Appendix 12d

R E P O R T

for the academic position of:

"PROFESSOR"	X
"ASSOC.PROF"	

Candidates for the position:

1	Assoc.prof.	PhD	Georgi	Ivanov	Kondev	UCTM

Scientific field:

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

Professional field:

3.8.	**Economics**

Scientific Specialty:

Economics and Business Management

The competition has been announced:

71	07.08.2026	Economics and Business Management	Chemical and Systems Engineering
In St.G №	Date	for the needs of the department	Faculty

Prepared the statement:

professor	PhD	Ivan	Petrov	Paligorov	University of Forestry
Acad. Position	academic degree	Name	Surname	Family	Workplace

1. Assessment of the Candidate:

Assoc. Prof.	PhD	Georgi	Ivanov	Kondev
Acad. Position	academic degree	Name	Surname	Family

1.1. Meeting the minimum requirements, in accordance with the Regulations:

A) The candidate meets the minimum requirements.	20 points	X

Б) The candidate does not meet the minimum requirements.	0 points	
		Mark one of the provided answers with an “X”

Must be completed if statemnt B is selected. The candidate's publication activity is analyzed. The impact of the achieved results (citations) is analyzed.
The candidate presents work across several areas relevant to the scope of the competition: the application of TQM and process management in industry; organizational excellence models (EFQM) and change management; the management, optimization, and "greening" of supply chains (GSCM); strategic management and competitiveness; and quality management and innovation in higher education. Assoc. Prof. G. Kondev’s publication record comprises 80 articles featured in international journals with an impact factor, national peer-reviewed journals, and conference proceedings. For this competition, he submits 37 publications covering both fundamental and applied research in the fields of engineering management, industrial organizations, logistics, and quality management. His research spans a wide range of economic sectors—from the extractive industry (extraction of aggregates) and non-ferrous metallurgy, through the biotechnology industry, to the higher education and service sectors.

1.2. Relevance of scientific and/or applied research:

A) The research is current. Some of the studies are pioneering (no results on the topic by other authors are known).	8 points	X
b) The studies are current. For each of the topics and/or applications investigated, results from other authors are known.	6 points	
C) Most of the research is up-to-date, but results lacking scientific and/or practical value are also presented.	4 points	
D) A smaller portion of the studies are current.	2 points	
E) The studies are not up to date.	0 points	
		Mark one of the provided answers with an “X”

The assessment of the relevance of the research must be substantiated.
The research presented is highly relevant; it builds upon the work of other scholars found in academic and applied literature by identifying significant relationships and applying various models. It offers valuable, practical opportunities for improving processes and activities within both industry and higher education. The training of highly qualified professionals in the fields of engineering and economics requires an effective educational approach—one focused on developing practical skills, autonomy, analytical thinking, and

the ability to make sound decisions in real-world environments. The work of Assoc. Prof. Kondev, presented in the final research area, aligns with this context.

1.3. Research Objectives:

A) Realistic and of scientific and/or practical interest	8 points	X
B) Realistic, but of no scientific and/or practical interest	4 points	
C) Unattainable (unrealistic)	0 points	
		Mark one of the provided answers with an “X”

The goals must be specified. The rationale for the type of goals set is provided.
The objectives of the presented studies are realistic and focus on the examination and refinement of modern models for managing quality and organizational effectiveness - such as TQM, EFQM, and TPM - as well as supply chain management. Their significant scientific and practical contribution lies in the development and substantiation of applicable approaches and solutions for optimizing organizational processes, continuously improving quality, increasing productivity, and ensuring the efficient use of resources. These studies lay the groundwork for implementing sound management practices and achieving sustainable organizational development.

