

PERSONAL INFORMATION

Konstantin Poudin



📍 16, Alexander von Humboldt Str., 1113 Sofia (Bulgaria)

☎ (+359) 899 809 765 📠 (+359) 2 819 5 648

✉ kpoudin@unwe.bg

WORK EXPERIENCE

01/06/2016–Present

Associate Professor

University of National and World Economy (UNWE), Department "National and Regional Security", Sofia (Bulgaria)

- Teaching in the field of Security Management, International and National Security, Corporate Security and Nuclear Security
- Research in the field of Security Management, International and National Security, Corporate Security and Nuclear Security

30/11/2009–31/05/2016

Chief Assistant Professor

University of National and World Economy (UNWE), Department "National and Regional Security", Sofia (Bulgaria)

- Teaching in the field of Security Management, International and National Security and Corporate Security
- Research in the field of Security Management, International and National Security and Corporate Security

01/09/2006–29/11/2009

Assistant Professor

University of National and World Economy (UNWE), Department "National and Regional Security", Sofia (Bulgaria)

- Teaching in the field of Defence Economics, Security Management, International and National Security, and Corporate Security
- Research in the field of Defence Economics, Security Management, International and National Security, and Corporate Security

01/04/2002–01/08/2002

Office Assistant

AVI-ZEMMASH Ltd, Sofia (Bulgaria)

- Organizing the office and assisting for the optimization of the processes
- Sorting and distributing communications

EDUCATION AND TRAINING

13/05/2022–14/04/2022

Certificate "Internal Auditor of the Quality Management System", according to the requirements of ISO 9000:2015

Institute for Postgraduate Studies (IPS), UNWE, Sofia, Bulgaria

- 09/05/2019–11/05/2019 **Professional Certificate “Security Management per Operatori in Aree di Crisis e Confitto”**
Istituto per gli Studi di Politica Intrenazionale (ISPI), Milan, Italy
- 09/05/2016–09/05/2016 **Certificate in Anticorruption Education**
UNWE, Sofia, Bulgaria
- 08/04/2015–11/04/2015 **Certificate in Addressing and Mitigating Insider Threat Workshop, Sofia, Bulgaria**
Center for International Trade and Security, University of Georgia (United States)
- 24/11/2015–05/12/2015 **Certificate in Diplomacy and Regional Security Course**
Diplomatic Institute at the Ministry of Foreign Affairs of the Republic of Bulgaria
- 24/01/2014–25/01/2014 **Certificate in Usage of Interactive Methods to Raise the Level of Academic Teaching**
BG051PO001-3.1.09-0024 "Facing the new challenges of the times: a modern career development system the academic staff of the University of National and World Economy, Operational Programme "Development of Human Resources" (2007-2013)
- 10/06/2009–12/06/2009 **Certificate from Training course within the framework of NATO project SfP 982 063 "Management of Security Related R&D in Support of Defence Industrial Transformation"**
The University of National and World Economy (UNWE), The Institute for Parallel Processing at the Bulgarian Academy of Sciences, The Institute for Techniques of Intelligent Systems at the Federal Armed Forces University, Germany, The National Defence College at the National Defense University, Romania, Faculty of Economics at the European University, FYROM
- 26/06/2003–09/04/2009 **PhD in Economics and Management**
University of National and World Economy (UNWE), Department "National and Regional Security", Sofia (Bulgaria)
- 26/03/2008–29/03/2008 **Training Course for New Researchers, Brussels, Belgium**
COST Action A25 "European Small Arms and Perpetuation of Violence"
- 01/12/2003–10/12/2003 **Certificate in Initial Training on the Protection of Classified Information**
Institute for Postgraduate Studies (IPS), UNWE, Sofia, Bulgaria
- 01/10/2001–24/06/2003 **Master’s Degree in National and International Security**
New Bulgarian University (NBU), Department "National and International Security", Sofia (Bulgaria)
- 15/09/1999–24/05/2003 **English Language Training Courses**
Center for Economic Training of Staff at the Ministry of Economy of the Republic of Bulgaria
- 01/10/1997–27/11/2001 **Bachelor's Degree in Economics of Defence and Security**
University of National and World Economy (UNWE), Department "National and Regional

