



Anne-Sophie Droit

HR Director

Paris, France

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Languages

- Russian (Basic)
- English (Fluent)
- Spanish (Basic)
- French (Native)

About

BRANDS WORKED WITH

- Adecco
- Almaviva Sante, Clinics and Hospitals
- Fapagau Factory Business
- France VF Corp.
- Galeries 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 headquarters, 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

- **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**

Galeries 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