



Joakim Backede

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An engaged and technically skilled leader with a strong focus on people, structure, and results.

I do not believe in “silver bullet” solutions or blindly following processes and frameworks. Every organization, team, and individual is different. As a leader, I focus on understanding real needs, setting clear direction, and acting accordingly—often supported by agile ways of working, applied pragmatically.

With experience from the public sector, large enterprises, and growth companies, I have built a broad toolbox for how change, collaboration, and delivery actually work in practice. I have a strategic perspective, but I am equally comfortable diving into details when the situation requires it.

What motivates me the most is when we solve problems together, build solid foundations, and create self-sufficient teams and organizations that deliver long-term value.

Specialties:

Leadership and transformation within technology

- Building successful and long-term sustainable organizations and teams with focus on structure, collaboration, and delivery
- Extensive experience working in the public sector, large enterprises, and growth companies
- Agile ways of working with a pragmatic and situational approach to ensure execution and delivery

Typical Roles / Assignments

- Technical Product Manager
- Tech Lead / Engineering Lead
- Head of Technology / Technical Manager
- Transformation and Delivery Lead
- Delivery / Program Manager

Previous and complementary roles:

- SAFe Release Train Engineer
- Scrum Master
- Project Manager
- Software Developer (earlier in career)
- Agil coach

Ways of Working & Methods

- Agile & Lean
- DevSecOps mindset
- Program and project governance (PMI)
- Incremental development and transformation with clear alignment, prioritization, and follow-up
- Inclusive ways of working with clear accountability and transparency
- Strong governance combined with team autonomy in complex organizations

Employment History

- 2023 - Backede Consulting AB (Founder)
- 2023 - 2025 Göteborg Energi AB
- 2022 - 2023 Dotnet Mentor Väst AB
- 2019 - 2022 Wolters Kluwer Scand
- 2018 - 2019 Seal Software (DocuSign)
- 2014 - 2018 KITS AB (Co-founder)
- 2013 - 2014 Intiro Development AB
- 2012 - 2013 Sweco Position
- 2011 - 2012 Lundalogik AB

Education

- 2008 – 2011 Bachelor of Science, Computer Engineering and Software Development University West, Trollhättan, Sweden

Courses & Certifications

- 2021 - Certified Agile Coaching (ICAgile) - ProAgile
- 2019 - Leading SAFe – Scaled Agile
- 2017 - Project management, IHM Business school
- 2014 - Professional Scrum Master, ProAgile

Selected Projects & Assignments

2025-02 –
Ongoing

Technical Product Manager – Digital Mirror

Leading development and delivery in a commercially driven startup environment, with end-to-end responsibility from idea to production. Acting as the connecting role between business, technology, and customers through continuous dialogue, close collaboration, and inclusive decision-making.

Responsible for roadmap, backlog, and prioritization, as well as daily team coordination. Establishing and continuously improving ways of working across development, quality assurance, release management, and customer success—with a strong focus on communication, quality, clear documentation, and team health.

Role & Responsibilities: Technical product leadership, team leadership, delivery and execution, ways of working and processes, quality assurance, release management, customer success

2023-09 –
2025-01

Tech Lead – Göteborg Energi AB

Led and built a new development team to enable internal software development at Göteborg Energi. Acted as the key link between business, IT, and the broader organization, focusing on collaboration, structure, and execution.

Established principles, ways of working, and technical guidelines, and led the team's day-to-day work with responsibility for delivery and continuous improvement in a complex, business-critical environment.

Role & Responsibilities: Technical leadership, team leadership, change management, establishing internal development capability, cross-functional collaboration, principles and ways of working, technical guidelines, delivery and continuous improvement

2023-03 –
Ongoing

Founder & Senior Consultant – Backede Consulting AB

Running an independent IT consultancy providing senior leadership and advisory services within technology-driven organizations. Supporting organizations and teams in change, with a focus on creating structure, direction, and execution capability in complex environments.

Providing support within change management, interim and project management, and development of ways of working and delivery capability. Working pragmatically and inclusively, with people at the center, clear dialogue, and tailored approaches to help teams and organizations become more effective, autonomous, and delivery-focused.

Role & Responsibilities: Senior consultant, change management, interim and project management, team and delivery support, development of ways of working, advisory within technology and organization

2022-09 - 2023-09	<p>External CEO, Dotnet Mentor Väst AB</p> <p>Responsible for the company and its employees, leading a company restart with focus on establishing mission, vision, and core values. Worked hands-on with culture, identity, and leadership, creating structure and stability in the organization.</p> <p>The assignment laid the foundation for increased stability and a sustainable long-term growth journey, with a strong focus on people, collaboration, and long-term development.</p> <p>Role & Responsibilities: Business leadership, people management, change management, business and organizational development, financial responsibility, culture and values</p>
2021-09 - 2022-09	<p>Manager Technology, Wolters Kluwer Scandinavia</p> <p>People manager for Product Owners and Scrum Masters and member of the management team. Responsible for establishing and continuously improving ways of working and processes for the Scandinavian development organization of approximately 80 employees.</p> <p>Worked with structure, collaboration, and governance to strengthen delivery capability and create clarity in responsibilities, roles, and decision paths.</p> <p>Role & Responsibilities: People management, line management, management team member, development of processes and ways of working, organizational development, delivery governance</p>
2019-02 - 2022-09	<p>SAFe RTE, Wolters Kluwer Scandinavia</p> <p>Strengthened organizational delivery capability by introducing, managing, and evolving SAFe within a Scandinavian development organization of approximately 200 employees. Worked at organizational level with processes, release planning, quality, and continuous improvement.</p> <p>Supported and coached development teams and leadership roles across Sweden, Europe, and India, focusing on collaboration, shared ways of working, and stable value delivery in an international and distributed environment.</p> <p>Role & Responsibilities: Release Train Engineer (SAFe), establishment and governance of ways of working, value delivery management, change management, release and improvement initiatives, leadership and team support</p>
2018-01 - 2019-01	<p>Technical Project Manager, Seal Software (Nuvarande Docusign)</p> <p>Worked closely with the CTO and product management, with responsibility for coordinating and executing larger internal initiatives in a technically complex environment. Collaborated with nine development teams and acted as the central link between technology, product, and business.</p>

The role included planning, day-to-day leadership, risk and escalation management, and support of team ways of working. Operated in an international environment with close communication and coordination between teams and functions in the United States and Egypt.