Security", Sofia (Bulgaria)

01/10/1999–24/05/2000 **Diploma di Conoscenza della Lingua Italiana**
Istituto Italiano di Cultura in Sofia, Bulgaria

15/09/1993–24/05/1997 **Secondary Education**
8 “Vasil Levski”, Secondary School, with advanced study of Italian, Sofia, Bulgaria

06/01/1996–05/03/1996 **Diploma in Tour Guiding**
Institute for Trade Union and Social Research at CISB - professional training center, Sofia, Bulgaria

PERSONAL SKILLS

Mother tongue(s) Bulgarian

Foreign language(s)	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	B2	B2	B1	B1	B2
Italian	Certificates for Completion of				
	B2	B2	B2	B1	B2
Diploma Della Conoscenza della Lingua Italiana, Italian Cultural Institute, Sofia, July 2000					
Russian	C1	C2	A1	A1	A2

Levels: A1 and A2: Basic user - B1 and B2: Independent user - C1 and C2: Proficient user
Common European Framework of Reference for Languages

Communication skills Good communication skills gained through my professional experience, incl. as a lecturer in the International Master’s Degree Program of the UNW|E and the IAEA in Nuclear Security.

Organisational / managerial skills Good organizational skills gained through my experience as:

- scientific secretary of Department “National and Regional Security” at UNWE 2007-2015;
- director of the Center of Institutional Change Research (CICR) at the UNWE since 2017;
- member of the Advisory board of the Center for Nuclear Security Support at the UNWE since 2017;
- participation in different research university, national and international projects, such as:

International projects

BG05M2OP001-2.016-0004-CO1 - Project on the Economic Education in Bulgaria 2030, funded by the Operational Programme Science and Education for Smart Growth co-financed by the European Union through the European Structural and Investment Funds, head of the project Prof. Dr. Dimitar Dimitrov, started 23.07.2021-31.12.2023 r.

"Disaster Risk Reduction: Innovative Sustainable Solutions through Interactive Education", Erasmus + Programme, participants UNWE, Sofia, Bulgaria, University of Peloponnese, Greece and Research and Analyses Ltd, the UK, project leader Prof. Dr. Dimitar Dimitrov, start date September 2021 – August 2023

Contraband & Counterfeit Risk Identification (Business Process Analysis and Spatial Aspect), Department “National and Regional Security”, UNWE, financed by PMI Impact – Philip Morris International Management SA, project leader Prof. Dr. Dimitar Dimitrov, start data august 2017 – end data 2019.

Contribution of the OSCE Network of Think Tanks and Academic Institutions to the Panel of Eminent Persons, OSCE Network of Think Tanks and Academic Institutions and CORE – Centre for OSCE Research, Coordinator: Dr. Wolfgang Zellner, June-September 2015.

NATO project SfP 982063 “Management of Security Related R&D in Support of Defence Industrial Transformation”, Directed by Colonel ret., Dipl.Sc.Pol. Heinrich Buch and Prof. Dr. Tilcho Ivanov, 2006-2010.

DCAF Young Faces Program, Coordinators: Mr. Fedor Keredzin and Ms. Helena Zihertl, 2007 – 2008.

National projects

“Modeling, Analysis and Optimization of Social-economic Measures to Reduce the Negative Consequences of the COVID-19 pandemic”, funded by the “Scientific Research” Fund, Contract KP-06-DK2/2 of 30.03.2021, project leader Prof. Dimitar Panayotov Dimitrov, 2021-2023.

BG051PO001-3.1.09-0024 Facing the New Challenges of the Time: A Modern System of Career Development of Academic Staff of the University of National and World Economy, Operational Programme “Human Resources Development” (2007-2013), project leader Prof. Dr. Valentin Goev, 2013 - 2014.

