEnt99 Conference (Internationalising Entrepreneurship Education and Training), June 14-16, 1999, Sofia

Todorov, K., *Dynamic Entrepreneurs: Engine and Bridge to the Economic Development*, paper presented at 22nd ISBA National Small Firms Policy & Research Conference: Small Firms: European Strategies, Growth & Development, 17-19 November 1999, Leeds /UK/

Todorov, K., *Strategic Management in Dynamic Small and Medium-sized Enterprises: Main Features and Performance*, paper presented at the RENT XIII: Research in Entrepreneurship and Small Business, 13th Workshop, November 25-26, 1999, London.

Todorov, K., *The Transition From Entrepreneurial Towards Professional Managed SMEs: The Case of Bulgaria*, Recontres de St-Gall, 25 - 29 September 2000, St Gallen /Switzerland

Todorov, K., *Academic Entrepreneurship Fuelling the Engine of the Knowledge-based Economy*, key note paper presented at the 31st European Small Business (efmd) Seminar "An Enterprise Odyssey", Dublin, Ireland, 12th-14th September 2001.

Todorov, K., *Leadership Behaviour in Growing High-tech Companies*, paper presented at the 2nd Symposium on the Entrepreneurship – Innovation – Marketing Interface, Karlsruhe, Germany, 5-7 October 2005.

Todorov, K., *The Relevance of Entrepreneurship for Economic and Social Development*, key note paper presented at Symposium Entrepreneurship Education – Fostering Entrepreneurial Mindsets: Aims, instruments and challenges, 24 – 25 November 2006, Zagreb, Croatia.

Todorov, K., 'Challenges of the EU Accession Process to Bulgarian Entrepreneurs and Managers: in Search of Possible Solutions' and 'Specificity of Leadership Behaviour in Growing High-tech SMEs' in *Entrepreneurship in United Europe – Challenges and Opportunities*, Proceedings of the International Conference, 13–17 September 2006, Sunny Beach, Bulgaria, BAMDE, Sofia, 2007.

Todorov, K., 'Reducing Shortages in Entrepreneurial/ Managerial Skills in Growing SMEs Through Purposeful Supporting Structures and Activities', paper presented at International Conference on Reducing Barriers to Entrepreneurship and Encouraging Enterprise Development: Policy Options, Geneva, 18-19 June 2007.

Todorov, K., Building 'Science-Business' Bridges: East European – Asian partnership (Implications for Kazakhstan), Paper presented at First Eurasian Economic Forum "Problems of economic development within globalization", Astana, Kazakhstan, 27 June 2008.

Todorov, K., Kereziev, I., Building Competitive Advantage in the Process of Business Growth: the Case of Bulgarian Technology-based SMEs, Paper presented at International Conference 'The European Entrepreneurship in the Globalizing Economy – Challenges and Opportunities', Varna, Bulgaria, 9 – 12 September 2008.

Todorov, K., The Role and Activities of BAMDE in Supporting the Growth of SMEs in Bulgaria, Paper presented at 35th International Small Business Congress, Belfast, N. Ireland, 4 – 6 November 2008.

Todorov, K., Kereziev, I., 'A Successful Model of Entrepreneurship Education and Training in Transition Countries: the Example of Bulgaria', Paper presented at EFMD Entrepreneurship Conference The Role of Entrepreneurship Training for Tomorrow's Society, 26-27 February 2009, Barcelona, Spain.

Todorov, K., An Original Approach in Preparing Successors in Family Business: the Case of Bulgaria, Paper presented at the World Family Business Research Conference, Limassol, Cyprus, 24 – 27 June 2009.

Todorov, K., Developing Innovative and Entrepreneurial Behaviour of Universities through Introducing Disciplines, Specialities, Chairs, and Institutes of Entrepreneurship, keynote paper presented at the International Higher Education Congress, Istanbul, Turkey, 27 – 29 May 2011.

Pivoda M., F. Hoy, K. Todorov, and V. Vojtko, 'Entrepreneurial Tricks and Ethics Surveyed in Different Countries', article in Todorov, K. (ed.) Special Issue on European Entrepreneurship Meets Globalized Economy: Challenges and Opportunities, *International Journal of E-Entrepreneurship and Innovation*, 2(3), 64-66, July-September 2011.

Todorov, K., *'Entrepreneurial Improvisation in Global, Multicultural Environment: Balancing on Wire'*, Paper presented at the 59th International Council for Small Business World Conference, 11 – 14 June 2014, Dublin, Ireland.

Todorov, K., E. Malinova, & K. Kolarov, *'Opportunities for Proactive Entrepreneurial Behaviour of Small Wine Producers in International Business Environment: the Example of the Valley of Struma River'*, Proceedings of the International Tourist Forum SPA and Wine, 16-20 October 2014, Sandanski, Bulgaria – Corfu, Greece.