Robert Sargéus

“Just build it. Better. Faster.”



Summary

Experienced leader with a strong track record of navigating complex, large-scale organizations and delivering results in international environments. I thrive at the intersection of business and technology — managing stakeholders across multiple levels, coordinating vendors and partners, and driving alignment in high-stakes programs.

My leadership style is rooted in agile ways of working. I believe in empowering teams, creating clarity through structured backlogs and clear priorities, and continuously iterating toward the right outcome. Whether leading a cross-functional product team, managing a global ERP rollout, or steering regulatory compliance initiatives, I bring structure, momentum, and a clear focus on value delivery.

Skills

Agile ways of working · Mentoring · Cloud technologies · Leadership · Stakeholder interaction · Financial steering · Requirement Management · Scrum · Amazon Web Services · Software Engineering · DevOps · Enterprise Architecture · Contract negotiations · Regulatory Compliance · Supply Chain

Experience

Product Owner · Inter IKEA

December 2024 - February 2026

REDSA · CONTRACT

I was responsible for leading the REDSA team, whose mission was to support Inter IKEA's compliance with the EU Deforestation Regulation (EUDR) — an EU regulation that requires companies to ensure that products placed on the EU market have not contributed to deforestation or forest degradation. The regulation mandates full traceability of commodities such as wood, cattle, soy, and palm oil, along with comprehensive due diligence documentation throughout the supply chain. The team built a system that enabled compliance for IKEA retailers purchasing goods both from Inter IKEA and through locally procured products, ensuring traceability and regulatory adherence across the entire supply chain.

Stakeholder Interaction · Requirement Management · Agile ways of working · Leadership · Regulatory Compliance · Supply Chain

Product Owner · Inter IKEA

September 2024 - February 2026

Business Insight · CONTRACT

I was responsible for leading the Business Insight team within Inter IKEA's global D365 ERP program — a large-scale rollout spanning 30 countries. The team's primary mission was to migrate a reporting platform from Qlik Sense to Microsoft Power BI and the Fabric platform. This involved managing the full migration lifecycle — from inventorying existing reports and prioritizing the backlog, to coordinating with stakeholders and ensuring that business-critical insights remained accessible throughout the transition. The move to Power BI and Fabric enabled the organization to consolidate its analytics capabilities onto a modern, scalable platform. In addition to the migration work, the team was responsible for establishing guidelines and frameworks for how teams within the broader ERP program should work with Power BI and MS Fabric, ensuring consistency, quality and best practices across the organization.

Stakeholder Interaction | Cloud Architecture | Contract negotiations | Agile ways of working | Leadership | Mentoring | Requirement Management

Product Owner · Inter IKEA

May 2024 - February 2026

CAPA · CONTRACT

I was responsible for establishing and leading a Power Apps team within Inter IKEA's global D365 ERP program — a large-scale rollout spanning 30 countries. The team's mission was to identify and address the functional gaps that emerged during the D365 implementation in the ROSS department. By building targeted Power Apps solutions, we ensured that critical business processes remained operational and efficient throughout the transition. I managed the team's backlog, coordinated with stakeholders across the organization, and ensured alignment between the Power Apps initiatives and the broader ERP program. The team was also responsible for maintaining the platform, establishing guidelines and governance for how to work with Power Apps, and guiding other teams across the organization in how to best adopt and utilize the platform.

Stakeholder Interaction | Cloud Architecture | Software Engineering | Agile ways of working | Leadership | Mentoring | Requirement Management

Chief Growth Officer · GESHDO

May 2023 - Current

EMPLOYED

Following my time as CEO, I transitioned into a role focused on sales and business development. As Chief Growth Officer, I work closely with customers and prospects to identify opportunities, build long-term relationships, and drive revenue growth. My work spans the full sales cycle — from initial dialogue to contract negotiations — while also contributing to the strategic direction of the company at board level.

Leadership | Stakeholder Interaction | Contract negotiations | Financial steering

Tech Partnership Manager · StepStone

March 2023 - November 2023

CONTRACT

I was appointed to manage tech partnerships for the emerging tech team at StepStone. My work as part-time consultant consisted of planning coordinating tech roadmaps together with Google, Microsoft, AWS and Slack.