BG051PO001-3.1.07-0053 “Development and Implementation of Updated Curricula in “Bachelor” Degree, direction “Administration and Management”, in Accordance with the Requirements of the Labor Market”, Operational Programme “Human Resources Development” (2007-2013), project leader Assoc. Prof. Dr. Tsvetana Stoyanova, 2013 – 2015.

University projects

“Requirements and Conceptual Model for Establishment of a Training Laboratory within Master’s Degree program in Cyber security at the UNWE”, project leader Assoc. Prof. Georgi Georgiev Penche, PhD, 2021-2022

„Institutional Change Management”, project leader Assoc. Prof. Konstantin Poudin, PhD, 2018.

“Ideology and Policy of Neo-Ottomanism and Interethnic Relations in Bulgaria”, project leader Prof. Ivaylo Hristov, DSc, 2016-2017.

“Education and Research in Defense and Security Economics - Present and Future”, project leader Assoc. Prof. Dr. Tsvetan Tsvetkov, 2015-2016.

“Contemporary Tools for Security Assessment”, project leader Assoc. Prof. Dr. Tzvetan Tzvetkov, 2013-2015.

“Factors and Aspects of Professionalization of Bulgarian Armed Forces”, project leader Chief Assist. Prof. Konstantin Poudin, 2009-2011.

“Economic Aspects of Terrorism”, project leader Prof. Dr. Dimitar Dimitrov, 2009-2011.

“Social-Economic Aspects of Human Trafficking”, project leader Prof. Dr. Stefan Hristov, 2009-2011.

“Critical Infrastructure Protection in EU and Bulgaria. Economic and Organizational Aspects”, project leader Assoc. Prof. Dr. Tsvetan Tsvetkov, 2008-2009.

“Public-Private Partnership Policy based on Private Investment Initiatives”, project leader Prof. Dr. Tilcho Ivanov, 2004-2006.

“Defence Expenditures and Economic Development”, project leader Prof. Dr. Tilcho Ivanov, 2002-2004.

Job-related skills | I am author and co-author of more than 70 publications (in Bulgarian, English, Italian) related to different topics on security, such as:

1. Poudin, K., Professions and Positions in Cybersecurity and the Related Training. Scientific Papers of the UNWE. Volume 3/2022, pp. 11-28
2. Poudin, K., Chapter five. Corporate Security Culture. In: Dimitrov D., T. Ivanov, Tsv. Tsvetkov, G. Pavlov, K. Poudin, N. Dimitrov, Yuri Tsenkov, T. Gechkova, Ek. Bogomilova, At. Dimitrov, N. Ivanov. Corporative security. Sofia, PC-UNWE, 2021, pp. 143-159
3. Poudin, K., Third chapter. Threats to corporate security. In: Dimitrov D., T. Ivanov, Tsv. Tsvetkov, G. Pavlov, K. Poudin, N. Dimitrov, Yuri Tsenkov, T. Gechkova, Ek. Bogomilova, At. Dimitrov, N. Ivanov. Corporative security. Sofia, PC-UNWE, 2021, pp. 102-124
4. Pavlov, G. and Poudin, K., Challenges to Information Security at Regional Level. International Scientific Conference Trends in Regional Development and Security Management. Publishing Complex-UNWE. 2019, pp. 16-22.
5. Poudin, K., Developing and Maintaining Business Security Culture, Yearbook 2018, UNWE, ISSN (print): 1312-5486, ISSN (online): 2534-8949, pp.255-269
6. Poudin, K., Forms of Organized Crime in the Black Sea Region, Proceedings of the National Scientific Conference “The Wars of the 21st Century”, organized by BISPRM, in Bulgarian, held on 18.12.2017, ISBN: 978-619-90757-2-2, pp.214-229
7. Poudin, K., Establishment and Development of Nuclear Security Culture, Proceedings of the 6th National Conference with international participation “Material Science, Hydro- and Aerodynamics and National Security 2017”, organized by Institute of Metal Science, Equipment and Technologies with Hydro-aerodynamic centre „Acad. Angel Balevski“, BAS, in Bulgarian, held on 29-30.05.2017, ISSN: 1313-8308, pp. 203-209
8. Poudin, K., The OSCE and the Security in Southeast Europe – four decades after Helsinki, Proceedings of International Scientific Conference “Southeast Europe: the New Challenges to

