

PANOS CHARALAMBIDIS

Product Management and Design

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I'm passionate about creating premium digital products with impressive aesthetics. Over the years, I've worn many hats—Product Manager, UX/UI Designer, and Front-End Developer—focusing on honesty, transparency, and strong relationships. I aim to deliver projects I'm proud of, with a keen eye for detail and a results-driven approach.

I've crafted numerous UX prototypes and UI designs, from low to high fidelity, and have hands-on experience building and scaling academic e-Services, CMS web portals, and advanced corporate SaaS products in fast-paced environments. I'm involved in early-stage R&D, tackling technical challenges, and enjoy data analytics thanks to my background in applied mathematics.

I'm seeking open-minded, passionate, and talented teams to share exciting journeys ahead.

Expertise

- Coordinating cross-functional teams with a human-first approach
- Building healthy trustworthy relationships
- Brainstorming, Data analyzing, planning short and long term product roadmaps
- Owning and scaling sophisticated digital products
- Crafting and presenting UX designs, UI libraries and user-flows (wireframes, prototypes, stylesheets)
- Managing KPI-driven iterations of agile product development

Experienced in:

Jira, Figma, Sketch app, UX/UI, managing remote teams, Javascript, SaaS, B2B, git, Mixpanel, Interactive prototypes, HTML/CSS, CMS, JS Frameworks, git, Bitbucket, Salesforce CRM, Data Analytics, Mathematics, Product Design

Work experience

Rubyplay, Malta rubyplay.com

2025 - Current Games Product Owner (Remote)

noris MIKE, Greece noris.gr

2023 - Current Team Lead (Remote)

At noris MIKE, a subsidiary of noris network AG, I focus on improving workflows, setting and achieving team goals, personal development plans, and conducting people-focused one-on-one meetings in a mixed team of System Engineers and Software Developers. Working closely with the Project Manager over prio and cross-department coordination.

Key responsibilities and achievements:

- **Set and track team metrics and targets iteratively**
Project criticality vs Investment, Impact metrics, Estimation precision, Systems metrics, Ticket lifespan etc
- **Set and achieve personal development plans**
Seminars, Certifications, one-on-one meetings and smarter resource allocation
- **Enhancements on workflows and communication**
Promote Agile methodologies, Meeting frequency and length optimizations, backlog grooming and brainstorming
- **Conduct people-focused one-on-one meetings**
Set personal targets, work-life balance, project progress and employee satisfaction

Also, have been running:

Team reports, Employee annual performance evaluations, Annual leaves, Quarterly Retrospectives etc

Netigate AB, Sweden netigate.net

2020 - 2021 Product Manager

2017 - 2019 Product Designer / Front-End Dev

Netigate is a B2B company that provides their customers with SaaS products to help them gather, analyze and understand feedback information from a desired group of people. I contributed to the complete redesign and rebuild of their products, aligning services with their growth objectives.

Key achievements:

- **Rebuild, enrich and retain the customer facing platform - PM, UI/UX, FE**
Data analytics/insights tool, several survey distribution channels, survey creation tool etc
- **Creation of Website feedback (Widget) solution from research to development - PM, UI/UX**
New market segment opening with a scalable revenue stream through a new license model
- **Rebuild and maintain questionnaire/survey app - PM/PO, UI/UX, FE**
Redesigned UX, introduced new features, mobile and WCAG accessibility

- **Build internal customer account management tool - PM/PO, UI/UX**
Used by Support, Technical product managers, Account managers and Tech
- **Maintenance of Marketing website - CMS admin, Web design**
SEO, landing pages, mobile optimization, lead generation

Also, have been:

Scrum master for a remote team, managing customer-specific solutions, owning QA flow, assisting in creating MVP of offline/kiosk mobile app and UI design language, ...

IT Center of Aristotle University of Thessaloníki, Greece it.auth.gr

2011 - 2015 UX/UI Designer, Front End Developer

As an employee at it.auth I collaborated with some of the largest national and academic organizations like GRnet and GUnet. Helped in unifying eServices and improving the UX of SaaS products.

- UX & UI Design on web-based applications and websites
- Implementation of responsive designs using style rules (CSS/SASS), HTML and jQuery
- Development and administration on Drupal CMS
- Front end optimization for mobile-ready products
- Creation of mock-ups with the use of wireframing tools or Adobe Photoshop
- First level (help-desk) support of university's e-Services
- Workshops and mentorship of interns on UI/UX/CSS design

<https://it.auth.gr>, <https://m.auth.gr>, <https://conf.auth.gr>, <https://diavlos.grnet.gr>, <https://register.auth.gr>, <https://class.auth.gr>, <https://demo.openeclass.org>

Pure Bytes Lab, Greece purebyteslab.com

2009 - 2013 Web Designer, Self-employed

Freelanced projects in collaboration with two or three people.

- Web Development and administration using Drupal, Wordpress and Joomla CMS
- UX design and specification planning
- Custom Drupal CMS themes
- Search Engine Optimization & Mobile responsiveness
- Design of printed business cards
- Web Analytics and Google Adwords
- Messenger MVP using AngularJS, typescript, WebRTC, NodeJS

<https://purebyteslab.com/>, <https://thessaloniki4all.gr>, <https://seek.coop/>, <https://madalena.gr/>, <https://almopiafoods.gr/>, ...

EduTech, Greece edutech.gr

2007 - 2008 Multimedia application developer, freelancer

Notable

- Internet radio producer (1 winter season) and music DJ (5 summer seasons)
- Digitization of Greek Public Historical Library of Artifacts (2x 2 months)
- Mandatory Military service at a Communication and Network center (5 months)
- Patisserie waiter and cashier (5 summer seasons)
- Chess club board member (Aristotle University)

Education

Certificate of Object Oriented Programming in Java

Vellum Global Education Services

2008

ITIL Foundation Certificate in IT Service Management

PeopleCert

2024

Bachelor at Aristotle University of Thessaloniki

School of Mathematics, Faculty of Sciences (Paused)

Calculus, Probability, C++, Mathematica, Statistics, Stochastic Strategies, ...

2006 – 2012

Certificate of Proficiency in English (ECPE)

2009

School of life

Greece, Sweden, Elsewhere

1987 - current

Personal

Trying new sports and video games. Driving. Listening and playing music. Movies. Sailing. Nature expeditions.

I value human rights, privacy and taverns.