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- AI SKILLS
- AI adoption in product teams
  - Agentic workflows & orchestration
  - Evals & LLM-as-judge review
  - RAG & knowledge bases
  - Guardrails & data governance
  - Context & prompt engineering
  - AI cost & usage tracking
  - AI-assisted discovery

- PRODUCT SKILLS
- Vision & strategy
  - One roadmap, many products
  - Prioritisation & trade-offs
  - OKRs & KPIs
  - Discovery with users & data
  - Stakeholder alignment
  - Coaching Product Owners

- LEADERSHIP & COACHING
- Coaching programme, Allwyn**  
Selected participant
- HR Leaders Connect**  
Invited guest · October 2026
- Leadership Beyond Management**  
American College of Thessaloniki · 2019

# Spyros Neofytos

AI product leader · Lead Product Owner  
at Allwyn Lottery Solutions

10+ years taking digital products from idea to adoption across pharma, iLottery and enterprise software, 8 of them in product roles. I lead product teams, bring AI into how they work, and put in place the controls that make AI output trustworthy.

Currently Lead Product Owner at Allwyn Lottery Solutions, leading five Product Owners and five products in parallel under one roadmap, with AI agents the whole team now uses for requirements. Previously Senior Manager at Pfizer Digital, managing digital products for oncology patients. Outside work, I build consumer products end to end with AI tools, from idea and prototype to hosting and launch.

|                                 |                                |                                           |
|---------------------------------|--------------------------------|-------------------------------------------|
| 10+                             | 10+                            | 5                                         |
| years in software, 8 in product | Product Owners led and coached | products managed in parallel, one roadmap |

## EXPERIENCE

**Allwyn Lottery Solutions** Remote, Greece 11/2023 - Present  
**Lead Product Owner** 12/2024 - Present

- Lead a team of five Product Owners and five backend platform products in parallel under one roadmap and vision: player accounts, core platform middleware, instant-win games, reporting and more.
- **Introduced AI agents** (Claude, ChatGPT, product knowledge bases in Gemini) that draft PRDs and user stories from raw requirements and challenge them against each product's documentation; one shared process each team adapts, adopted by every team I lead.
- Own product strategy and the roadmap; leading the move to one cross-portfolio roadmap in Jira Plans.
- Oversee the Bonusing & Loyalty and Player Account Management initiatives; prepared an executive proposal to reuse the player-account platform across business verticals.
- Wrote the requirements to turn a client-specific Fast Play implementation into a reusable capability of the core platform.
- **Develop the team** through growth conversations and structured feedback; built shared practice (Ask-a-PO peer community, ready-story standard, RACI, PO-level KPIs). Selected for Allwyn's coaching programme.

**Product Owner** 11/2023 - 01/2025

- Owned core iLottery backend features from discovery to release across multiple agile squads, including Instant Win Games; defined requirements, acceptance criteria and Definition of Done with engineering, QA and design.
- Prioritised with operators and stakeholders on value and feasibility; ran refinement and cross-team dependency alignment; mentored junior POs.

**Pfizer Digital** Thessaloniki, Greece 03/2021 - 11/2023  
**Senior Manager, EPM Product Manager**

- Owned the vision and roadmap for digital products for oncology patients, including Pfizer Oncology's patient digital companion; led execution of its engagement strategy and defined and measured its OKRs.
- Grounded the roadmap in recurring user workshops and surveys; standardised product artefacts and strategic roadmaps for alignment and decision-making.
- Core member of the **Enterprise Product Management** team; drove adoption of product thinking and practices across cross-functional teams.

TOOLS

Claude, ChatGPT, Codex, Gemini & NotebookLM, Perplexity · Jira Plans, Figma, Miro · Python, SQL

EDUCATION & CERTIFICATES

BSc Computer Science & Engineering

University of Ioannina · top 5% · 2014

Advanced Certified Scrum Product Owner

Scrum Alliance · 2023

LANGUAGES

Greek · native

English · fluent

Spanish · elementary

Intrasoft International Thessaloniki, Greece

07/2020 - 02/2021

Agile Product Owner

- Liaison between business and development: requirements analysis, system definition, user stories and backlog prioritisation, steering the solution with IT and product leadership.

Veltio Thessaloniki, Greece

11/2015 - 07/2020

Lead Solution Consultant

10/2018 - 07/2020

- Coached teams in Agile practices across multiple sprints and mentored team members; managed the backlog and delivery risk between client and software teams, leading 10+ on-site client engagements.

Technical Consultant

11/2015 - 10/2018

- Analysed client business processes to propose software solutions; proposed development and testing improvements with developers and project managers.

INDEPENDENT AI PROJECTS (PART-TIME)

Consumer products built alongside the Allwyn role with AI tools at every step, from idea and prototype to hosting and launch, as product owner and architect. 2026 - present.

- **Governed AI development:** a personal test-bed for building with six AI tools under written rules: agent and skill registries with four trust tiers and a tested-before-use rule for every skill.
- **Review and guardrails:** reviewers and judge agents run in fresh contexts, ideally on a different model family; four data tiers decide what may reach which AI tool; a 44-item readiness review precedes any move from private to public.
- **Products, in development:** a no-real-money football prediction game (friends-only web pilot, native app built for the stores, about 1,300 automated tests) and a football-data screener (private beta), plus a shared data service for both.