



Anne-Sophie Droit

HR Director

Paris, France

✓ Anne-Sophie is available for hourly consulting only

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Work Preference

Location: Not looking to relocate

Pattern: Open to Full-time work

Employment: Permanent Positions

Skills

Talent Development (Advanced)

Negotiation (Advanced)

Change Management (Advanced)

Mergers & Acquisitions (M&A) (Intermediate)

Due Diligence (Intermediate)

Recruitment Marketing (Advanced)

Coaching & Mentoring (Advanced)

Employer Branding (Advanced)

Benefits Design (Intermediate)

Process Design (Advanced)

Talent Developer (Advanced)

Board Administration (Beginner)

Board Development (Intermediate)

Languages

Russian (Basic)

English (Fluent)

About

BRANDS WORKED WITH

Adecco

Almaviva Sante, Clinics and Hospitals

Fapagau Factory Business

France VF Corp.

Galleries Lafayette

Hermès

HR L'Oreal Group

L'Oréal France

Picard Surgelés

Rio Tinto-Alcan Factory

VEJA

Videlio-Hms

Experience

VP of HR

Almaviva Sante, Clinics and Hospitals | Jan 2020 - Jan 2022

Privately Held under LBO; 7,000 people; Health sector,
•VP of HR: 5,000 employees and 2,000 doctors, 40 Clinics in France and Canada
•Experience : o M&A social analysis, Due Diligence preparations, shareholders presentations, o Trade unions experience : renewal of work council, leading negotiations, dealing with critical strikes o HR culture change :
merge of HRIS (from 8 different HRIS),
professionalization of managers (via a tailor made training program),
building a new employer brand,
contribution to a new ESG department,
modernization of HR teams,
implementation of new processes



VP of HR

Picard Surgelés | Jan 2017 - Jan 2020

Privately Held under LBO; 6,000 employees; Food industry (logistics, retail), France
•VP of HR: 6,000 people, 1,000 stores, France, Belgium, Holland, Luxembourg, Sweden
•Experience : o M&A social analysis, Due Diligence preparations, shareholders presentations, o International issues : expatriate contracts management, international recruitment and management of talents, group work council leader, o Trade unions experience : renewal of work councils processes, leading negotiations, o HR culture change :
digitizing to make omnichannel happen (by a specific recruitment and training program),
renewal of customer experience



HR Director

Adecco | Jan 2016 - Jan 2017

Privately Held: recruitment, flexible placements and outsourcing, Swiss
•HR Director for France: 3,500 people, 1,200 recruitment offices
•Experience : o Trade unions experience : leading work councils, negotiations,

HR Leader for

France VF Corp. | Jan 2015 - Jan 2016

Privately Held: Apparel and footwear company (Timberland, Vans, the North Face, Napapijri,...) USA
•HR leader for France: 700 people, 50 stores, 6 show-rooms and head-quarters, matrix report to business and HR in Europe
•Experience : o International issues : recruiting and training multicultural teams, expatriate contracts management o HR culture change : professionalization of leaders

Spanish (Basic)

French (Native)



● HR Consultant

Videlio-Hms | Jan 2014 - Jan 2015

Privately held: 200 Employees; audio and video equipment for luxury cruises.

•Experience : o International experience in the US o HR culture change : Implementation of new processes

● HR Director

Galleries Lafayette | Jan 2011 - Jan 2013

Family-owned business: retail industry (specialty stores)

•HR Director for headquarters: 1,500 people.

•Experience : o International issues : international recruitment and management of talents, o HR culture change : digitizing to accompany omnichannel business project, lean management to reduce HQ costs, implementation of a new culture of fashion (partnerships with reference schools, task force to recruit and retain talents),



● HR Director

Hermès | Jan 2007 - Jan 2011

Family-owned business: luxury industry (leather goods, fragrances)

•HR Director of the Beauty Branch: 500 people

•Experience : o International issues : expatriate contracts management, international recruitment, training and management of talents, o HR culture change : professionalization of managers, restructuring of HR team . .

● International Training Manager

| Jan 2004 - Jan 2007

- 60,000 people

● HR Manager

Fapagau Factory Business | Jan 2001 - Jan 2004

● HR L'Oreal Group | Jan 2000 - Jan 2007

Privately held: cosmetics industry, matrix organization

● Deputy HR Director

L'Oréal France | Jan 2000 - Jan 2001

people

•Experience : o International issues : leading international project and multicultural teams, o Trade unions experience : renewal of work council, leading wage negotiations, dealing with critical strikes o HR culture change : professionalization of managers, restructuring of HR team

● Deputy HR Director

Rio Tinto-Alcan Factory | Jan 1998 - Jan 2000

plant - 1,000 people



● HR Director

VEJA | Jun 2023 - Now