Cloud architecture | Vendor Management

CEO · GESHDO

March 2019 - May 2023

EMPLOYED

I was CEO for 4 years at GESHDO and went from 10 MSEK to 44 MSEK in revenue with a profit margin between 20-30%. Our focus was always to grow with profitability and never take any unnecessary financial risks. With this mindset we acquired a lot of new customers that believed in us and wanted to work with us due to our transparent and high-end delivery business model which resulted in a high-level of customer value.

Financial Management | Building Tech Teams | Customer Value | IT Delivery | Business Models and Business Plans

Product Owner · IKEA

March 2019 - January 2022

CONTRACT

Responsible for different teams within the Data & Integration domain. Leading teams on a daily basis, budget forecast and OKR planning. I held dialogues with architects, external vendors and other stakeholders within data and integration.

Kafka | GCP | Kubernetes | Pub/Sub

Product Owner · IKANO Bank

May 2018 - January 2019

Open Banking · **CONTRACT**

Due to PSD2, all banks and other financial institutions are obliged to allow specific third-party access to personal bank account data, aggregate data and payment data as requested by the customer. As the product owner for the domain I investigated different solutions for the client and also created a functional prototype of how it could work.

OAuth2 | PSD2 | Open Banking | Requirement Management

Solution Architect · IKANO Bank

April 2015 - May 2018

Digital Banking · **CONTRACT**

In my role as a Solution Architect, I took on the responsibility of sourcing a new omni-channel banking platform across several countries. This assignment encompassed a range of tasks including managing technical architecture, liaising with stakeholders, and handling procurement and negotiations throughout the RFP (Request for Proposal) process. Additionally, I actively sought out new partnerships within the digital banking sphere to ensure the best possible solution.

Solution Architecture | Procurement | Contract negotiations

Senior Consultant & Co-founder · GESHDO

August 2016 - current

EMPLOYMENT

As a founder of GESHDO, I've been involved in a myriad of tasks within the entrepreneurial and startup landscape. From delving into sales strategies to managing recruitment and overseeing the overall company operations, my journey has been diverse. I proudly served as CEO for four years, steering our ship until I transitioned the role to my fellow co-founder. Currently, my focus is on driving expansion, sales initiatives, and contributing to board activities, aiming to propel our company's growth and strategic direction.

Solution Architect / Senior Developer · Sony

November 2014 - February 2016

CONTRACT

I was appointed as senior architect and developer to build a front-end in SharePoint for an HR system utilizing the exposed REST API. I worked closely together with stakeholders from HR and IT.

C# REST SharePoint

Senior Architect · Ikano Group

August 2014 - April 2015

CONTRACT

Ikano needs to relocate certain central IT functions from one business area to the Group to comply with regulations. One of the crucial work streams involves their SharePoint-based Intranet. My primary responsibilities in this project revolve around ensuring best practices, governance, implementing effective processes, and maintaining the quality of service for this transition.

Governance SharePoint Architecture

Scrum Master/Solution Architect · Region Skåne

October 2012 - March 2015

Mina Planer / SVPL · **CONTRACT**

In this project, I'm responsible for managing and enhancing one of the regional council's pivotal services that support coordinated discharge planning. As the Scrum Master, I've crafted and established project procedures for overseeing both development and testing processes within Team Foundation Server. Additionally, I take on the role of a team leader and mentor, ensuring that all project resources are aligned with the correct objectives and offering guidance to steer us toward our goals.

SCRUM C# SharePoint SQL Server

Senior Consultant / Business Area Manager / Partner · Stretch

August 2013 - July 2016

EMPLOYMENT

After a year serving as a senior consultant, I was honored to be appointed as the Business Area Manager for the Software Development team. When I assumed this role, the team consisted of five consultants. Over the course of a year, we expanded significantly, growing the team to 13 consultants while maintaining profitability. The rapid growth aligned with the escalating demand we were experiencing. I strongly believe that with the right vision for both our team and clients, remarkable accomplishments can be achieved.

