



# Assia AMEZIAN

## HR Director

*Head of HR with 10 years of experience in complex, multi-stakeholder environments, combining business partnering, labor relations, organizational transformation and people cost management. Currently HR lead for a 300-employee business unit and CODI member, I support strategic decision-making, drive social roadmaps and lead HR transformation in close partnership with business leaders. Recognized for my ability to structure, influence and deliver in demanding environments, with a strong balance between people, performance and operational excellence.*

## Contact

### Phone

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### Email

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### Address

Lyon 07 – France

## Know-how

- Business HR partnering
- Labor relations & social risk management
- Organizational transformation
- People cost management
- Change management
- Talent & succession planning

## Soft skills

- Strategic thinking
- Business acumen
- Influence & negotiation
- Self-initiative
- Decision making
- Social intelligence
- Resilience

## Language

- French – native
- English – fluent
- Spanish – notions
- Berber - native

## Experience

### 2024 – today

Danone, Limonest FR, Agri-food industry

#### Head of HR for Specialized Nutrition France

Lead the HR roadmap for Specialized Nutrition France, covering talent, performance, C&B, engagement, workforce planning and organizational effectiveness.

Manage and develop a team of 5 HR professionals, including HRBP, HR operations/support roles and apprentices, ensuring operational excellence and high-quality business support.

Drive organizational transformation, including the deployment of a new Sales Force organization, from target design coordination to implementation and change management.

Lead the full social roadmap of transformation projects, including employee representatives' information-consultation process, risk assessment, stakeholder alignment and legal/social consistency.

Own labor relations and social dialogue for the entity, managing CSE/CSSCT, annual negotiations, employee representatives and sensitive collective topics.

Pilot people costs and overheads management, balancing recruitment needs, business ambitions and financial constraints through close monitoring of people and non-people costs.

Support complex individual cases and leadership decisions, ensuring business continuity, legal robustness and fair people management

### 2023 – 2024

Danone, Limonest FR, Agri-food industry

#### Social Dialogue Manager Danone France

Led strategic labor relations projects at France level, including NEO and GEPP negotiations, from social strategy definition to agreement drafting.

Defined negotiation roadmaps and risk assessments, ensuring legal consistency, stakeholder alignment and clear governance.

Managed employee representatives and union relationships on complex transformation and workforce planning topics.

Partnered with HR leaders and business stakeholders to secure robust social deployment and communication strategy.

## IT

- Windows
- iOS MS Office
- Workday (HR)
- SAP HR
- Successfactors (HR)

## Miscellaneous

- Writing
- Reading
- Boxing/Pilates
- Travel

### 2022

Danone, Limonest FR, Agri-food industry

#### HRBP Operations / Labor Relations Manager

HR business partnering and support to Operations teams (QFS, IPRO, R&I – 90 employees)

HR process management and animation (performance, talent, C&B..)

C&B SPOC for HR community at CBU level

Manage Labor Relations and Limonest Bodies (President of the CSE and CSSCT)

### 2021-2022

Danone Nutricia Africa & Overseas, Limonest FR, Agri-food industry

#### Transformation Manager

**Led the Local First transformation social roadmap**, including redundancy plan coordination, social procedure follow-up and stakeholder alignment.

**Acted as PMO for Africa transformation deployment**, coordinating 7 projects to support the carve-out of responsibilities between Hub and local teams.

**Supported CODI members through change**, ensuring governance, decision-making preparation and transformation follow-up.

### 2019-2021

Danone Nutricia Africa & Overseas, Limonest FR, Agri-food industry

#### HRBP

**HR Business Partner for Early Life Nutrition Africa**, supporting 80 employees across Topline, Operations and Support functions.

**Led HR processes and CODI routines**, including performance, talent, compensation and engagement action plans.

**Contributed to organizational reviews and social dialogue**, supporting fit-for-purpose organization design and entity-level agreements.

### 2014 - 2018

Sanofi Aventis Group, Lyon Fr, Pharmaceuticals

#### HR Partner/HR Project coordinator

**Supported global and local HR populations** across support functions, covering HR administration, recruitment, mobility, performance and talent processes.

**Coordinated HR activities for transformation and ERP projects**, including workforce planning, staffing, budget tracking and stakeholder coordination.

**Managed recruitment and contingent workforce processes**, partnering with managers, agencies and HR teams.

**Supported labor relations activities**, including preparation and co-animation of employee representative bodies.

## Education

**2025: Ouvrir Mon Monde – cross companies management program**

**2022: Danone Business Partnering training – AMEA Zone**

*Stakeholder value and engagement, Leading through change, Stakeholder influence and interaction, Communicate with impact*

**2019: Danone transformation model training**

**2015: Second year of a master's degree in HR Management**

*Ecole Européenne de Management par Alternance (ECEMA) – Lyon, FR*

**2013: First year of a master's degree in Labor Law**

*Université Jean Moulin Lyon III – Lyon, FR*

**2012: Bachelor's degree in Private Law**

*Université Jean Moulin Lyon III – Lyon, FR*