- the Regional Security”, in Bulgarian, organized by Department “National and International Security”, New Bulgarian University, held on 02-03.06.2015, edited by Assoc. Prof. Todor Kolarov, PhD, refereed by Prof. Georgi Bahchevanov, DSc and Prof. Nikolay Radulov, PhD, pp. 112-120
9. Reviving Co-operative Security in Europe through the OSCE, Contribution of the OSCE Network of the Think Tanks and Academic Institution to the Panel of Eminent Persons, in English, 2015, edited by Teija Tiilikainen, ISBN: 978-951-769-463-6, 2015
 10. Poudin, K., Il Concetto di Sicurezza Umana – Storia, SIS № 6/2015, Caratteristiche, Critiche, Periodico Mensile dell’IRIAD, in Italian, Direttore Scientifico Prof. Dr. Maurizio Simoncelli, ISSN 2385 – 2984, pp. 3-22
 11. Poudin, K., The Role of the University of National and World Economy in Research on Defence and Security Economics, Proceedings of International Scientific Conference “Research in the Defence a Centennial Tradition and New Horizons”, in Bulgarian, “G.S.Rakovski” National Defence College Defence Advanced Research Institute, held on 07-08.10.2014, edited by Cap. (Navy)Prof. D.Sc. Yantsislav Yanakiev , pp. 245 – 251
 12. Poudin, K., The Reform and the Process of Professionalization in Defence, Proceedings of International Round Table “The Reforms in the National Security System of the Republic of Bulgaria”, in Bulgarian, organized by Department “National and International Security”, New Bulgarian University, held on 03.06.2014, edited by Assoc. Prof. Venelin Georgiev, PhD, refereed by Prof. Georgi Bahchevanov, DSc and Assoc. Prof. Nenko Doykov, PhD, pp. 143 – 150
 13. Poudin, K., The Professions in the Bulgarian Armed Forces, Proceedings of Jubilee Conference “Ten Years from Bulgaria’s Accession to the NATO”, in Bulgarian, organized by Department “National and Regional Security” and Center for Strategic Studies in Defense and Security, UNWE, held on 05.04.2014, edited by Prof. Dr. Dimitar Dimitrov, Assoc. Prof. Dr. Tsvetan Tsvetkov, Chief Assist. Prof. Konstantin Poudin, Assist. Prof. Dr. Nedko Tagarev, Assist. Prof. Dr. Ekaterina Bogomolova, Mr. Zahari Goranov, PhD Student, pp. 12-23
 14. Poudin, K., Human Security Concept – Origin, Development and Essence, “Contemporary Tools for Security Assessment”, Part 1, monograph of Department “National and Regional Security” and Center for Strategic Studies in Defense and Security, UNWE, in Bulgarian, edited by Assoc. Prof. Tsvetan Tsvetkov, PhD, Publishing Complex - UNWE, Sofia, 2014, pp. 30 – 48
 15. Poudin, K., Thoughts on Chivalry, Truth, Freedom, Media and Security, Proceedings of Jubilee Conference “Media Between Mission and Business”, in Bulgarian, held on 29.10.2013, UNWE, pp. 145 – 150