Building teams Stakeholder Management Customer Value Software Engineering

SharePoint Architect/Developer · Trelleborg Group

June 2012 - October 2012

EMPLOYMENT

At Trelleborg, there was a need to upgrade the CAPEX workflow, and after considering various options, we decided to implement a third-party workflow solution in SharePoint. To address the intricacies of Trelleborg Group's complex capex process, I developed a prototype using NINTEX.

SharePoint C# NINTEX

Scrum Master/SharePoint Architect · Trelleborg Group

November 2011 - June 2012

EMPLOYMENT

At Trelleborg, our move towards a more Social Intranet approach led us to opt for an upgrade to SharePoint Server 2010. I had the privilege of leading external consultants to assess the workload for this transition. Subsequently, I took the helm in driving the upgrade process. Defining a new architectural blueprint and its infrastructure was part of my responsibilities. Additionally, I oversaw the code upgrade of our existing source code as part of this project.

Solution Architect · Trelleborg Group

September 2011 - December 2011

TIGER · **EMPLOYMENT**

At Trelleborg, I was fortunate to be involved in the development of the new intranet, TIGER, using SharePoint technology. As the Software Architect, I aimed to uphold solution and code quality while also overseeing two external SharePoint Developers. My role encompassed handling the architectural work for a substantial user base of over 7000 and maintaining technical responsibilities within the project.

Solution Architecture | Software Development and Technical Management

Scrum Master/SharePoint Architect · Trelleborg Group

August 2009 - November 2009

User profile sync

In my role, I tackled the challenge of streamlining user profile management, which previously involved a mix of Domino Directory, Active Directory, SharePoint, and SQL Server Database. The project's aim was to transition user profile management to SharePoint while ensuring synchronization with both Active Directory and Domino Directory. I was entrusted with the dual roles of project manager and solution architect for this intricate project, which demanded extensive engagement across the entire organization.

Active Directory | Domino Directory | SharePoint | MS SQL Server

Scrum Master/SharePoint Architect · Trelleborg Group

August 2009 - November 2009

CAPEX, KPI Management

During the challenging economic climate of 2009, one of our key focuses at the Trelleborg Group was directed towards external capital. From an IT standpoint, the task was to craft a SharePoint-based KPI solution enabling finance controllers to monitor external capital awareness across the organization. I held the architectural and quality responsibilities for this solution, collaborating closely with an external SharePoint developer throughout its development.

SCRUM | Software Development | SharePoint

Solution Architect · Trelleborg Group

May 2009 - June 2012

EMPLOYMENT

I worked at Trelleborg for 3 years. I was a true believer in SCRUM and its methodologies. I was a bit ahead of my time and not many of my colleagues understood what I talked about. I used SCRUM to create structure and make our requirements clearer for our software development projects.

SCRUM | C# | SharePoint | Solution Architecture

Product Responsible · IKEA IT

October 2007 - June 2008

CONTRACT

I worked at PCI (Product Care Infrastructure), a department positioned between system development and operations. My assignment revolved around defining a technical standard for SQL Server 2005. As the Product Responsible, I operated independently with significant responsibility. My main responsibilities included conducting investigations, rigorous testing, and effectively managing the project.

Microsoft SQL Server | Architecture

System Architect/Developer · Altran Group

September 2007

EMPLOYMENT

Altran is large consultant company that wants to manage all of their client references from accomplished assignments in SharePoint. The purpose of the assignment was to evaluate if we with adjustments to SharePoint could achieve a user friendly system that uses the SharePoint database and design. I have worked with all of the phases within software development life cycle.

SharePoint | C#

System Architect/Developer · Astra Zeneca

November 2006 - August 2007

CONTRACT

The project aimed to create better user experience for AstraZeneca, enabling the presentation of their Standard Operating Procedures (SOPs) in a process-oriented format, complementing the existing text-based documents. In this initiative, I assumed a pivotal role, acting as the lead developer. My daily responsibilities encompassed planning, analysis, development, and rigorous testing to ensure smooth implementation.

