Appendix 12c

REVIEW
to occupy the academic position:

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

Candidates to occupy the position:

1	Associate Professor	Doctor	Georgi	Ivanov	Kondev	University of Chemical Technology and Metallurgy
№	academic position	scientific degree	name	middle name	last name	workplace

Scientific area:

3	Social, economic and legal sciences
code	name

Professional area:

3.8	Economy
code	name

Scientific specialty:

Economics and Business Administration

The competition has been announced:

71	07. 08 2026	Economics and Business Administration	FHSI
in SG issue	date	for the needs of the Department	Faculty

The review was written by:

Professor	Doctor	Nikolay	Karev	Karev	University of Chemical Technology and Metallurgy
academic position	scientific degree	name	middle name	last name	workplace

1. Review for the candidate:

Associate Professor	Doctor	Georgi	Ivanov	Kondev
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	2 points	

requirements of the Regulations		
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.
The documents for the competition comply with the Regulations for the Acquisition of Scientific Degrees and Occupancy of Academic Positions at the University of Tbilisi. No missing documents or violations related to the requirements for the conditions and procedure for occupying the academic position of "professor" specified in Section VII of the Regulations have been identified.

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 submitted certificate of fulfillment of the minimum national requirements for holding the academic position of "professor" reflects the main scientific achievements /published monograph, textbooks, teaching aids, articles and conference reports and citations of scientific publications/ of the candidate Assoc. Prof. Dr. Georgi Kondev. The certificate shows that the candidate has fulfilled all the minimum requirements. The points for the individual indicators are as follows: for indicator A – 50 points out of a required 50; for indicator B – 100 points out of a required 100; for indicator D – 298 /D 6 – 75, D 7 – 223/ points out of a required 200; by indicator D – 160 /D11 – 45, D12 – 100, D13 – 15/ points out of the required 100/as the impact of the achieved results, expressed through citations in the scientific literature, is including in international publications/ and by indicator E – 110 /E14 – 40, E20 – 60, E21 – 10/ points out of the required 100. All materials in the competition are described and presented with evidentiary material. The total number of points from the sum of the indicators is 718 with a minimum required 550 points. This shows that Assoc. Prof. Dr. Georgi Kondev fulfills and exceeds the minimum national requirements for the academic position of professor in the scientific field of the competition 3. Social and legal sciences, professional field 3.8 Economics.

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 scientific research of candidate Georgi Kondev is focused on current issues. On the one hand, they examine issues related to increasing customer satisfaction, employee engagement, operational efficiency and sustainable quality improvement, as well as formulating leading management priorities that support higher education institutions in overcoming the consequences of crises and building sustainable organizational models to increase institutional sustainability, improve the quality of higher education and achieve organizational excellence in the long term. On the other hand, they concern the growing requirements for sustainable development, effective management of supply and logistics chains and the need to integrate environmental criteria into the processes of planning, procurement, production, transportation, storage and distribution, as well as the possibilities for integrating modern models of quality management and organizational excellence as self-assessment tools. The topics under consideration are the subject of research by a number of authors, which confirms their significance and relevance, both in scientific and applied terms.

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	X
B) The candidate is partially familiar with the achieved results on the researched topics and / or applications	4 points	
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.
Based on the cited sources in the presented articles, reports, textbooks and teaching aids, it can be argued that the candidate knows in detail the achievements of other authors on the researched topics.

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.
The developments of Assoc. Prof. Kondev, with which he is applying for the academic position of "professor", cover applied scientific research in the field of engineering management, industrial organizations, logistics and quality management.

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.
The main objectives of the scientific works presented by the candidate Assoc. Prof. Dr. Georgi Kondev represent scientific and/or applied interest. They are related to the application of total quality management and process management in industry, organizational excellence models and change management, optimization and green supply chains, strategic management and competitiveness, as well as quality management and innovation in higher education. The set goals have been achieved, which means that they are realistic, and the interest in the researched issues and the obtained results is confirmed by the citation of the candidate's publications.