 16. Poudin, K., Threats to National and Regional Security, Proceedings of International Scientific Conference “Globalism, Regionalism and Security”, in Bulgarian, held on 19 – 21.09.2013, UOB Ravda, pp. 232 – 238
 17. Poudin, K., Challenges to Security Training in Civilian Universities, , Proceedings of Jubilee International Conference “Ten Years of Security Education at the NBU: State and Challenges in a Dynamic and Unpredictable Environment”, in Bulgarian, held on 20.06.2013, edited by Assoc. Prof. Venelin Georgiev, PhD, refereed by Prof. Georgi Bahchevanov, DSc and Assoc. Prof. Nenko Doykov, PhD, pp. 473 – 483
 18. Poudin, K., National Security Policy in Terms of Managerial Theory, Proceedings of Jubilee International Conference “Ten Years of Security Education at the NBU: State and Challenges in a Dynamic and Unpredictable Environment”, in Bulgarian, held on 20.06.2013, edited by Assoc. Prof. Venelin Georgiev, PhD, refereed by Prof. Georgi Bahchevanov, DSc and Assoc. Prof. Nenko Doykov, PhD, pp. 96 – 104
 19. Poudin, K., Factors and Aspects of Professionalization of the Bulgarian Armed Forces, monograph, in Bulgarian, refereed by Prof. Tilcho Ivanov, PhD and Prof. Dimitar Dimitrov, PhD, Publishing Complex – UNWE, Sofia, 2013, total pages 158
 20. Poudin, K., Social Development Indicators in Times of Crisis, Proceedings of Scientific-Practical Conference “The Economy of the Rhodopes - Regional Issues and Perspectives”, dedicated to the 100th anniversary of the liberation of the Rhodopes, in Bulgarian, held on 01.06.2012, edited by Prof. Tilcho Ivanov, PhD, pp. 58 – 66
 21. Poudin, K., Contemporary Measures Against Trafficking in Human Beings, “Trafficking in Human Beings. Social-economic Aspects”, Part 3, monograph of Department “National and Regional Security” and Center for Strategic Studies in Defense and Security, UNWE, in Bulgarian, edited by Prof. Stefan Hristov, PhD, Avangard Prima, Sofia, 2012, pp. 93 – 101
 22. Poudin, K., Research Activity on the Subject of Terrorism, “Economic Aspects of Terrorism. Sectoral Impact Analysis and Research Methods in the European Union”, Part 3, monograph of Department “National and Regional Security”, UNWE, in Bulgarian, edited by Prof. Dimitar Dimitrov, PhD, Stopanstvo University Publishing, Sofia, 2012, pp. 33 - 48
 23. Poudin, K., Military Recruitment, Key Terms Used In The Learning Process, Vol. 1 Economics, in Bulgarian, edited by Prof. Ivan Georgiev, DSc and Prof. Borislav Borisov, PhD, Publishing Complex – UNWE, Sofia, 2011, p. 143
 24. Poudin, K., Aspects of Information Security, Proceedings of International Scientific Conference “Application of Information and Communication Technology in Economy and Education”, in Bulgarian, held on 2-3 December, 2011, edited by Assoc. Prof. Dimiter Velevev, PhD, pp. 608 – 614
 25. Pavlov, G., K. Poudin, Information Security in the Organization, textbook, in Bulgarian, refereed by