C# | .Net | MS SQL Server | ADO.Net

Solution Architect/System Developer · The DCA (Department for Constitutional Affairs)

October - November 2006

I was the main responsible developer for an international smaller project team. Our task revolved around integrating two existing systems to enable the sharing of user rights between them. It was quite a challenge, but the potential impact on streamlining processes made it an exciting endeavor.

C# | .Net | Windows Service | Windows File System

Software Architect/Developer · Consignit

August 2006 - April 2009

EMPLOYMENT

I worked for Consignit for 3 years and various roles and positions. I focused in software development and software architecture.

Software Developer · Boservice Syd

February - September 2006

CONTRACT

I held responsibility for overseeing the system's technical facets and ensuring optimal performance. Acting as the system architect, I crafted an external web portal that drew in a daily influx of thousands of visitors. Additionally, I contributed to the development of various system components on an individual basis.

Software Architect/System Developer · Holzer Solutions

January 2004 - September 2006

Avalanche · **EMPLOYMENT**

Avalanche is the name of a graphical component framework I've been working on for web-based applications. It runs alongside a web-based application for the real estate industry. This made me see the benefits of creating a separate framework for components. At first, making the user interface took a lot of time. But as Avalanche's components grew, it became much easier to design the UI for web application.

Technical Project Manager, System Developer · MKB Fastighets AB2

October 2003 - August 2006

Modus · **CONTRACT**

As the project kicked off, I began as a developer, contributing to its early stages. However, as the project expanded, so did my responsibilities. Eventually, I shouldered more significant roles within the system. Our overarching aim was to create a comprehensive real estate system, encompassing every aspect of the business—from managing agreements to handling invoices and more. The project was multifaceted, consisting of numerous smaller projects, many of which I managed as a project manager. Additionally, I actively contributed by as a software developer as well.

Software Developer · Holzer Solutions

October 2003 - September 2006

EMPLOYMENT

I worked for Holzer Solutions for 3 three years, it was my first employment withing the software industry and I mainly did various projects for MKB, Malmö Kommunala Bostäder.

C# .Net Technical Project Management

Technical Advisor, System Developer, Co-Founder · IT Logic

July 2003 - December 2005

EMPLOYMENT

I co-founded a small business alongside two colleagues. My role within the company was that of a consultant, primarily serving as a technical advisor across various projects.

ASP.Net C# SQL Server

System Developer · Lifebox

November 2002 - August 2003

INTERNSHIP

During my Bachelor's in Software Engineering, one of my final exam projects involved creating an e-commerce platform. In the initial phase, I focused on developing a platform that allowed users to order healthy food online. For the second phase, I delved into the logistics of delivering the food to customers who placed orders through the website. This phase revolved around analyzing various delivery techniques and determining the most effective communication methods for the process.

ASP.Net C# SQL Server

Education

B. Sc Software Engineering

Malmö University · 2000-2003

Certificates

Friends of Executives	Diplomerad VD-utbildning **2023**
Amazon Web Services	AWS Partner: Accreditation (Business) **2021**
Trelleborg Group	Purchasing Excellence **2011**
Microsoft	Exam 70-526 TS Microsoft® .NET Framework 2.0 - Windows®-based Client Development **2008** · Exam 70–528 TS Microsoft .NET Framework 2.0 - Web Based Client Development **2008** · Exam 70–536 TS Microsoft .NET Framework 2.0 - Application Development Foundation **2007**
Jeff Sutherland, Scrum Alliance	Certified Scrum Master **2008**
Astrakan	RUP – Rational Unified Process **2008**
Astra Zeneca	Basic introduction to LDMS **2007** · GDD IS Region Sweden QMS Training **2006** · Code Repository - Basic Learning (Star Team) **2006** · Code Repository - Advanced Learning (Star Team) **2006**
Consignit	Quality systems and Industry practice **2007** · Project Management **2007** · Quality related computer system lifecycle **2007** · GXP Introduction **2006**

Languages

Swedish Native

English Advanced