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	Assoc. Prof	PhD	Georgi	Ivanov	Kondev	UCTM
№	academic position	scientific degree	name	middle name	last name	workplace

Scientific area:

3	Social, Economic, and Legal Sciences
code	name

Professional area:

3.8	Economics
code	name

Scientific specialty:

Economics and Business Management

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	Dimitar	Hristov	Tenchev	UCTM
academic position	scientific degree	name	middle name	last name	workplace

1. Review for the candidate:

Assoc Prof	PhD	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 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.
No missing or incorrectly presented documents 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.
It is evident from the submitted "Statement of Points for the Criteria for Occupying the Academic Position of Professor" that the candidate, Georgi Kondev, significantly exceeds the required minimum of 550 points, presenting a total of 718 points, as substantiated by the specific indicators listed.

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.
Undoubtedly, the scientific research presented and the resulting findings are highly relevant. There is a clear link between the primary research focus—the philosophy of Total Quality Management—and its eight key aspects. A focus on the customer is the enduring objective of any business; however, achieving customer satisfaction depends on a clear understanding by management—demonstrated through the application of EFQM models—as well as on the flawless maintenance of equipment, effective relationships with suppliers (supply chains), the level of staff knowledge and its proper management (education/training), and the attainment of harmony with the surrounding natural (and business) environment, among other factors. Alongside the research aspect, practical applications have been implemented across various economic sectors—including the extractive industry, biotechnology, higher education, metallurgy, and digital transformation. The references cited by the candidate demonstrate an up-to-date and systematic familiarity with the current state of the subject matter.

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.
In today's dynamic world, as authors and researchers delve ever more deeply into both specialized scientific fields and broader, interdisciplinary areas, it is practically impossible to be exhaustively and minutely familiar with every new development. Consequently, even though the author has demonstrated a broad command of the subject matter, it would be inaccurate to claim that absolutely everything is known. In other words, the 4 points awarded reflect a comprehensive grasp of the achievements in the relevant field—a field characterized by constant evolution and continuous renewal.

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 candidate's research is consistent in nature; the publications submitted for the competition demonstrate a clear continuity of interests spanning his entire academic career—specifically, the role and significance of enhancing the quality of organizational performance. Given that Total Quality Management (TQM) is a management philosophy encompassing all activities and processes within an organization, the work presented is both appropriate and practically applicable, as evidenced by the results achieved.

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 author's research objectives are aligned with their scientific interests and the results achieved. The holistic role of quality in organizational management is well recognized; in this sense, it serves as a central theme, permeating every aspect of an organization's operations—including clients, suppliers, personnel, processes, continuous improvement, and so forth. These objectives are of significant scientific and practical interest, and their realization contributes to the effective enhancement of organizational performance.

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 methods employed in the research, as well as the application of the findings, are consistent with contemporary approaches in the scientific and applied-scientific fields. The process spans from desk research—including online investigation—to actual fieldwork within the relevant organization, thereby capturing key details that might otherwise be overlooked. This ensures a high degree of alignment between the scientific objectives and the practical, applied outcomes achieved.

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 stated scientific and applied contributions are correctly formulated and adequately substantiated. Their relevance has been unequivocally demonstrated. This assessment is based on a thorough examination of the substance of all the submitted publications.

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.
The author’s contribution to the scientific research and the presented scholarly work is substantial and significant. In addition to individual publications, there is clear evidence of active collaboration with students and doctoral candidates; this portrays the candidate not only as a disseminator of knowledge but also as an inspiration for new, highly relevant, and compelling scientific achievements.

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 candidate's pedagogical activity is of a high standard and covers a significant portion of the student training process at UCTM. The candidate delivers 12 lecture courses, some of which are accompanied by practical seminar sessions. The teaching materials (textbooks, lecture notes, and exercise manuals) comply with the requirements set out in the Regulations for Academic Activities and the Publication of Teaching Materials. One doctoral student has successfully defended their thesis under the candidate's supervision, and three others are in the final stages of the doctoral defense process.

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.
I cannot offer any significant critical remarks regarding the quality of the submitted scientific and applied-scientific publications. The presence of minor technical errors does not warrant any serious attention.

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
My overall assessment regarding the outcome of the competition for the academic position of "Professor" in Professional Field 3.8. Economics (Economics and Business Management)—announced for the needs of the Department of Economics and Business Management at the University of Chemical Technology and Metallurgy (UCTM)—is **firmly positive**. This conclusion is supported by the candidate's self-assessment score of **718** points—which exceeds the required minimum of 550 points for this scientific field—as well as by my own evaluation (**totaling 87 points**) conducted during the review of the submitted materials and the preparation of the formal review. I confidently recommend that the esteemed Scientific Jury propose, and the Faculty Council of the Faculty of Chemical and Systems Engineering **elect**, Assoc. Prof. Dr. Georgi Ivanov Kondev to the academic position of "Professor" in Professional Field 3.8. Economics (Economics and Business Management).

	The review was written by: **Professor PhD eng. Dimitar Hristov Tenchev**	
date		signature