Role & Responsibilities: Technical project management, cross-team coordination, delivery management, risk and escalation management, support of team collaboration and ways of working, international collaboration

2014-06 -
2017-12

Co-Founder & Consultant, KITS AB

Co-founded the IT consultancy KITS AB, combining company building with hands-on consulting in client assignments. Contributed to establishing structure and foundational ways of working within the company, and participated in board work and the development of internal processes.

Worked in parallel and primarily as a consultant in software development and technical solutions within client projects, often in business-critical and domain-close contexts with a strong focus on functionality, quality, and collaboration.

Role & Responsibilities: Co-Founder, Consultant, Board involvement, establishment of internal processes, software development in client engagements, collaboration with clients and business stakeholders

2017-09 -
2017-12

Scrum Master & Release Manager, Telenor Connexion

Worked in a team delivering an IoT solution that enabled customers to connect and manage their devices through a central platform. Responsible for the team's ways of working and delivery, as well as release management in a technically complex environment.

During the short engagement, contributed to clarifying and improving processes, roles, and responsibilities to increase structure and delivery capability within the team.

Role & Responsibilities: Scrum Master, release management, improvement of ways of working and processes

2016-02 -
2016-10

Project Manager, Swedish Agency for Marine and Water Management

Led a data validation project with the objective of developing a common framework and centralizing regulatory rules for all incoming electronic data to the agency. The assignment covered both business-focused requirements work and technical coordination within a public sector context.

Responsible for planning, execution, and budget, with full financial responsibility of SEK 6 million. The project was delivered according to plan and completed at half the budget, while maintaining quality and strong alignment with the business.

Role & Responsibilities: Project management, budget responsibility, planning and execution, coordination between business and IT, delivery follow-up

2016-01 -
2016-12

Project Manager, Swedish Agency for Marine and Water Management

Led UNIONVMS Phase II, which included further development of an existing solution and the establishment of an open-source community around the delivered software. The assignment was carried out in close collaboration with international stakeholders and provided deep insight into the European Commission's approach to legislation, governance, and high-level decision-making processes.

The role included reporting to the agency's steering committee and annual budget responsibility of SEK 5 million.

Role & Responsibilities: Project management, reporting to steering committee, budget responsibility, coordination in an international context, delivery in a regulated environment

2015-01 -
2016-01

Scrum Master, Swedish Agency for Marine and Water Management

Worked within UNIONVMS, an EU project aimed at delivering an open-source-based implementation of a Vessel Monitoring System (VMS). As Scrum Master, responsible for a Swedish development team of approximately 10 people, as well as coordination and alignment between development teams in Sweden and other participating EU countries.

The assignment included establishing communication structures and collaboration models between teams and acting as the project-leading point of contact towards other EU teams and the European Commission in Brussels. The role combined Scrum Master responsibility for the Swedish team with project management at an international level and, when needed, hands-on support in backend development.

Role & Responsibilities: Scrum Master, international coordination, project management in an EU context, establishment of collaboration models, supporting software development

2014-02 -
2014-12

Software Developer, Swedish Agency for Marine and Water Management

Developed a web-based application used by fisheries inspectors in the field when conducting various types of inspections onboard fishing vessels. The solution was designed to be platform-independent, with support for offline usage, and was primarily used on iPads.

The work included both frontend development and extensive integration efforts, as well as new development and further enhancement of underlying web services in a business-critical public sector environment.

Role & Responsibilities: Software development, frontend and backend development, system integration, business-critical IT support

2013-09 –
2014-02

Software Developer, Swedish Agency for Marine and Water Management

Worked on the development of a new web-based solution for managing individual, vessel-based fishing quotas within pelagic fisheries, in compliance with the Skagerrak Regulation and the Common Fisheries Policy (CFP).

The solution was developed to replace multiple parallel systems and manual workflows, enabling a unified process for both field personnel and the authority. The focus was on system integration, usability, and efficiency within a regulated operational environment.

Roll/Ansvar: Software development, process integration, business-critical IT support, regulated systems

2013-01 –
2013-09

Software Developer, Borealis

Worked on the development of SPED, an inspection system for Borealis facilities in Stenungsund, used by engineers and inspectors and adapted to Swedish regulatory requirements for information content, reporting, statistics, and security.

Contributed to the development of functionality for monitoring and follow-up of safety valves, where measurement data was continuously collected from pressure gauges and visualized in real time. Results were stored both as graphical documentation and as structured data for further analysis, traceability, and follow-up in an industrial-critical environment.

Roll/Ansvar: Software development, industrial IT, safety-critical systems, real-time visualization, data persistence

2012-09 –
2013-01

Software Developer, Swedish Agency for Marine and Water Management

Worked on the development of a new system for managing catch certificates from countries outside the EU. The solution was designed to support fish importers to Sweden and provided the authority with a consolidated overview of imported and landed fish within a regulated operational environment.

The work involved extensive integration between existing systems at the agency and newly developed services. Worked hands-on with both frontend and backend development, as well as the creation of new web services.

Roll/Ansvar: Software development, system integration, development of web services, frontend and backend development, regulated systems