Appendix 12c

REVIEW
to occupy the academic position:

''Professor''	
''Associate Professor''	**X**
	one of the academic positions indicated shall be marked with the sign "X"

Candidates to occupy the position:

1	**Chief Assist.**	**PhD**	**Angelina**	**Georgieva**	**Terzieva**	**UCTM**
№	academic position	scientific degree	name	middle name	last name	workplace

Scientific area:

3.	**Social, Economic, and Legal Sciences**
code	name

Professional area:

3.7.	**Administration and management**
code	name

Scientific specialty:

Organization and Management of Production (by Industry)

The competition has been announced:

71	**07.08.2026**	**"Economics and Business Management"**	**Faculty of Chemical and Systems Engineering**
in SG issue	date	for the needs of the Department	Faculty

The review was written by:

Professor	**PhD**	**Lyubcho**	**Minchev**	**Varamezov**	**Tsenov Academy of Economics**
academic position	scientific degree	name	middle name	last name	workplace

1. Review for the candidate:

Chief Assist.	**PhD**	**Angelina**	**Georgieva**	**Terzieva**
academic position	scientific degree	name	middle name	last name

1.1. Completion of the provided documents:

A) The competition documents are in full compliance with the Regulations	3 points	**X**

B) The documents are complete but do not fully comply with the requirements of the Regulations	2 points	
C) The documents are not completed in accordance with the requirements of the Regulations	0 points	
		one of the answers given is marked with the sign "X"

Missing documents and violated requirements must be described if response C is marked.

1.2. Meeting the minimum requirements under the Regulations:

A) The candidate meets the minimum requirements	20 points	**X**
B) The candidate doesn't meet the minimum requirements	0 points	
		one of the answers given is marked with the sign "X"

It must be filled in if answer B is marked. The publication activity of the candidate is analyzed. The response of the results achieved (quoted) is analyzed.
The list of citations presented by Dr. Terzieva demonstrates the scholarly impact of a portion of her published work. The list includes 12 citations, which refer to six of the candidate's publications; the citing works span the period from 2021 to 2024. These citations relate to several key thematic areas within her research activities: technological upgrading and innovation, technology transfer and enterprise competitiveness, the training of personnel for the industrial sector, the safe storage of chemical substances and mixtures, and the application of the cluster approach in the grain-based food production sector. It is noteworthy that some of the candidate's publications are reflected in more recent research addressing current issues in industrial development, digitalization, innovation potential, and the circular economy. This suggests that specific findings from Dr. Terzieva's research possess thematic relevance and are recognized within the respective fields of study.

1.3. Relevance of scientific and / or applied research:

A) The research is relevant. Part of the research is pioneering (no results are known on the topic by other authors)	7 points	
B) Research is relevant. Results from other authors are known for each of the topics and / or applications studied.	5 points	**X**
C) Most of the research is relevant, but also some results are presented that have no scientific and / or applied value	3 points	
D) The smaller part of the research is relevant	2 points	
E) Research is not relevant	0 points	
		one of the answers given is marked with the sign "X"

The evaluation of the relevance of the research must be substantiated.

The relevance of the scientific works submitted for the competition is driven by the need to enhance production efficiency and enterprise competitiveness, achieve technological renewal and modernization of production processes, improve investment activities, and foster collaboration between science, education, and the business sector. A significant portion of the candidate's publications focuses on the "Clothing Manufacturing" sector, allowing for an examination of issues - such as production organization, technological development, workforce training, and foreign trade - within a specific industry context. Furthermore, the work addresses topics related to technology transfer, the commercialization of research findings, investment activity, and the regulatory framework governing specific production and commercial operations. The integration of management challenges with concrete production processes and opportunities for technological modernization is particularly noteworthy. While some publications explore significant theoretical issues, others possess a distinct applied focus, facilitating the practical implementation of the findings within business enterprises. The assessment of relevance also takes into account the specific nature of each study. Some of the candidate's publications rely on statistical data from past periods; in such instances, the relevance of the research topic must be distinguished from the timeframe of the empirical data. Other works analyze regulatory requirements, where relevance is linked to accounting for changes in the applicable legal and regulatory framework. In summary, the presented monograph, as well as the summaries of the publications, provide grounds to conclude that the candidate's scholarly works are relevant and address significant issues concerning the organization and management of production, technological development, and the competitiveness of enterprises.

