








# PANOS THODOS

– Digital IT Lead –

Strategy · Governance · Transformation

## CONTACT

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-  Athens, Greece
-  [panosthodos](#)
-  [Executive Profile](#)

## EDUCATION

**Hellenic Open University**  
MBA, Business Administration  
2023 – 2026

**Hellenic Open University**  
BSc, Computer Science  
2018 – 2023

**Public Institute of Vocational Training**  
Diploma, Computer Software/Technician  
2014 – 2016

## CERTIFICATIONS

**PMP® - Project Management Professional**  
PMI  
Jan 2026

**Active Member of PMI**  
PMI  
Jan 2025

**Digital Marketing & E-commerce Strategy**  
Google  
Feb 2024

**Executive Coaching & Mentoring**  
Certificate in Corporate Coaching  
UOA – AC Accredited  
May 2025

## PERSONAL STATEMENT

Digital IT Lead combining enterprise governance, technical depth, and real business ownership. Currently managing a €1M+ digital portfolio at PUIG Derma, covering digital strategy, vendors, budgets, CAPEX/OPEX, stakeholders, and transformation execution. Previously co-founded and ran a company for 7 years, giving me the ability to build from scratch, create structure in ambiguity, and turn complex digital needs into practical business outcomes. I bring ownership, business sense, and hands-on execution to organizations that need digital progress, not just project coordination.

## WORK EXPERIENCE

- 2025  
–  
NOW
- PUIG Derma (APIVITA & URIAGE)** – Greece, Hybrid  
*Digital IT Lead – Strategy & Governance*
- Lead governance of a €1M+ digital portfolio, ensuring visibility across roadmap priorities, budgets, risks, vendors, dependencies, timelines, and executive decisions.
  - Shape Digital strategy & annual roadmap governance by consolidating VP/BPO demand, shaping estimates, priorities, & preparing executive-ready input for the Derma IT Director/CODIR before final Derma President/CEO approval.
  - Own CAPEX/OPEX visibility & financial governance, including PO coordination, budget tracking, vendor cost validation, invoice follow-up, and alignment with approved priorities
  - Manage vendor & stakeholder governance, clarifying scope, controlling costs, escalating risks, protecting value & keeping delivery aligned with business outcomes.
  - Support transformation initiatives across e-commerce, B2B, content, cybersecurity, AI, and group tools.
  - Translate business needs into technical delivery, building structure through documentation, reporting, and governance workflows.

## SKILLS

- **Digital Strategy & Transformation** – Digital roadmaps, e-commerce, B2B platforms, AI opportunities, customer experience.
- **Portfolio & Governance Leadership** – €1M+ portfolio, roadmap governance, executive visibility, prioritisation, risk management.
- **Business Ownership & Execution** – 7 years co-founding and running a business, service design, client operations, commercial execution.
- **Enterprise Governance & Stakeholder Alignment** – Orchestration across business, IT, vendors, cybersecurity, analytics, and group functions.
- **Budget & Vendor Management** – CAPEX/OPEX visibility, PO flow, budget tracking, vendor governance, scope and cost control.
- **Technical Acumen** – Former web developer with strong foundation in web technologies, APIs, DNS, hosting, troubleshooting, and business/IT translation.
- **Leadership & People Enablement** – Mentoring, coaching, team cohesion, autonomy, cross-cultural collaboration.

## LANGUAGES

Greek – Native	<div style="width: 100%;"></div>
English – Fluent (C2)	<div style="width: 95%;"></div>
*German – Basic	<div style="width: 20%;"></div>
*French – Basic	<div style="width: 15%;"></div>
*Spanish – Basic	<div style="width: 10%;"></div>

\*Used for cultural connection & collaboration in international settings

## HOBBIES

- **Music & Creativity** – playing guitar, bass, and drums.
- **Empowering Others** – passionate about helping people unblock themselves and win challenges I have personally overcome.
- **Cross-Cultural Engagement** – enjoying conversations with people from different backgrounds & cultures.
- **Coaching & Mentorship** – supporting peers and professionals in achieving growth.

2021  
–  
2024

**Corporate Momentum GmbH** – Germany, Remote

*Digital Project Coordinator*

- Coordinated international projects across marketing, development, DevOps, and AI teams, ensuring alignment with strategic objectives.
- Streamlined delivery of multiple web and digital initiatives, improving efficiency and time-to-market.
- Acted as a cultural and communication bridge between Greek, German, and international colleagues, removing barriers to collaboration.
- Mentored and coached junior developers, supporting professional growth and enhancing team cohesion.
- Supported recruitment and onboarding processes, strengthening team capabilities and project delivery capacity.

2019  
–  
2021

**IT LAB** – Greece, Hybrid

*Front-End Developer & Project Coordinator*

- Coordinated delivery of a Cloud ERP and CRM platform, aligning developers with business stakeholders to streamline operations and reduce execution times by 25%.
- Managed backlog prioritization and requirements gathering, improving delivery accuracy by 20%.
- Oversaw go-live phases, user training, and adoption support, ensuring successful project launches.
- Contributed to project governance by managing resources, schedules, and risks within Agile frameworks (Scrum).
- Supported recruitment and onboarding processes, strengthening team capabilities and project delivery capacity.

2017  
–  
2019

**Portable Solutions Ltd** – Greece, Hybrid

*Project Implementation Specialist*

- Managed implementation of enterprise solutions, delivering client onboarding, training, and pre-sales demos that increased sales conversions by 25%.
- Improved organizational processes by integrating Trello for project and ticket management, reducing average processing time by 2 days.
- Coordinated redesign of user experience into a streamlined single-page application, increasing engagement by 8%.
- Oversaw integration of technical solutions into customer environments, ensuring alignment with business requirements and successful adoption.