

Tobias **KILGA**

Business & technology leader

Austria | DACH & remote across Europe | English & German

I build technology organizations that keep delivering when I am not in the room, and the business around them. I ran global Corporate IT at MED-EL as part of senior management; today I lead the commercial side and hold the P&L of a business unit at SQUER, and still take engineering accountability where a mandate needs it.

100+

MED-EL IT EMPLOYEES
AT END OF TENURE

30

SQUER UNIT MEMBERS
COMMERCIAL & P&L LEAD

15

YEARS AT MED-EL, HELPDESK
TO HEAD OF CORPORATE IT

// LEADERSHIP EXPERIENCE

SQUER

Oct 2025 – present

Head of Product, Data & AI

Lead the commercial side and hold the P&L of the business unit; my co-head leads delivery, and we share overall strategy.

Commercial strategy, sales, go-to-market, offer design, pricing, positioning and strategic accounts.

Österreichische Post

Oct 2025 – Sep 2026

Interim Head of Engineering | Client mandate via SQUER

Led parts of the engineering organization of the digital logistics platform through a leadership vacancy, after the previous head moved into the CTO role. Reported to the VP Digital Logistics Platform.

The mandate covered a digital logistics platform carrying millions of transactions across more than ten integrated systems.

MED-EL

Company tenure: 2010 – 2025

Head of Corporate IT (2019 to 2025)

Grew Corporate IT from around 60 internal employees in 2019 to more than 100 by 2025, across headquarters and teams in 14 countries. Five managers reported directly to me.

Member of senior management, reporting to the CEO and CDO. Responsible for the annual IT operating and capital budget, people, strategy, and architecture. Scope included cybersecurity, helpdesk, IT operations, governance and strategy, and the IT contribution to ISO work.

Career progression. IT Helpdesk Specialist, then Manager, Corporate IT Helpdesk (from 2010); Team Leader, Communications Infrastructure (2016); Manager, IT Operations (2017); Head of Corporate IT (2019).

// APPLIED AI & SECURITY LEADERSHIP

MED-EL AI. Personally built the internal AI chat in 2023, made it available company-wide, and added retrieval over internal knowledge soon afterwards.

Certification work. Executive sponsor and IT lead for ISO 27001:2022, covering part of medical software development at headquarters; direct work on UK Cyber Essentials audits; personally carried out the Cyber Trust Austria Gold label work (2021, one of the first two awarded).

Ventures & education

Building from zero alongside the corporate career, and the academic foundation under it.

// VENTURES & ADVISORY

Flex.Insight Advisory

Jan – Dec 2025

Co-Founder

Built an AI strategy and implementation practice serving eight enterprise and SME clients in its first year, among them banks, insurers and payment companies. Ran it alongside SQUER from October through December, then wound it down to focus on the business unit role.

LIT Health

2024 – 2025

Chief Technology & Product Officer

Led Melia, an AI-assisted diabetes app, through prototype stage. Owned product design, technical setup, architecture, and development, bringing personal experience of living with diabetes to the work.

Walnuts Digital

2024

Partner, AI Strategy

Helped build the company from the ground up and worked across several AI client engagements, alongside my MED-EL role.

Veriyou

2023 – 2024

Co-Founder & CTO

Developed a real-time deepfake detection prototype for RTMP streams and took it into pilot and research work, alongside my MED-EL role.

// EDUCATION

University of Liverpool

2017 – 2019

MSc Information Systems Management

Research focus: how leadership shapes an organization's ability to innovate with technology.

MCI, Management Center Innsbruck

2014 – 2017

BA in Economics

Studied alongside my IT career. Thesis focus: how IT teams manage innovation in their day-to-day work.

// SPEAKING

Keynotes, panels and leadership workshops on what changes when AI agents join a team, and on getting from a prototype to a system people rely on. In English or German.

Selected talks. CANCOM Austria Tech Update, Innsbruck (keynote, 2025); Strong-IT IT-Security Roundtable, Innsbruck (talk and panel, 2025); LSZ CIO Kongress West, Telfs (2023); Handelsblatt Summit Zukunft IT, Düsseldorf (2023).

// ADDITIONAL ROLE

Board Member, BAFIT, University of Innsbruck (2023 – 2024).