

# Riccardo dal Pozzolo

Business Partner  
Strategy – Finance – Business Development

## CONTACT



+49-179-4800611



[dal.pozzolo@gmail.com](mailto:dal.pozzolo@gmail.com)



Residence: Munich & Berlin  
Birthplace: Munich  
Birthdate: 09.04.1980



[LinkedIn Profile](#)

## EXPERTISE

LEADERSHIP

STRATEGIC PLANNING

M&A

CAPITAL RAISING

DUE DILIGENCE

FINANCIAL PLANNING

INVESTOR RELATIONS

FINANCIAL STRUCTURING

PROCESS DEVELOPMENT

CORPORATE RESTRUCTURING

## SKILLS

TEAM BUILDER

DEEP THINKING

OUT-OF-THE-BOX

FAST LEARNER

NETWORKING &

RELATIONSHIP BUILDING

## GOAL

CFO PE environment, Scale-Up companies

## PROFILE

Sr. Executive/CFO & sparring partner, who reliably and enthusiastically leads people and processes of international, fast-growing companies in start-up, SME or corporate environments. With attention to detail and deep diving actively steering company strategy and its implementation.

Main focus areas: EQ & Debt Financing / M&A / business strategy & development & planning / corporate restructuring / turnaround management.

## WORK EXPERIENCE

### CONSULTANT & EXECUTIVE

07/2019 – today

Multiple mandates | Germany & Switzerland

CFO / CCO and sparring partner. Main focus: Companies in the start-up and scaling phase with an industry focus on Deep Tech, FinTech and Online Marketing:

- business partner for a Series A round of €2 Mio for a Blockchain FinTech
- interim CFO & business partner for a Series B round of CHF13 Mio for a Swiss Deep Tech Start Up
- building and connecting teams to drive business and culture
- structuring sales team and building sales funnel to drive growth
- setting up business plan incl. go-to-market plan & marketing strategy

### GROUP CFO

01/2016 – 06/2019

WeQ Global GmbH, Berlin | Germany

Scale up performance marketing group with 2 GmbHs, 1 Inc in USA, 1 GmbH in Austria  
Turnover \$70 Mio, EBITDA \$15 Mio | 120 employees, 11 direct reports

responsibility: Finance | Legal | HR

- developed vision, strategy and its implementation as board member
- managed in- & external stakeholder communication
- staffed & managed department incl. annual close & audits in HGB, US-GAAP
- coordinated strategy and due diligence in M&A transactions
- closed \$34m buy-and-build budget with partner banks
- optimized cash position by introducing financial instruments
- owned restructuring and turnaround management

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## EDUCATION

### TRAININGS | 2013

German tax law  
SAP Fi/CO  
Accounting & annual close

### BUSINESS GRADUATE | 2008 (Diplom-Kaufmann)

Ludwig-Maximilians-Universität,  
Munich

### STUDY ABROAD PROGRAMS

Harvard University,  
Cambridge | 2001

International University,  
Venice | 2006

### CIVIL SERVICE | 1999 – 2000

Montessori Kindergarden,  
Munich

### A-LEVELS | 1999

Ludwigsgymnasium, Munich

## INTERESTS

SKIING. SURFING  
SAILING. TRAVEL. ART.  
ARCHITECTURE.  
HISTORY.

## LANGUAGES

German (mother tongue)  
English (fluent)  
Italian (good)  
French (good)

## WORK EXPERIENCE CONTINUED

### HEAD OF FINANCE & HR

04/2014 – 10/2015

Scarosso GmbH, Berlin | Germany

E-commerce fashion startup  
Turnover \$15 Mio, EBITDA \$-3 Mio | 45 employees. 4 direct reports

**responsibility:** Finance Accounting and Controlling | HR

- staffed and managed the finance department
- established processes for investor communication
- set up PL and cash flow planning and controls
- managed payroll accounting & employee lifecycle

### FINANCE & BUSINESS CONTROLLER

03/2012 – 03/2014

Perform Group GmbH, Munich | Germany, Milan | Italy

Online sport rights- and -content marketer  
Turnover \$45 Mio, EBITDA \$5 Mio | 70 employees, 3 direct reports

**responsibility:** Finance Controlling

- coordinated finance set up during post-merger Integration
- implemented corporate reporting guidelines in both subsidiaries
- managed forecasting and cause of change processes
- set up annual budget plan

### BUSINESS DEVELOPMENT PARTNER

09/2011 – 02/2012

oerbn – social sound specialists GmbH, Munich | Germany

startup of a social media agency  
Turnover \$0.5 Mio, EBITDA \$0.1 Mio | 6 employees. 5 direct reports

**responsibility:** Business Roll Out und Management

- set up business operations
- implemented client account management
- managed directly social media campaigns for movie industry clients
- designed ad campaigns on Facebook

### BUSINESS ANALYST

10/2008 – 05/2011

The Walt Disney Company (Germany) GmbH, Munich | Germany

Department Electronic Games | Turnover \$70 Mio, EBITDA \$14 Mio | 35 employees |

**responsibility:** Commercial Planning and Controlling

- set up monthly forecasting, annual budget and 5-year planning
- evaluated business risks during quarter and annual closes
- set up quarterly market and client analysis
- implemented commercial planning