

Commodore (ret) (HN) Georgios Douranos



Personal Details

Commodore (ret) HN Georgios Douranos, was born in Athens on May 12th, 1968. He enrolled in the Hellenic Naval Academy in 1987 and graduated in June 1991, receiving his commission as an Ensign in the Hellenic Navy. After a distinguished 38-year career, he retired from the service in March 2025.

Address: Likourgou 13 st., 17455, Alimos, Athens, Telephone: 6944151213 (mob.), 2121056084 (home), e-mail: gdouran@yahoo.gr,
He is married and has two sons (25 & 22 years old).

Personal Statement/Profile

His sea duty assignments included multiple tours, during which he held various positions in Hellenic Navy units as a Staff Officer and Head of Department. His command experience includes serving as the Commanding Officer of MSC AEGLI. His shore and staff assignments include roles as Section and Division Head Officer at the Hellenic Navy General Staff and the Hellenic National Défense General Staff.

With 38 years of experience in the organization and management of large-scale institutions, I have served in numerous high-responsibility -- key leadership roles, including Director at the Hellenic Navy General Staff, where I oversaw a workforce of 16,000 personnel.

During my tenure, I implemented policies aimed at optimizing organizational structure, staff education, and performance evaluation—initiatives that significantly enhanced the efficiency and effectiveness of naval operations.

Throughout my career, I have successfully managed diverse human resource teams, ranging from small units to complex, multi-level organizations. Additionally, I have been committed to identifying and addressing operational challenges and I have set and achieved high-performance goals, consistently contributing to the improved functioning of the organization I served.

My areas of expertise include:

- Administration and Organizational Management
- Human Resources Management and Development
- Strategic workforce planning and performance measurement (KPIs)
- Decision-Making and Conflict Resolution Processes
- Organizational Attractiveness and Employer Branding
- Strategic Communication and Public Engagement

- Institutional policy of the Hellenic Navy and Armed Forces

At the international level, I served as Director of Communications at NATO's Allied Maritime Command Headquarters in Northwood, United Kingdom, where I was responsible for strategic communications, public relations, and information operations, both within the alliance and with external stakeholders, further developing my expertise in diplomacy and cross-cultural engagement.

Combining extensive operational experience with strong academic credentials, I bring a dynamic and practical approach to leadership, human resources, organizational development, and strategic communication. My commitment to service and continuous improvement drives me to deliver meaningful, measurable results in every role I undertake.

Work Experience

August 1991 - July 2018

He held various positions within Hellenic Fleet units, serving as a Staff Officer and Head of Department aboard Patrol Boats and Destroyers. He served as Commanding Officer of the Minehunter MSC *AEGLI* from 2006 to 2007.

His shore and staff assignments include service as Section and Division Head Officer to the Hellenic Navy General Staff (Personnel Planning and Organization Directorate, Exercises, Operational Training and Nato Standardization Directorate, Personnel's Career Affairs Directorate), the Hellenic National Defense General Staff (Exercises & Operational Training Directorate) and the Hellenic Naval Tactics Training School of the Hellenic Fleet Command.

July 2018 - August 2021

he was assigned to Maritime Command NATO HQs, Northwood, UK as Director of (Strategic) Communication Division.

August 2021 - August 2024

he served as the Director of the Administrative and Human Resources Planning Directorate at the Hellenic Navy General Staff.

August 2024 - April 2025

he served as the Commandant of the Hellenic Navy Petty Officer Academy. Upon completing his distinguished 38-year career, he retired from the Hellenic Navy.

Education

He holds the following degrees:

- Executive Master in Business Administration (E-MBA) from the University of Piraeus.
- Master of Science (MSc) in Geopolitical Analysis, Geo-strategic Synthesis, and Defense and International Security Studies from the National and Kapodistrian University of Athens.
- Executive Master in Strategic Leadership & Digital Transformation from the Italian Institute Center of Higher Defense Studies.
- Master of Science (MSc) in Public Law and Public Policy from the National and Kapodistrian University of Athens.
- Bachelor in International, European and Area Studies from Panteion University of Social and Political Sciences.

- Bachelor from Hellenic Naval Academy, a Supreme Military Educational Institution (SMEI) equivalent to all University establishments of higher education.

He also holds the following certificates:

- by Harvard Business School, for attending the e-learning course (6 months), “Leadership Transition in Government”.
- by the Défense Academy of UK (Def Ac) and Cranfield University for attending the course, “The Strategic Leadership Programme “.
- by Royal Navy (Maritime Warfare School) for attending the course “Exclusive Economic Zone (EEZ)”.

Moreover, he is a graduate of:

- The NATO Defense College (NADEFCOL) in Italy (SC 127)
- the Hellenic Supreme Joint War College and
- the Hellenic Naval Staff Officer School.

Furthermore, he has attended educational courses offered by the Training Institute (INEP) of the National Center of Public Administration and Local Government (EKDAA) about the following subjects:

- Principles and Practices of Human Resources Management in the Public Sector.
- Management Training for the Heads of Departments.
- Improving Communication Skills, Team Work, Crises-Conflicts Management.
- Business Planning.
- Management by Objectives and Performance Measurement.
- Negotiations Practice.
- Strategic Planning-Works Portfolio Management.
- Business Process Re-engineering in the Public Sector.
- Negotiations Practice in EU and International Organizations.

Languages

He speaks English professionally.

Awards

Commodore (ret) HN G. Douranos has been awarded with a commendation by the Minister of “Administrative Transformation and Electronic Governance” (June 2013) due to the Participation in the Hellenic Ministry of National Defense Structure Evaluation Committee, in the framework of the semi-annual procedure of the HMOD subordinate unit structure evaluation. Moreover, he was conferred a specific Commendation Award by the Chief, HNDGS for his participation in the organizational team for the 6th Inter-Balkan MODs’ Conference in Sofia, Bulgaria (June 2010).