

Dr. Matthias Hofmuth

Fractional CHRO & CFO | Hiring & Leadership Development | Operational Excellence | Venture Environment

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PROFILE

I build and scale People functions in growth-oriented companies and bring a sharp commercial lens to everything I do. My core areas are hiring, leadership development, and organisational design. Finance is not a second discipline; it is the perspective that sharpens my People decisions.

At FlixMobility, I led the People function through one of Germany's most ambitious growth phases: 60 to 1,600+ FTE across 16+ countries, up to 750 hires per year. At xentral, I built the TA and People infrastructure during hypergrowth from 40 to 200+ FTE in 18 months alongside a Series A with Sequoia Capital. At Temedica, I held joint VP responsibility for People and Finance, with full P&L ownership and Prokura.

I work with startups, VCs, and international ventures in growth phases as well as in restructurings.

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|-------------------------------|--|-------------------------------------|
| - Hiring & Talent Acquisition | - Hypergrowth Scaling (Seed-Series B+) | - Restructuring & Change Management |
| - Leadership Development | - TA Process Design & Tooling | - People Analytics & AI |
| - Organisational Design | - Compensation & Benefits / Levelling | - Finance & P&L Ownership |

INTERIM & ADVISORY

Finance Lead / Interim CFO

Joby Aviation Germany | Munich

2025-2026

- Strategic and operational leadership of the German finance function for a globally listed aviation company (market cap >\$15bn); interface to US parent finance and group-level reporting
- Led year-end closings and statutory audits, coordinated external auditors and tax advisors, managed banking relationships and asset financing; oversaw AP outsourcing and public research grant applications
- Professionalised finance operations and built structured financial reporting in a high-compliance environment

Interim COO (Finance & People)

Stat-Up Statistical Consulting & Data Science | Munich

2025

- Led Finance and People functions with direct responsibility for cost management and workforce
- Executed a restructuring and workforce rebalancing based on revenue analysis; operationally stabilised the company during an economically challenging period

Talent Advisor

Sereact

2025

- Advised on TA strategy and recruiting process design; built top-talent selection frameworks for a fast-scaling robotics AI startup
- Coached hiring managers on structured interviewing and calibration; introduced tooling and process standards for the recruiting stack

Strategy Advisory

Metronomia | Munich

2025

- Supported senior management in strategy development and leadership activation for a globally operating RPO and biostatistical consultancy

Interim Head of Talent Acquisition

Wandelbots | Dresden (remote)

2021-2022

- Built and executed end-to-end hiring for the GTM function; successfully closed multiple senior and leadership-level openings in a competitive talent market
- Drove tooling decisions for the recruiting stack; established scalable sourcing and assessment processes

Compensation & Benefits Advisor

Sono Motors | Munich

2021

- Designed a career levelling framework including salary benchmarking and career paths for the full organisation (tech, manufacturing, national and international)

Member of the Advisory Board

Clevis GmbH | Munich

2021-2023

- Board mandate at a digital agency focused on HR software selection, implementation, and change management

Interim VP HR

Temedica | Munich

2022

- Assumed management of the HR function in a high-pressure situation and stabilised it; subsequently joined as VP Finance & People on a permanent basis

Interim Head of Finance

therabee | Munich

2020

- Built the finance function from scratch (accounting, tax, VAT) in an early-stage venture

PROFESSIONAL EXPERIENCE

VP Finance & People, Prokurist (Authorised Signatory)

Temedica GmbH | Munich

03/2022-03/2025

- Led People and Finance functions jointly with Prokura (full signatory authority): People team up to 10 FTE, Finance/Controlling up to 4 FTE
- Designed and led the People strategy through a deep B2C-to-B2B SaaS pivot: org redesign, workforce rebalancing, leadership team restructuring, cultural realignment; attrition reduced to <5%
- Completed 100+ hires including multiple senior and leadership positions; implemented L&D programmes, onboarding, and engagement measurement
- Full CFO responsibility in parallel: year-end closings, audit and tax coordination, investor reporting; led the finance workstream of an 8-digit financing round (due diligence, data room, valuation support)
- Selected and implemented HR and finance tooling: ATS, FP&A, spend management - end-to-end from evaluation to rollout

Head of People & Organization / Interim Head of Finance

xentral ERP Software GmbH | Augsburg, Amsterdam

06/2020-02/2022

- Built the People and TA function from scratch during hypergrowth from 40 to 200+ FTE in 18 months; designed recruiting processes, onboarding, OKR framework, and L&D infrastructure ahead of Series A (Sequoia Capital)
- Developed and filled key senior leadership positions; introduced structured interview frameworks and hiring manager coaching
- Additionally served as Interim Finance Lead: built controlling, budgeting, and financial reporting as foundational infrastructure ahead of Series A

Director HR & Head of HR US

FlixMobility GmbH | Munich, Berlin, New York, Los Angeles

08/2014-11/2019

- Built and led the People function through one of Germany's most ambitious growth phases: 60 to 1,600+ FTE across 16+ countries; team of up to 35 FTE, full ownership of Talent Acquisition, HR Ops, and Leadership Development
- Up to 750 hires per year across all functions and seniority levels; market entry hiring into 5+ new countries annually; international TA across 8 European and 2 American offices
- Designed and implemented the leadership development and performance management framework; built a progressive C&B system including levelling, benchmarking, and equity structures

Founder

Digital Solutions & Services GmbH | Munich

2019-2020

- Founded a company to digitalise small medical practices; conducted orderly wind-down after Covid-19 eliminated the business model

EDUCATION

PhD in Management (Dr. oec. publ.) | Magna Cum Laude

2014

LMU Munich

Focus: Entrepreneurship Education

Master of Business Research | Grade 1.2 (Top 10%)

2013

LMU Munich

Focus: Human Resource Education & Management, Entrepreneurship

Diploma in Human Resource Education & Management | Grade 1.6 (Top 10%)

2010

LMU Munich

Focus: HR Education & Management, Culture & Analytics

Languages: German (native) · English (full professional proficiency)