

GEORGE C. PANAGIOTOPOULOS

panag.io | New York, NY | (347) 282-8728 | george@panag.io | www.linkedin.com/in/panag-io/

Technologist-operator bridging FROR, IT, and programmatic workflow automation across high-growth, multi-entity organizations.

EXPERIENCE

CREO Family Office Syndicate, Inc. (*Global Climate & Sustainability Syndicate*) (Hybrid) New York, NY
Senior Manager, Operations 2025 – 2026

- Diagnosed missing grant-level reporting in Week 1 and architected a decoupled 4-dimensional QBO model (Natural GL, Location, Class, Project), replacing 400+ legacy accounts.
- Supported a 64% headcount surge (to 42 global staff) as interim HR, administering payroll compliance across ADP TotalSource (US), Cintra People (UK), and Multiplier EOR (RoW).
- Overhauled Payables Log across 172-vendors (44 active SOWs); implementing, validating, and enforcing IRS 1099 statutes.
- Synchronized QBO Donors and Pledge Receivables to Salesforce Opportunities; automating reporting and suspension triggers.
- Spearheaded a 13-firm accounting RFP replacing the current provider; presenting 3 candidates to the COO in an executive decision deck across 2Y TCO models and reference audits. Year-1 pricing (saving \$21.8K) while securing dedicated COA cleanup, capped \$10.2K audit/990 preparation, and a parallel-run FY25 audit transition.
- Designed CREO's first grant-tracking pilot across 14 active FASB ASC 958-605 awards; collaborated with the Salesforce Admin post-pilot to deploy the schema into Salesforce for real-time executive forecasting.
- Hardened corporate data governance and privacy while streamlining team accessibility as M365 Global Admin by configuring Entra ID, Intune, and SAML/SSO integrations.

PHINOMICS INC. (*Early-Stage Precision Medicine Startup*) (Remote) San Carlos, CA
Director of Business Operations 2023 – 2025

- Paired via EFL, NYU's 9-month accelerator; joining as first business hire after championing in the Life Sciences cohort.
- Appointed as NIH FCOI Official: developed internal controls and protocol submissions; overseeing \$1M+ award billing.
- Transitioned company from cash-basis to GAAP compliant statements; redesigning the CoA and creating 200 new accounts.
- Spearheaded corporate tax negotiating CPA R&D study costs down 31% while securing \$1.2M in IRC 41 and 174 tax credits.
- Engineered the startup's first sample schema: a three-stage Kanban using validation lists and unique IDs for data integrity.
- Developed 12-month rolling cash flow; comparing runway variance and visualizing burn forecasts for board-facing reviews.
- Curated R&D clinical sample operating insights; deriving per-unit costs to evaluate lab operations efficiency to burn-rate.

MOWIZ INC. (*Parking & Mobility Startup Subsidiary*) New York, NY
Senior Staff Accountant 2020 - 2023

- Functioned as EYSA USA Holdings' controller; supporting schedules and project assets grossing over \$7 million.
- Petitioned organization's transition to Activity Based Costing for over 37 projects and depicted for senior management Normal Absorption Costing fallacies and loss-leader strategies across business lines.
- Finalized subsidiary dissolutions; concluding with \$250K (100%) direct forgiveness from SBA's CARES Act PPP Loan.

DIG INN RESTAURANT GROUP LLC (*Fast-Casual Chain Holding Firm*) New York, NY
Staff Accountant 2019 - 2020

- Reported directly to Assistant Controller; assuming monthly inter-team (8) meetings recording matching expense principles with the consolidated holding groups' 4-4-5 period overhead recognition.

P3 GLOBAL MANAGEMENT, INC. (*Smart City Development Startup*) New York, NY
Junior Accountant ➡ Staff Accountant 2017 - 2019

- Inherited financial reporting process and procedures in addition to Junior Accountant tasks after management restructuring reducing employee count by 40%; directly reported to Directors of Finance and Operations

EDUCATION

NEW YORK UNIVERSITY, Leonard N. Stern School of Business New York, NY
Master of Business Administration in Accounting and Strategy May 2023
Recipient: EFL Student of the Year (2022-23 Cohort)

LOYOLA UNIVERSITY MARYLAND, Sellinger School of Business Baltimore, MD
Bachelor of Business Administration in Economics May 2017
Recipient: Presidential Scholarship

ADDITIONAL INFORMATION

- **Cloud & ERPs.** QuickBooks Online Advanced, Dynamics 2012, Restaurant365, Entra ID, Intune, G-Cloud, M365, ADP TotalSource, Cintra, Multiplier, Gusto, Salesforce.
- **Automation & AI Architecture.** PowerShell, Python, Node, Model Context Protocol, REST APIs, Agentic AI Pipelines
- **Languages.** English (Native), Greek (Fluent), Egyptian Arabic (Conversational).