- Assoc. Prof. Dimitar Dimitrov, PhD and Assoc. Prof. Dragomir Pargov, PhD, Stopanstvo University Publishing, Sofia, 2011, pp. 83 – 124
26. Poudin, K., State and Trends in the Fight Against Trafficking in Human Beings, "Trafficking in Human Beings. Social-economic Aspects", Part 2, in Bulgarian, monograph of Department "National and Regional Security" and Center for Strategic Studies in Defense and Security, UNWE, edited by Prof. Stefan Hristov, PhD, Stopanstvo University Publishing, Sofia, 2011, pp. 152 – 166
 27. Poudin, K., About Inter-institutional Coordination and Teamwork, Proceedings of National Conference "Inter-institutional Coordination and Teamwork", in Bulgarian, held on 29.10.2010, edited by Prof. Elka Tododrova, DSc, refereed by Prof. Blagoy Kolev, PhD, pp. 187 – 192
 28. Poudin, K., Practice of the Protection of Critical Infrastructure of Selected Countries, "Critical Infrastructure Protection in the EU and Bulgaria - Economic and Organizational Aspects", monograph of the Department "National and Regional Security" and Center for Strategic Studies in Defense and Security, UNWE, in Bulgarian, edited by Assoc. Prof. Tsvetan Tsvetkov, PhD, Stopanstvo University Publishing, Sofia, 2010, pp. 78 – 97
 29. Poudin, K., Threats to Critical Infrastructure, "Critical Infrastructure Protection in the EU and Bulgaria - Economic and Organizational Aspects", monograph of the Department "National and Regional Security" and Center for Strategic Studies in Defense and Security, UNWE, in Bulgarian, edited by Assoc. Prof. Tsvetan Tsvetkov, PhD, Stopanstvo University Publishing, Sofia, 2010, pp. 146
 30. 175
 31. Poudin, K., Social-Economic Reasons of Trafficking in Human Beings, "Trafficking in Human Beings. Social-economic Aspects", Part 1, monograph of Department "National and Regional Security" and Center for Strategic Studies in Defense and Security, UNWE, in Bulgarian, edited by Prof. Stefan Hristov, PhD, Stopanstvo University Publishing, Sofia, 2010, pp. 59 – 69
 32. Poudin, K., Economic Aspects of Terrorism - the Italian Case, "Economic Aspects of Terrorism. Analysis of International Experience and Identification of the Best Practices", monograph of Department "National and Regional Security", UNWE, in Bulgarian, edited by Prof. Dimitar Dimitrov, PhD, Stopanstvo University Publishing, Sofia, 2010, pp. 167 – 179
 33. Poudin, K., The Role of the Media in the Security and Defense Sector, Proceedings of Scientific-Practical Conference "Strategies and Policies for Security", "Balkan Security Forum", in Bulgarian, refereed by Prof. Nansen Behar, DSc and Prof. Valentin Stankov, DSc, Sofia, 2010, pp. 416 – 428
 34. Poudin, K., Professionalization of the Bulgarian Armed Forces - Theoretical Base, Development and Scientific Support of the Process, Proceedings of Jubilee Scientific Conference "Actual Problems of Defense and Security Economics", in Bulgarian, dedicated to the 20th Anniversary of Department "National and Regional Security" of the UNWE and Major "Economics of Defense and Security", Stopanstvo University Publishing, Sofia, 2010, pp. 198 – 219
 35. Poudin, K., Civil Society Organizations in the National Security and Defense Sector, in Bulgarian, Economic Alternatives Magazine (3), 2010, pp. 63 – 73
 36. Poudin, K., The Business in Security and Defense Sector, in Bulgarian, Infrastructure and Communications Magazine (1), 2010, pp. 98 – 106
 37. Poudin, K., Regional Infrastructural Conflicts – Balkan Peninsula, in Bulgarian, Conflictology and Modernity Magazine (1), 2009, pp. 47 – 54
 38. Poudin, K., Contemporary Bulgarian Armed Forces. Social-Economic Aspects of their Professionalization, in Bulgarian, monograph, refereed by Prof. Tilcho Ivanov, PhD, Avangard Prima, Sofia, 2009, total pages 139
 39. Poudin, K., Bulgarian-Macedonian Relations in the Sphere of Defence and Security 1999 – 2009, in Bulgarian, Economic Alternatives Magazine (5), 2009, pp. 90 – 99
 40. Poudin, K., Defence R&D Potential in Bulgaria after 1989, Proceedings of International Conference "Business and Science for Security and Defence Industrial R&D", in English, Ed. by T.Ivanov. D. Dimitrov & K. Poudin, Avangard Prima, Sofia, 2009, pp. 165 – 17
 41. Poudin, K., R&D Personnel Policy in Bulgaria, Proceedings of International Scientific Conference "Security and Defence R&D Management: Policy, Concept and Models", in English, Ed. by T.Ivanov.
 42. D. Dimitrov & K. Poudin, Avangard Prima, Sofia, 2009, pp. 238 – 246
 43. Poudin, K., State and Perspectives of Motivation and Remuneration Policy in the Bulgarian Army, in Bulgarian, "Production Model and Analysis of Defense Expenditure," study of a research team headed by Prof. Tilcho Ivanov, PhD, Military Publishing House, Sofia, 2008, p. 118 – 120
 44. Poudin, K., Public-Private Partnership in Human Resource Management in the Armed Forces. Case Studies of the US Armed Forces, Chapter 9, Policy of Public-Private Partnership in Security and Defense Sector, in Bulgarian, monograph of the Department "National and Regional Security", UNWE, edited by Prof. Tilcho Ivanov, PhD, "Stopanstvo" University Publishing, Sofia, 2008, pp. 88-94
 45. Poudin, K., Implementation of Public-Private Partnership in Human Resource Management in the Armed Forces of the Republic of Bulgaria, Chapter 20, Policy of Public-Private Partnership in Security and Defense Sector, in Bulgarian, monograph of the Department "National and Regional Security", UNWE, edited by Prof. Tilcho Ivanov, PhD, "Stopanstvo" University Publishing, Sofia, 2008, pp. 224- 233