1.4. Knowledge of the problems subject of research:

A) The candidate knows in detail the achievements of other authors on the researched topics and/or applications	6 points	
B) The candidate is partially familiar with the achieved results on the researched topics and / or applications	4 points	**X**
C) The candidate has no prior knowledge of the status of the researched problems	0 points	
		one of the answers given is marked with the sign "X"

The evaluation must be substantiated if answer C is marked.

1.5. Type of research:

A) Theoretical	4 points	
B) Applied	4 points	
C) Theoretical with application elements	4 points	**X**
D) It does not correspond to the level specified in the Act for the Development of the Academic Staff in the Republic of Bulgaria and the Regulations	0 points	
		one of the answers given is marked with the sign "X"

The level of research must be substantiated if answer D is marked.

1.6. Objectives of the research:

A) Realistic and of scientific and / or applied interest	8 points	**X**
B) Realistic, but not of scientific and / or applied interest	4 points	
C) Unattainable (unrealistic)	0 points	
		one of the answers given is marked with the sign "X"

Objectives must be specified. The type of the set objectives must be justified.
Based on the submitted monograph and the summaries of the candidate's publications, it can be concluded that the research objectives address several significant scientific and practical issues: 1. Organization, technological development, and competitiveness of garment manufacturing. The primary research objectives include: systematizing the theoretical aspects of production organization within garment manufacturing enterprises - covering the production process, production structure, organizational forms and methods, assembly line design, workstation layout, and working conditions; examining the key characteristics of finished garments, including their intended use, classification, raw materials, and requirements regarding labeling, marking, packaging, quality assessment, storage, and transportation; analyzing the production process for a specific model of men's trousers - examining the model's characteristics, the organizational and technological scheme, the machinery and equipment used in the cutting and assembly departments, and the potential for modernization through the implementation of software systems and new equipment; and analyzing the competitiveness of enterprises in the "Clothing Manufacturing" sector by examining production output, the number and structure of enterprises, employment levels, geographical distribution, foreign trade, investment activity, and workforce training. It is evident that the objectives of the monograph have clear practical relevance for enhancing production efficiency and competitiveness. 2. Technology transfer and the commercialization of scientific results. The subject matter is of both scientific and practical interest, particularly regarding the implementation of research developments within economic activity. The objectives of the research include: clarifying the nature, content, and specific characteristics of technology transfer - along with its various types and primary channels - as well as its relationship to technological renewal, innovation, and competitiveness; examining the interaction between higher education, science, and business in the context of commercializing research developments (including the interdependencies between technology transfer, innovation, and investment, and the potential for transfer between higher education institutions and the business sector); and exploring opportunities for the commercialization of research developments and the protection of intellectual property, by outlining the main categories of intellectual property and the institutions responsible for its protection. The objectives of the research presented can be considered **realistic and of scientific and/or practical interest.** They address significant issues concerning the organization and management of production, technological development and enterprise modernization, the enhancement of competitiveness, technology transfer, and the commercialization of research outcomes. Their practical relevance is further demonstrated by the examination of production process organization, investment activity, and the training of personnel in alignment with the needs of enterprises. The stated objectives are well-aligned with the subject matter of the research works and provide a foundation for generating results with scientific and applied value.

1.7. Methods of research:

A) Adequate to research and set scientific objectives and /or applications	8 points	**X**
B) Partially appropriate, enabling part of the scientific objectives and / or applications to be achieved	4 points	
C) Inappropriate methods	0 points	
		one of the answers given is marked with the sign "X"

Methods must be specified. The type of methods used is justified.
The application of theoretical analysis, the analysis of statistical data and production processes, as well as the examination of technological solutions and regulatory requirements, are well-suited to the nature of the issues under investigation. The approaches employed facilitate an analysis of the status and development of manufacturing enterprises, the potential for technological upgrading, and the factors influencing their competitiveness. In this regard, it can be concluded that **the methods used are appropriate for the research** and the established scientific objectives, as the methodological approaches outlined in the monograph and the summaries align with the core research tasks:

1. Theoretical analysis of the scientific literature is suitable for clarifying the essence of technology transfer and production organization, as well as their relationship to competitiveness. 2. The analysis of statistical data and the dynamics of key indicators is appropriate for examining production, employment, investment activity, and foreign trade. 3. The analysis of a specific production process (garment manufacturing) allows for an examination of the technologies and equipment currently in use, while identifying opportunities for modernization. 4. The analysis of regulatory requirements and educational practices aligns with objectives concerning the regulation of operations and the training of qualified personnel.

