



PORTFOLIO

Creation, Leadership, Development for Legal + Compliance

Organizational excellence + change management

- Controlling of transformation processes + setting up legal / compliance departments
- Process management
- People management, coaching / mentoring for inhouse counsel

Legal operations

- Leading Legal Departments (General Counsel), lawfirm management
- Legal consulting for management and teams, corporate secretarial services
- Contract creation, negotiation and management

Governance, risk + compliance (GRC)

- Setup of internal control & compliance management systems
- Risk management: risk assessment, mapping + controlling
- Policy management, compliance training

Stakeholder management + communication

- Management of relations with public authorities
- Lobbying, industry association work
- Internal communication: board, staff, works council, shareholders

RECOMMENDATIONS

Client Feedback

"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 extensive 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

"Pragmatic, knowledgeable, always collegial and appreciated for his advice – as our Interim General Counsel, Matthias reorganized our legal department, optimized processes, tackled compliance and duly onboarded his successor. Nothing slipped through the cracks, no issue was too big or too small."

Dr. Barbara Zesik, Chief People Officer, Omio

„...clear focus on organizational excellence, combined with his profound professional experience in legal, people, process and change management.... safely steered our Legal Department through the sometimes rough waters of organizational transition, securing the seamless continuity of legal operations at all times. Our management, team and business profited greatly from his senior guidance, taking our Legal Department to a higher level."

Annemie Ress, Global HR Director & Craig Hoskins, Asset Management Director, Sirius Facilities



BACKGROUND

30 Years of Experience

in hi-tech, automotive, mobility, digital, media, IT, public administration, industry associations and lawfirms

Interim Manager (since 2018)

Project Lead Risk Management, Interim General/Legal Counsel, Interim Compliance Officer, for

Robert Bosch, Stuttgart	engineering, home appliances, automotive
Vitesco Technologies, Regensburg	automotive
CEVT / ZEEKR, Gothenburg	automotive
Sirius Facilities, Berlin	commercial real estate
FALKE, Schmallenberg	garments
Omio, Berlin	travel booking
SHARE NOW, Berlin	carsharing
IGEL Technologies, Bremen	software
Optimizely, Berlin	online marketing

Inhouse Positions (1998-2017)

<i>Managing Director</i>	HDF KINO, Berlin	national movie theatre assoc.
<i>Managing Director</i>	GVU, Berlin	copyright protection association
<i>Chief Legal & Compliance Officer DE</i>	eBay, Berlin	e-commerce
<i>General Counsel & Head of HR</i>	primacom, Mainz	TV cable operator
<i>Director Government Affairs DE</i>	Lucent Technologies, Bonn	telecom infrastructure

Legal Attorney (since 1995)

consulting in commercial law for companies

LANGUAGE SKILLS

Working Internationally

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

EDUCATION

Juridicae Scientiae Doctor (*doctor iuris*; 1996), [University of Bonn](#),
English doctoral legal [thesis](#) on public international and Canadian law; research stays in Canada
Bar Exam (*Assessorexamen*; 1994), Saarbrücken
post-graduate legal education: Saarbrücken, Montréal, Speyer ([University of Administrative Sciences](#))
Legal Exam (*Juristisches Staatsexamen*; 1990), Düsseldorf
studies at [University of Bonn](#) as scholar of [Studienstiftung des deutschen Volkes](#) (German Scholarship Foundation)

SOCIAL

married, father of two
volunteer firefighter, Berliner Feuerwehr
human rights / refugee supporter (Syria, Ukraine)