

EXECUTIVE INTERIM · TECHNOLOGY · DIGITAL TRANSFORMATION

When the mission is too important to wait.

Niklas Gustafsson provides senior interim leadership for technology, digitalisation and transformation. I step in quickly, create direction, build trust and establish the structure, governance and operational discipline organisations need to scale, grow and deliver sustainably.

CIO

CTO

CDO

IT Director

Management consultant



Niklas Gustafsson

Executive interim CIO · CTO · CDO
Malmö / Øresund · Scandinavia & international

25+

years of international leadership

140

team members in larger organisations

20M€

budget responsibility in transformations

Global

Scandinavia, Europe & international



Available for interim leadership and transformation engagements across Scandinavia and internationally.



Profile

International technology and digital leader with 25+ years of hands-on experience in C-level and director roles across FinTech, telecommunications, eCommerce, MedTech, healthcare and publishing. A proven record of delivering large-scale digital transformations — ERP migrations, mobile financial services and global charging and payment platforms — on target, on time and on budget.

A servant leader who builds trust and capability at every level, from direct reports to board stakeholders, through presence, mentoring and a clear line of sight between team delivery and strategic business intent. Navigates complex, matrixed organisations with a pragmatic sense of urgency, and communicates with equal fluency in formal governance settings and informal team environments.

Available for interim leadership and transformation engagements across Scandinavia and internationally.

What I make possible

An assignment should deliver impact quickly, but not only in the short term. The focus is structure, quality, capability and momentum that outlast the engagement.

Transformation & governance

- IT and digitalisation strategy tied to the business.
- SDLC, systems management, PMO, steering groups and decision rights.
- Change leadership in complex, matrixed organisations.

Technology & platforms

- ERP: Dynamics AX, Dynamics 365 F&O, Business Central.
- Cloud, hybrid architecture, AWS, integrations and legacy migration.
- AI, ML and GenAI adoption in regulated environments.

Leadership & people

- Building, resetting and consolidating teams.
- Mentoring, presence and trust from teams to board.
- Recruitment, competence transitions and clean handovers.

Regulated business

- GDPR, AML, Finansinspektionen, ISO 27001, PDL.
- Financial platforms, mobile payments and B2B SaaS.
- Board, executive and supplier-facing decision environments.

In numbers

21

markets — global charging / payment products

15

digital healthcare / MedTech products in the pandemic

30

markets in a global publishing / media environment

8

markets live with VEON Pay

Selected assignments

Delivered leadership and transformation mandates as CIO, CTO, CDO and IT Director.

- 2024–2025**
Interim IT Director
Pågen AB — Malmö, Sweden
 Strategic turnaround after an 18-month leadership vacancy. IT strategy and target architecture, ERP migration AX → D365 F&O, AI/GenAI adoption and a clean handover.
- 2024**
Management Consultant
Studentlitteratur AB — Lund, Sweden
 Organisation, competence and platform direction ahead of a generational handover; ERP roadmap, SDLC and change management.
- 2023–2024**
Interim CDO
Øresundsbro Konsortiet — SE/DK
 Established the digitalisation and IT unit; enterprise architecture, ERP cloud migration, web/mobile and PMO.
- 2021–2023**
CTO
Plexian AB (publ) — Sweden
 Product and technology for a Nasdaq-listed FinTech; B2B SaaS for card issuing and loyalty, stablecoin/blockchain, AI/ML and FI/AML compliance.
- 2018–2021**
Director, Development & eHealth
Region Skåne — Sweden
 Built a new engineering department from scratch; ~15 digital healthcare/MedTech products during the pandemic, AI/ML programme, GDPR/PDL.
- 2016–2018**
Director, Technical Mobile Financial Services
VEON / VimpelCom — Netherlands
 Turnaround of a strategic payments initiative; VEON Pay live in 8 markets, owner of the group AML programme.
- 2012–2016**
Co-founder, Partner & CTO
Addimotion Services AB — Sweden
 eCommerce and retail-logistics start-up; built the B2B SaaS product VIEWMYBOX and led the development team.
- 2008–2012**
Group CIO
International Masters Publishers AB — Sweden
 Group CIO across 30 markets, ~80 staff and a €10M budget; eCommerce, ERP, CRM and BI.
- 2002–2008**
Vodafone Group Services
London / Düsseldorf
 From Head of Development to Global Head of Mobile Payments and Global Programme Manager; charging/payment rolled out across 21 markets.
- 2001–2002**
eCommerce Architect
Vizzavi Europe — United Kingdom
 Carrier-grade architecture for a pan-European charging platform and billing integration.
- 1999–2001**
CTO
Confetti.co.uk — United Kingdom
 Built the technology department; scalable and highly available architecture, IPO work and M&A in DE/FR.
- 1997–1999**
Founder & Chairman
Unneed AB — Sweden
 Interactive media agency and ISP; portal, eCommerce, intranet and cross-media publishing.

Education

Bachelor of Science (B.Sc.) in Informatics — Lund University
 Military cadet school — top of class

Languages

Swedish — native
 English — fluent

Do you need senior leadership now?

Send the situation, the timeline and what is at stake. I respond quickly and concretely.

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