1.8. Candidate research contributions:

A) With lasting scientific and / or applied response, they form the basis for new research and applications	20 points	
B) They are of significant scientific and / or applied interest, complete and / or summarize previous research	16 points	**X**
C) They are of scientific and / or applied interest	12 points	
D) Lack of significant contributions	8 points	
E) Lack of contributions	0 points	
		one of the answers given is marked with the sign "X"

Contributions must be specified. The type of results achieved must be justified.
The presented scientific works contain scientific-applied and applied contributions related to the organization and management of production, technological development, and the modernization of enterprises, as well as the analysis of their competitiveness. The research into specific production processes, the identification of opportunities for improving technological equipment, and the formulation of proposals to enhance production efficiency represent significant contributions. Also of importance are the studies dedicated to technology transfer, the commercialization of research results, investment activity, and the development of the "Clothing Manufacturing" sector. These contributions have a distinct practical focus and address issues relevant to the management and development of manufacturing enterprises. For instance, a publication on the modernization of electrical equipment manufacturing (Karev, N., A. Terzieva, Modernization Opportunities in Electrical Equipment Manufacturing Enterprises, 2025) presents a specific proposal for the implementation of laser equipment and outlines the expected outcomes. The candidate's publications synthesize and advance research in the fields of production organization and management, technological renewal, and enterprise competitiveness, offering practical guidance for improving production processes and achieving technological modernization. These contributions hold potential for practical application, particularly in the context of enhancing the efficiency and competitiveness of manufacturing enterprises.

1.9. Participation of the candidate in the achievement of the presented results:

A) The candidate has at least an equal participation in the submitted papers	8 points	**X**
B) The candidate has at least an equal participation in most of the submitted papers	7 points	
C) The candidate has a secondary participation in most of the submitted papers	4 points	
D) The candidate participation is unnoticeable	0 points	
		one of the answers given is marked with the sign "X"

Critical notes must be provided if one of the items C or D is marked.

1.10. Pedagogical activity:

A) The candidate has effective and sufficient pedagogical activity at the university. The textbooks issued are modern and useful (they meet the requirements of the Regulations). The work with undergraduate and doctoral students is at a high professional level.	8 points	
B) The candidate has sufficient pedagogical activity at the university. The textbooks issued satisfy the requirements of the Regulations.	6 points	**X**
C) The pedagogical activity and / or textbooks issued are insufficient (do not meet the requirements of the Regulations)	0 points	
		one of the answers given is marked with the sign "X"

Critical notes must be provided if one of the items B or C is marked.
The wording of the answer I chose *B) The candidate has sufficient pedagogical activity at the university. The issued teaching aids meet the requirements of the Regulations*, does not imply the expression of critical remarks. As a reviewer, I do not have specific information about the candidate's pedagogical activity or student satisfaction ratings to indicate a different answer than *answer B.* The conclusion that the candidate has sufficient pedagogical activity at the university is based on a Certificate issued by the Rector of the UCTM that Dr. Angelina Terzieva has been working as a chief assistant in the Department of Economics and Business Management since 01.04.2021 and continues to work as such at the time of the announcement of the competition for associate professor, as well as on the basis of a Certificate of the lecture courses taught by the candidate over the last three years.

1.11. Critical notes:

A) Lack of critical notes	8 points	
B) Critical notes of a technical nature	7 points	**X**
C) Critical notes that would partially improve the results achieved in a small part of the research	5 points	
D) Critical notes that would partially improve the results achieved in most of the research	3 points	
E) Significant critical notes	0 points	
		one of the answers given is marked with the sign "X"

Critical notes must be provided if one of the answers C, D or E is marked.

1.12. Conclusion

A) The evaluation of the candidate's activity is **POSITIVE**	This evaluation is assigned to a total number of at least 65 points	**X**
B) The evaluation of the candidate's activity is **NEGATIVE**	This evaluation is assigned to a total number below 65 points	
		one of the answers given is marked with the sign "X"

To be filled in if requested by the reviewer
Based on the submitted documents, the monograph, citations, and abstracts of the scientific publications, I have sufficient grounds to provide a **positive assessment** of the candidate for the position of Associate Professor. The scholarly works are thematically aligned with the announced academic field and address significant issues concerning production organization and management, technological modernization, competitiveness, investment activity, and technology transfer. The submission includes both analytical studies and concrete, practice-oriented proposals. This overall **positive assessment** is consistent with the entirely favorable evaluations I have provided above regarding the research objectives - which are realistic and hold both scientific and practical interest - the research methods employed - which are appropriate for the nature of the tasks undertaken - and the contributions, which possess significant scientific and applied potential.

29.10.2026	The review was written by:	
date		signature