

ONE-PAGER

Nick Schäfer

Fractional People Leader

Interim HR Business Partner · HR Manager

I take on HR responsibility on an interim basis: during restructurings, growth phases and to bridge vacancies, as an HR Business Partner or HR Manager. Career stops at Procter & Gamble, DekaBank and SharkNinja, most recently as Interim Head of People at Rail-Flow in Frankfurt: people operations for a region generating €650M in revenue, compliance across more than 12 jurisdictions.

**€650M****Scale**

HR for a region generating €650M in revenue across 3 countries, 150+ FTE.

€300,000**Savings**

Recruitment costs saved by internalizing talent acquisition.

85%**Efficiency**

Manual HR admin reduced from 30 to 5 hours per week.

3 months**Velocity**

150+ terminations and 30 transfers executed across 6 countries.

CAREER

2026**Rail-Flow · Head of People (Interim)**

Operationalized a restructuring for 180 employees across 3 countries.

2025 TO 2026**SharkNinja · HR Manager Central Europe & Nordics**

Built the German HR function from scratch, region generating €650M in revenue.

2023 TO 2025**Lifera · Senior HR Generalist EMEA**

Executed an EMEA reorganization across 9 countries.

2022 TO 2023**Procter & Gamble · HR Business Partner**

€300,000 in recruitment savings, works-council-tested termination processes.

2021 TO 2022**DekaBank · HR International**

Operational HR across 10 countries, work-from-abroad framework for 4,400 employees.

2019 TO 2021**AMG Engineering · Junior HR Manager**

HR for a 50-employee subsidiary, introduced an occupational-safety SaaS for 200 travelling employees.

MANDATES I'M INTERESTED IN

Transformation

Change

HR Business Partner

HR Generalist

HR Manager

Recruiting

KEY FACTS

- 7+ years of HR experience, including 4+ years as an HR lead
- Confident in German labour law, co-determination and works council relations
- Up to 5 days per week, on site in the Rhine-Main area or remote
- Freelance, on a daily or hourly basis
- German (native), English (C2), Russian (B1 to B2)

CONTACT

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