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25+ years of legal + compliance management
 in tech, digital economy & media

Interim Management and Organizational Excellence: Legal & Compliance

Operations | Process Management | Development | Change Management

SERVICE PORTFOLIO (AND ROLES)

Change + Process Management (*Project Lead*)

- Building / restructuring Legal and Compliance departments (function, structures, processes)
- post merger integration
- turnaround management

Legal (*General / Legal Counsel*)

- commercial: drafting and negotiation of international sales and licensing agreements, T+Cs
- litigation
- corporate office management: board meetings, corporate files
- commercial, IT, IP, corporate, labor, anti-trust, e-commerce and criminal law
- stakeholder management

Compliance (*Compliance Officer*)

- building compliance management systems: compliance function, structures, processes, tools
- corporate governance management
- policy management
- risk management (risk assessment, risk controlling)
- export control (sanctions screening), Anti-Money Laundering
- compliance training
- compliance incident management, installation of whistleblowing systems

General Management + Human Resources (*Managing Director; Team Lead; Head of HR*)

- turnaround management: reorganization, HR restructuring
- candidate search + selection, team leadership, performance management
- negotiation with works council (employer representative)

Law Enforcement Relationship Management + Forensic Services (*Managing Director*)

- management of private-public partnership between law enforcement and industry
- internal investigations

Lobbying (*Managing Director*)

- political stakeholder management
- industry association work

PROFESSIONAL TRACK RECORD

since 2018	freelance Interim Manager, INTERIM.legal <ul style="list-style-type: none"> - Interim Compliance Officer, Vitesco Technologies - Interim Legal Counsel, Robert Bosch - Interim Compliance Officer, Share Now - Interim General Counsel & Compliance Officer, IGEL Technologies - Interim Legal Counsel DACH, Optimizely - Interim General Counsel, FALKE KG a.A.
past	Chief Legal Officer Germany, ebay Director Government Affairs Germany, Lucent Technologies General Counsel & Compliance Officer, PrimaCom (cable TV operator) Managing Director & Legal Counsel, HDF KINO (movie theatres association) Managing Director, Gvu Gesellschaft zur Verfolgung von Urheberrechtsverletzungen
since 1995	Rechtsanwalt (Attorney at Law / Germany)



LANGUAGE SKILLS

- German (native speaker)
- English (professional level)
- French (conversational level)

EDUCATION + ACADEMIC MERITS

- 1996 **Juridicae Scientiae Doctor** (*doctor iuris*)
[Universität Bonn](#), English legal [thesis](#) in Public International Law, Canada
- 1994 **Bar Exam** (*zweites Juristisches Staatsexamen*)
post-graduate legal education in Saarbrücken, Montréal and Speyer ([University of Administrative Sciences](#))
- 1990 **Legal Exam** (*Erstes Juristisches Staatsexamen*)
[University of Bonn](#); Scholar of [Studienstiftung des Deutschen Volkes](#) (German Scholarship Foundation)
- 1982 **Abitur**

SOCIAL

since 2004 Firefighter, Berliner Feuerwehr

WHAT THE CLIENTS SAY



clear business focus; lawyer with strong creative skills and a wholistic perspective

Márton Hagner, Head of Legal (Automotive Products), Robert Bosch GmbH



Legal and Compliance pro, experienced communicator with big organizational know-how

Dr. Christine Hahn, General Counsel, Share Now



Self-starter with a clear analytical focus on the merits, process management skills and the courage for creativity... works with great dedication and legal knowhow.

Bernd Sengpiehl, Chief Operations Officer, IGEL Technology



business savvy, highly experienced and clear-sighted business lawyer

Daniel Hikel, General Manager DACH, Optimizely



analyzes even the most exceptional problems within shortest period

Andreas Makowski, Chief Information Security Officer, IGEL Technology

