Appendix 12d

REPORT
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	University of Chemical Technology and Metallurgy
№	academic position	scientific degree	name	middle name	last name	Workplace

Scientific area:

	Social, Economic and Legal Sciences
code	3

Professional area:

	Economy
code	3.8

Scientific specialty:

Economics (Economics and Business Management)

The competition has been announced:

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

The report was written by:

Assoc. prof.	PhD	Maria	Sashkova	Vodenicharova	UNWE
academic position	scientific degree	name	middle name	last name	Workplace

1. Report for the candidate:

Assoc. prof.	PhD	Georgi	Ivanov	Kondev
academic position	scientific degree	name	middle name	last name

1.1. 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 candidate meets the minimum national requirements for holding the academic position of "Professor", significantly exceeding the individual criteria. For the competition, the candidate has submitted a total of 37 scientific publications (articles and papers), one sole-authored monograph, one sole-authored textbook, one co-authored textbook, and one teaching aid.

1.2. 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)	8 points	X
B) Research is relevant. Results from other authors are known for each of the topics and / or applications studied.	6 points	
C) Most of the research is relevant, but also some results are presented that have no scientific and / or applied value	4 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 research of Assoc. Prof. Georgi Kondev is determined by the growing importance of quality management, organisational excellence, digital transformation, sustainable development and strategic adaptability in a dynamically

changing economic, technological and institutional environment. The publications presented address key issues of modern management, combining theoretical propositions with applied models and methodologies aimed at improving organisational performance in various sectors of the economy and education.
The main thematic area that stands out concerns quality management systems. The relevance of these studies is shaped by the need to improve quality management systems and increase organisational effectiveness, as well as by the application of TQM and EFQM in higher education. The significance of the scientific output stems from the relationship between quality management, digitalisation and technological innovation.
In some of the publications, the relevance is supported by the growing need to integrate economic goals with the requirements of environmental sustainability, highlighting their interdisciplinary character and the potential for transferring management knowledge between different organisational domains.
In conclusion, the relevance of the research is determined both by the importance of the scientific problems under consideration and by the possibilities for the practical application of the results obtained.

1.3. 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 specified of the objectives is confirmed by their focus on issues that can be analysed using established scientific approaches and management tools. Within the realm of TQM, the objectives are realistic, focusing on the identification of critical success factors, the development of implementation models, and the determination of opportunities for continuous improvement. The application of these approaches in the biotechnology and extractive industries is justified by specific requirements regarding quality, safety, process reliability, and the efficient use of resources. At the same time, the realism of specific models depends on the extent to which they have been validated through empirical data and practical application. In research concerning the EFQM framework, strategic management, and organisational excellence, the objectives are attainable through the systematisation of self-assessment criteria, the analysis of management practices, and the formulation of recommendations for improvement. The application of these models in higher education is also realistic, provided that the specific characteristics of academic institutions, the diverse needs of stakeholders, and the distinctive nature of educational processes are taken into account. In the field of green supply chains and logistics optimisation, the objectives are aligned with current practical needs, such as reducing costs, minimising waste, improving coordination among stakeholders, and enhancing environmental efficiency. Finally, the objectives related to change management, the human factor, and strategic flexibility aim to establish relationships between leadership, organisational culture, staff engagement, and adaptive capacity.

1.4. Candidate research contributions:

A) With lasting scientific and / or applied response, they form the basis for new research and applications	20 points	X
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	
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 contributions align with the thematic scope and logical progression of the researchs and can be grouped into several key areas. First, there is a theoretical and methodological enrichment of TQM and the EFQM model. The development of tailored approaches for implementing TQM within the biotechnology and extractive industries, small and medium-sized enterprises (SMEs), and higher education represents a tangible contribution to applying established management concepts across diverse organisational contexts. Second, the contribution to the development of approaches for green logistics and sustainable supply chain management centres on the integration of quality management, environmental criteria, and economic efficiency. The proposed approaches can help organisations identify waste, optimise resources, and improve environmental performance. Third, research focused on enhancing industrial maintenance management is highly relevant and practically applicable. Its tangible outcome lies in identifying ways to reduce unplanned downtime, increase equipment reliability, and improve the planning of maintenance and repair activities. Fourth, the proposed approaches for self-assessment, leadership development, and the refinement of internal quality assurance systems are practical and specifically tailored to the academic environment. Their practical value lies in their capacity to help identify weaknesses in educational processes, improve teaching, and align education with the needs of business and society. Furthermore, research into competitive advantages, strategic flexibility, and change management complements other areas of study, fostering a more comprehensive understanding of the relationship between quality, resources, the human factor, and long-term organisational outcomes. Contributions in this area can also be considered realistic, as they involve the development and adaptation of management approaches.

1.5. 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"

Assoc. Prof. PhD Eng. Georgi Kondev has made a significant and consistent contributions to the formation and development of the core scientifics areas covered by the body of work under review. His research demonstrates a sustained scholarly interest in Total Quality Management (TQM), organisational excellence (EFQM), strategic management, logistics, sustainable development, and the enhancement of higher education.

Among the submitted publications, Assoc. Prof. Kondev appears both as a co-author and as a sole author, addressing topics such as the EFQM model, strategic approaches, green management, and competitiveness. Furthermore, he has authored a monograph, two textbooks, and a study guide. These contributions show that he pursues independent research interests alongside his participation in collaborative projects.

1.6 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.

1.7. 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.
The research papers presented display considerable thematic diversity, covering TQM, EFQM, strategic management, logistics, green supply chains, industrial maintenance, and higher education. Although these areas are interconnected, there is in places insufficient clarity in articulating the overarching research concept that unites them, and in specifying the scientific problems addressed within each area.

1.8. Conclusion

A) The evaluation of the candidate's activity is **POSITIVE**	This evaluation is assigned to a total number of at least 50 points	X
B) The evaluation of the candidate's activity is **NEGATIVE**	This evaluation is assigned to a total number below 50 points	
		one of the answers given is marked with the sign "X"

To be filled in if requested by the member of the scientific jury
In conclusion, Assoc. Prof. PhD Eng. Georgi Kondev presents a body of scientific and educational work – substantial in both volume and content – that exceeds the minimum national requirements for the academic position of "Professor". His research is topical, has a clear practical orientation, and addresses essential issues in quality management, organisational excellence, strategic management, green logistics, sustainable development, and the advancement of higher education. The scientific and applied contributions formulated are realistic and consistent with the subject matter of the submitted works. Although the evaluation of the research is highly positive, the broad thematic scope could be more clearly integrated into a unified research concept. Nevertheless, the presented scientific and educational output demonstrates consistent research interests, independent scholarly contributions, and clear potential for further development.

	The report was written by:	
date		signature