

Dr. Matthias Hofmuth

Fractional C-Suite Executive | CHRO & CFO | Scaling Ventures from Seed to Series C+

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PROFILE

Fractional C-Suite executive with a dual mandate across People and Finance. I build, scale, and restructure organizations – from early-stage ventures to post-Series C growth companies. My edge: I can lead both the CHRO and CFO function simultaneously, eliminating the friction between HR and Finance that slows most growing companies down.

I have scaled teams from 40 to 1,600+ FTE, led 8-digit financing rounds, run B2C-to-B2B pivots, built finance functions from scratch, and restructured organizations under commercial pressure – across 16+ countries and a range of sectors from mobility tech to digital health to robotics and aviation.

I work best with ambitious founders and leadership teams who want an experienced C-level partner, not a consultant who delivers frameworks. Engagements are operational, outcome-oriented, and built around the company's growth agenda.

CORE COMPETENCIES

People & Org

- HR Strategy & Transformation
- High-Volume Talent Acquisition
- Leadership Development
- Betriebsrat & Co-Determination

Finance & Control

- CFO / Business Partnering
- FP&A, Budgeting & Reporting
- Financing Rounds & IR
- Financial Restructuring

Growth & Ops

- Venture Scaling (Seed → C+)
 - B2C-to-B2B Pivots
 - People Analytics & HRIS
 - International Roll-outs (16+ countries)
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ADVISORY & INTERIM ENGAGEMENTS

Interim CFO / Finance Lead

2025–2026

Global Electric Aviation Pioneer

- Strategic and operational leadership of the German finance function for a global aviation company (market cap >\$15bn)
- Managed asset financing, AP outsourcing, banking relationships, year-end closings, and public research grant applications
- Professionalized finance operations and provided cross-functional strategic guidance to senior management

Interim COO – Finance & People

2025

Data Science & AI Consultancy

- Led Finance and People functions with direct P&L responsibility during an economically challenging period
- Executed restructuring and right-sizing based on revenue analysis; stabilized operations

VP Talent & Organization (Advisory)

2025

Generative AI Robotics Pioneer

- Optimized recruiting processes and top-talent selection frameworks for a fast-scaling engineering org
- Coached hiring managers on structured hiring and assessment best practices

Strategy & Leadership Advisory

2025

Global RPO & Biostatistics Consultancy

- Supported senior management in strategy development and leadership activation

Advisory Board Member

2021–2023

HR-Tech & Transformation Consultancy

- Board mandate covering HR software selection, implementation strategy, and change management

Interim VP HR

2022

AI-Driven Digital Health Scale-up

- Rapidly assumed HR leadership in a high-pressure situation and stabilized the function prior to permanent appointment

Interim VP Talent Acquisition

2021–2022

Industrial Robotics Automation Pioneer

- Built and led GTM hiring function; closed senior management openings; led recruiting stack decisions

Compensation & Benefits Advisory

2021

Solar-Electric Mobility Venture

- Designed career leveling framework including salary benchmarking and career paths across full organization

Interim Head of Finance

2020

Digital Health & E-Commerce Venture

- Built finance function from scratch – accounting, tax, and VAT infrastructure for an early-stage venture
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PROFESSIONAL EXPERIENCE

VP Finance & People · Prokurist

2022–2025

AI-Driven Digital Health Scale-up

- Led People (up to 10 FTE) and Finance/Controlling (up to 4 FTE) with full signatory authority (Prokura)
- Drove B2C-to-B2B SaaS pivot: workforce rebalancing, cost optimization, and strategic HR realignment
- Closed an 8-digit financing round and secured 6-digit public research funding
- Implemented people strategy (L&D, onboarding, engagement) → eNPS 40, satisfaction from 60% to 85%
- Reduced attrition to <5%; delivered 100+ hires; selected and implemented ATS, FP&A, and spend management tools

Head of People & Organization

2020–2022

Cloud-Native B2B SaaS Scale-up

- Led People function through hypergrowth from 40 to 200+ FTE in 18 months; interim Finance leadership during Series A
- Built first long-term company strategy, OKR framework, onboarding concepts, and L&D programs
- Introduced controlling, budgeting, and structured feedback processes in a fast-scaling environment

Founder

2019–2020

Digital Solutions & Services GmbH

- Founded venture to digitalize small medical practices; executed orderly wind-down after Covid-19 eliminated the business model

Director HR & Head of HR US

2014–2019

Global Mobility Tech Unicorn

- Led entire HR function during growth from 60 to 1,600+ FTE across 16+ countries; team of up to 35 FTE
- Up to 750 hires annually; market entry into 5+ countries per year; HR leadership across 8 EU and 2 US offices
- Built progressive C&B system; KPI-driven culture, performance, and development measurement
- Managed Betriebsrat structures and labor law matters across multiple German branches

EDUCATION

- PhD in Management (Dr. oec. publ.) · Magna Cum Laude** 2014
LMU Ludwig-Maximilians-Universität Munich · Focus: Entrepreneurship Education
- Master of Business Research · Grade 1.2 (Top 10%)** 2013
LMU Ludwig-Maximilians-Universität Munich · Focus: HR Education & Management, Entrepreneurship
- Diploma in Human Resource Education & Management · Grade 1.6 (Top 10%)** 2010
LMU Ludwig-Maximilians-Universität Munich · Focus: HR Education, Culture & Analytics
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ADDITIONAL

Languages: German (native), English (fluent)

Teaching: Lecturer at Campus M21 & Hochschule Mittweida (HRM, Marketing, Research Methods, 2018–2021)

Location: Augsburg / Munich area · Available for on-site and remote engagements across DACH and Europe