47. Poudin, K., The position "military recruiter" – an opportunity to improve the recruiting system of professional soldiers in the Bulgarian Army, in Bulgarian, Economic Alternatives Magazine (2), 2007, pp. 63 – 70
48. Poudin, K., Conflicts in the Bulgarian Armed Forces and Opportunities to Overcome, in Bulgarian, Conflictology and Modernity Magazine (1), 2007, pp. 143 – 149
49. Poudin, K., Public-Privet Partnership in Human Resources Management System of the Bulgarian Armed Forces, Proceedings of Annual International Conference on Economics and Management of Security and Defence, in English, Ed. by T.Ivanov. D. Dimitrov& K.Poudin, Avangard Prima, Sofia, 2007, pp. 72 – 78
50. Poudin, K., The Economic Aspects of Professionalization of the Bulgarian Armed Forces, in Bulgarian, Economic Alternatives Magazine (4), 2006, pp. 119 – 128
51. Poudin, K., Professional Orientation and Military Recruiting, in Bulgarian, Military Journal Magazine (4), 2006, pp. 33 – 43
52. Poudin, K., The HR Outsourcing Practice and the US Armed Forces Experience in Its Implementation, in Bulgarian, Economic Alternatives Magazine (2), 2006, pp. 140 – 147
53. Poudin, K., The HR Outsourcing Practice and Its Implementation in the Armed Forces, Proceeding of International Conference "Private Investment Initiatives for Armament Modernization", in English, Ed. by T.Ivanov. D. Dimitrov& K.Poudin, "Stopanstvo" University Publishing, Sofia, 2006, pp. 130 – 140
54. Poudin, K., The Impact of Defence Expenditures on the Economic Development in the Municipality of Elhovo, Defence Expenditures and Economic Development, Proceedings of Scientific Seminar with International Participation on Economics and Management of Security and Defence, in English, Ed. by T.Ivanov, D. Dimitrov& K.Poudin, "Stopanstvo" University Publishing, Sofia, 2006, pp. 234 – 237
56. Poudin, K., Military Personnel Expenditures and Economic Development. Case Study of Municipality of Elhovo, Defence Expenditures and Economic Development, in Bulgarian, monograph of the Department "National and Regional Security", UNWE, edited by Prof. Tilcho Ivanov, PhD, "Stopanstvo" University Publishing, Sofia, 2006, pp. 71-78
57. Poudin, K., Social Policy Challenges in the Armed Forces after the Summit in Prague - November 2002, Proceedings of International Workshop on Economics of Defense and Security "Priorities of Economics of Defense and Security after the Summit in Prague in November 2002", in Bulgarian, Avangard Prima, Sofia, 2005, pp. 127 – 131

Digital skills

SELF-ASSESSMENT				
Information processing	Communication	Content creation	Safety	Problem-solving
Independent user	Independent user	Independent user	Independent user	Independent user

Digital skills - Self-assessment grid

Driving licence AM, B