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.
Използваните от кандидата методи за провеждане на научните изследвания осигуряват събирането и обработването на данни и извършването на анализи за установяването на факти и закономерности, гарантирайки обективност и достоверност на получените резултати. Използвани са методи за анализ и синтез, сравнителен анализ и проучване на добри управленски практики. За анализирането на взаимовръзките между качеството, производителността, ресурсната ефективност, с цел формулиране на обосновани препоръки за усъвършенстване на мениджърските решения в индустриалните предприятия са използвани системен и процесен подход. Използвани са и подходи за оценка на организационното представяне, анализ на ефективността на производственото оборудване, изследване на процесите по веригата за доставки и самооценка на качеството.

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	
C) They are of scientific and / or applied interest	12 points	X
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 contributions of the candidate's research activities are of a practical and applied nature. They can be summarized in the following areas: Theoretical and practical enrichment of the TQM and EFQM models - Adapted methodologies for implementing total quality management in specific sectors (extractive industry, biotechnology, SMEs and higher education) have been developed. Development of green logistics - The integration links between logistics processes, environmental sustainability and the achievement of real economic benefits have been analyzed. Optimization of industrial maintenance - Contemporary trends towards digitalization and the transition to predictive diagnostics (PredictiveMaintenance) have been outlined. Modernization of higher engineering and logistics education - Specific approaches to improving the quality of training through leadership skills, self-assessment and strategic flexibility have been proposed.

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	
B) The candidate has at least an equal participation in most of the submitted papers	7 points	X
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.
From the submitted evidentiary materials for the announced competition for the academic position of "professor", it is established that the monograph, the textbook and 13 of the scientific publications were entirely developed by the candidate. Of the publications co-authored by Assoc. Prof. Kondev, he is the lead author in 23 of the publications, and in second place in 1 publication. Based on the indicated information, it can be unequivocally stated that the candidate has a major participation in conducting the research and the results obtained in the presented works.

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	X
B) The candidate has sufficient pedagogical activity at the university. The textbooks issued satisfy the requirements of the Regulations.	6 points	
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 pedagogical activity of the candidate Assoc. Prof. Dr. Georgi Kondev began in 2007 and continues to this day through the development of bachelor's and master's curricula and conducting lectures and exercises in the disciplines - Analysis of Production and Economic Activity, Management, Engineering, Practical Management, Product Management, Merchandising, Warehouse Logistics, Economics and Management, in which his average annual teaching workload exceeds 500 hours. Assoc. Prof. Kondev also participates in the final stage of student training, and after his habilitation he has supervised the preparation of 50 diploma theses and is a member of the diploma defense committee at the ISU Department. He is also a scientific supervisor of doctoral students from the ISU Department. The two textbooks and a teaching aid on Analysis of Production and Economic Activity, published in 2025, developed by him, support the educational process and meet the requirements of the regulations of the publishing activity of the University of Tbilisi. They are modern and useful for the education of students from the Department of Economics and Business Administration.

1.11. Critical notes:

A) Lack of critical notes	8 points	X
B) Critical notes of a technical nature	7 points	
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.
After analyzing the materials provided for the competition for the academic position of "professor" by Assoc. Prof. Dr. Georgi Kondev, it was found that there were no significant omissions, which gives reason not to make critical remarks.

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 above review and analysis of the submitted documents, which establish that the candidate fulfills all the requirements of the Act on the Development of the Academic Staff in the Republic of Bulgaria and the Regulations for the Acquisition of Scientific Degrees and Holding Academic Positions at the HTMU. My overall assessment is Positive. With a minimum required total point asset of 65 points, the candidate receives an asset of 89 points. Based on this assessment, I recommend that the esteemed members of the Scientific Jury and the esteemed members of the Faculty Council of the Faculty of Chemical and Systems Engineering vote positively for the appointment of Assoc. Prof. Dr. Georgi Kondev to the academic position of "professor" in the field of higher education 3. Social economic and legal sciences, professional field 3.8 Economics (Economics and Business Management)

11.11 2026	The review was written by: Professor Doctor Nikolay Karev Karev	
date		signature