



TEEMU JAAKOLA

Technology & Data Leader

SENIOR PROJECT MANAGER | DELIVERY DIRECTOR | DATA SPECIALIST

From hands-on data work to boardroom delivery. I make technology accountable.

LEADERSHIP & BUSINESS

Management team experience, site leadership and P&L accountability. Grew a delivery unit from 10 to 20+ people while keeping attrition at 0% for five years.

DELIVERY & PROJECTS

End-to-end ownership of enterprise IT and data programmes: steering groups, risk management, multi-vendor delivery, Agile, Scrum, Kanban and SAFe.

PEOPLE & CAPABILITY

Personally recruited 52 professionals in one year, built a one-stop staffing model and ran a capability programme that produced 30+ Azure certifications.

TECHNICAL BREADTH

Data platforms, data governance, BI, analytics, Azure, SQL, SAS, Qlik, Tableau, Oracle, APIs and FrenDS iPaaS. Comfortable from architecture to execution.

Teemu Jaakola

Technology & Data Leader | Delivery Director | Senior Project Manager

Business-minded technology and data leader with 15+ years of experience in consulting, enterprise delivery, people leadership and hands-on solution work. I turn complex business needs into clear plans, capable teams and reliable outcomes. My background spans data platforms, analytics, cloud, integrations, project and portfolio delivery, staffing, recruitment and organisational development. Known for calm ownership, direct communication and building trust across leadership, customers and technical teams.

CORE COMPETENCIES

- // **Leadership & business management:** Management team experience, site leadership, people leadership, business development, budgeting, commercial accountability and change leadership.
- // **Delivery & project management:** End-to-end ownership, program and project leadership, PMO practices, steering groups, risk management, multi-vendor delivery, Agile, Scrum, Kanban and SAFe.
- // **People, staffing & capability:** Organisation building, recruitment, resource planning, coaching, mentoring, competence development, employee engagement and strategic partner networks.
- // **Data, cloud & architecture:** Data platforms, data engineering, data governance, analytics, BI, Azure, SQL, SAS, Microsoft BI, Qlik, Tableau, Oracle, APIs and Friends iPaaS.
- // **Stakeholder leadership:** Executive communication, customer leadership, facilitation, requirements management and bridging business needs with technical execution.

SELECTED ACHIEVEMENTS

- // **Growth:** Grew the Lappeenranta site from approximately 10 people to an organisation of more than 20 in five years.
- // **Retention:** Maintained 0% employee attrition for five years across Site Lead, Staffing & Delivery Director and People Lead responsibilities.
- // **Recruitment:** Personally recruited 52 professionals during one exceptionally demanding year while protecting the unit revenue target.
- // **Operating model:** Built a transparent, one-stop staffing process and expanded the strategic partner network.
- // **Capability:** Led a skills program that delivered more than 30 Azure certifications in one year and created a long-term coaching and mentoring model.
- // **SAS environment:** Installed and deployed a new SAS environment end to end, including configuration, validation and production handover.

LANGUAGES

- // Finnish: Native
- // English: Fluent
- // Swedish: Good

EDUCATION & CERTIFICATIONS

Bachelor of Engineering, Information Technology

Metropolia University of Applied Sciences, 2007-2012

Certifications

SAFe Practitioner (SP)

Lean Six Sigma Yellow Belt

SAS Viya Practitioner

Qlik Academy for Partners

EXPERIENCE

Consultant & Owner

4/2025 - present

Clarity Systems Finland Oy

- Founded Clarity Systems Finland from scratch and built the brand, website and customer base independently.
- Interim Head of Data Platform Services: strategic and operational leadership of a data unit, including priorities, governance, service ownership, stakeholders and change.
- Senior Data Architect: data platform, integration and reporting architecture using Azure, SQL, Frennds and BI technologies.
- Head of Talent & Staffing at Taskmill Oy: resource optimisation, expert network development and delivery quality.

Delivery Director, Site Lead & People Lead

10/2016 - 3/2025

Loihde

- Member of the Loihde management team with responsibility for staffing, delivery, people leadership and business development.
- Grew the Lappeenranta site from approximately 10 to more than 20 employees in five years with 0% attrition.
- Personally recruited 52 professionals in one challenging year while maintaining the unit revenue target.
- Built a transparent one-stop staffing model, strengthened the strategic partner network and led complex enterprise deliveries.
- Led a capability program producing 30+ Azure certifications in one year and established a coaching and mentoring model.

BI Architect / Solution Specialist

9/2012 - 1/2019

Loihde

- Designed and delivered business intelligence, reporting and data warehouse solutions for finance and industrial customers.
- Worked as Scrum Master, Project Manager and Product Owner in customer projects.
- Translated business requirements into data models, technical specifications and production solutions using SAS, Microsoft BI, Qlik, Tableau and Oracle.

SAS Specialist & Service Desk Specialist

11/2010 - 8/2012

Fennia

- Performed data validation, quality assurance and analysis with SAS to support business decision-making.
- Provided user support, problem solving and technical documentation in a service desk environment.

Webmaster

8/2007 - 3/2011

IKEA

- Maintained web content and supported data analysis, digital development and user experience improvements.