1.4. Contributions of the candidate's research:

A) Having a lasting scientific and/or practical impact, they form the basis for new directions in research and applications.	20 points	X
B) They are of significant scientific and/or practical interest, and they conclude and/or synthesize previous research.	16 points	
C) They are of scientific and/or practical interest.	12 points	
D) Lack of significant contributions	8 points	
E) Lack of contributions	0 points	
		Mark one of the provided answers with an “X”

Contributions must be noted. The nature of the achieved results is substantiated.
Taken as a whole, the research presented for the competition contributes to the enrichment of scientific knowledge in the field of economics and business management. It offers evidence, original research findings, and syntheses that serve as a basis for practical solutions aimed at improving management processes, organizational performance, and the sustainable development of industrial enterprises—specifically within the extractive and chemical sectors—as well as enhancing education in economics and business

management relevant to these enterprises. The work defines a distinct research scope focused on contemporary management issues; I would like to highlight the following key scientific and applied contributions: 1. Refinement, adaptation, and development of quality management models. The work explores how TQM (Total Quality Management) and the EFQM (European Foundation for Quality Management) model can be refined and adapted to the specificities of various industries and organizations. 2. Supply chain management. Based on an analysis of approaches for integrating environmental requirements into logistics operations, the work proposes ways to improve both resource and economic efficiency. 3. Innovation in industrial management and maintenance. The work presents modern solutions for enhancing the reliability of production equipment through digitalization, monitoring, and predictive diagnostics. 4. Enhancement of higher education. Guidelines have been formulated for enhancing the quality of engineering education in the fields of economics and business management, as well as in logistics training, through the development of leadership competencies, strategic thinking, and the application of models for organizational improvement.

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"

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

1.6. Pedagogical Activity:

A) The candidate has demonstrated an impeccable and sufficient record of pedagogical activity in higher education. The published teaching materials are modern and useful (meeting the requirements of the Regulations). Work with	8 points	X

students and doctoral candidates is conducted at a high professional level.		
B) The candidate has sufficient pedagogical experience in a higher education institution. The published teaching aids meet the requirements of the Regulations.	6 points	
C) The pedagogical activity and/or the published teaching aids are insufficient (do not meet the requirements of the Regulations).	0 points	
		Mark one of the provided answers with an “X”

Critical remarks must be provided if either option B or option C is selected.
The candidate has demonstrated an impeccable and substantial record of pedagogical activity at UCTM. The teaching materials he has produced are modern and useful (meeting the requirements of the Regulations). His work with students and doctoral candidates is of a high professional standard. His average annual teaching load exceeds 500 hours. Since attaining his habilitation, he has supervised 50 diploma theses and has also authored numerous reviews while serving on academic juries at other universities in Bulgaria.

1.7. 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.

1.8. Conclusion

A) The assessment of the candidate's performance is **POSITIVE.**	The grade is awarded given a total score of at least 50 points.	X
B) The assessment of the candidate's performance is NEGATIVE.	The grade is assigned when the total point score is below 50 points.	
		Mark one of the provided answers with an "X

To be completed at the discretion of the author of the statement
The candidate presents scholarly work that exceeds both the minimum national requirements and the specific requirements of the University of Chemical Technology and Metallurgy (UCTM) for the competition field, without duplicating the work previously submitted for the academic rank of Associate Professor or the educational and scientific degree of Doctor (PhD). The candidate has held the academic rank of Associate Professor for more than two years and has fulfilled the required teaching workload. The 37 publications submitted for the competition encompass fundamental and applied research in the fields of engineering management, industrial organizations, logistics, and quality management. This research covers a broad spectrum of economic sectors—ranging from the extractive industry (extraction of aggregates) and non-ferrous metallurgy, through the biotechnology industry, to the higher education and services sectors—and falls within professional field 3.8, Economics, under the scientific specialty of Economics and Business Management.

2. Statement for the applicant:

Доцент	Доктор	Георги	Иванов	Кондев
акад. дл.	научна степ.	име	презиме	Фамилия

Спазва се последователността по предходната точка 1

Класиране на кандидатите (при повече от един кандидат, получил положителна оценка за заемане на академичната длъжност):

На основание на поставените точкови оценки класирам кандидата, получил **положителна** оценка, както следва:

1	Assoc. Prof.	PhD	Georgi	Ivanov	Kondev	65
Place	Acad. Position	academic degree	Name	Surname	Family	Points

Conclusion

A) The assessment of the candidate's performance is **POSITIVE.**	The grade is awarded given a total score of at least 65 points.	X
B) The assessment of the candidate's performance is **NEGATIVE.**	The grade is assigned when the total point score is below 65 points.	
		Mark one of the provided answers with an “X

09.11.2026	Prepared the opinion:	
Date		Signature