

CLAIRE DRIAUT

TALENT & CAPABILITY DEVELOPMENT | CONSULTANT LEADERSHIP | LIFE SCIENCES TECHNOLOGY

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EXECUTIVE PROFILE

Talent and Capability Development leader with progressive experience spanning consultant recruitment, onboarding, professional development, performance management, career progression and large-scale learning programs. Brings deep life sciences technology experience through Veeva Systems, with responsibility for developing consulting talent across European Research & Development and Quality practices. Combines direct people leadership with cross-functional program management, high-volume recruitment, competency assessment, promotion readiness and structured capability building.

CORE EXPERTISE

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| • Talent & Capability Development | • High-Volume Recruitment & Candidate Assessment | • Performance Management & Governance |
| • Consultant Leadership & Coaching | • Competency & Career Frameworks | • Onboarding & Bootcamp Design |
| • Promotion & Career Progression | • Learning & Enablement Programs | • Cross-Functional Stakeholder Management |
| • Life Sciences Technology | • Program & Cohort Management | • Workforce & Capacity Planning Exposure |

PROFESSIONAL EXPERIENCE

VEEVA SYSTEMS

Cloud and technology solutions for the global life sciences industry

Manager, Consultant Development Program (R&D; / Q)

Apr 2025 – Present | France

Lead consultant development initiatives focused on capability building, performance management, and cross-functional alignment across European life sciences accounts.

- Lead a rolling Consultant Development Program supporting approximately 12 to 40 Associate Consultants at different stages of development, with three annual intakes and two promotion cycles.
- Lead high-volume recruitment, including candidate assessment and final-stage hiring decisions; personally hire approximately 20 associates annually and oversee progress against hiring targets of 40+ hires per year across European regions and business functions.
- Design and deliver the two-week in-person onboarding bootcamp, combining life sciences context, Veeva Vault knowledge and consulting fundamentals with structured assessment and feedback.
- Establish performance check-ins, mentoring and readiness evaluations, partnering with professional services leaders to align development priorities with evolving customer and practice needs.

Practice Manager, Consultant Development Program (R&D;)

Apr 2023 – Apr 2025 | France

Managed consultant career progression, team capability building, and performance execution across regional implementation teams.

- Led structured coaching and performance management for a rolling cohort of up to 39+ Associate Consultants, supporting development, performance discussions and career progression.
- Strengthened competency assessment approaches and career pathways to support consistent evaluation of domain knowledge, customer engagement and technical capability.
- Managed promotion review processes and provided assessment input to leadership to support evidence-based advancement decisions.
- Partnered with practice leaders on headcount, utilization, hiring pipeline, staffing, mentoring and capability priorities.

Team Lead, Consultant Development Program (R&D; / Q)

Oct 2020 – Apr 2023 | France

Led a dedicated team of associate consultants, focusing on onboarding, skills development, and project assignment readiness.

- Directly managed a dedicated pod of 12+ Associate Consultants from initial hire through promotion into specialized consulting roles.
- Delivered 1:1 coaching, goal setting and regular performance evaluations while supporting project assignment readiness and engagement quality.
- Designed and piloted elements of the role-based curriculum covering clinical operations, R&D; and Quality solutions, and consulting methodology.
- Supported career pathing and progression, including transitions into consulting and other Veeva career paths where appropriate.

Implementation Consultant, Clinical Operations

Sep 2019 – Oct 2020 | France

Provided implementation support, domain expertise, and operational guidance for life sciences clients adopting Veeva Vault Clinical solutions.

- Supported life sciences clients with requirements gathering, solution design, configuration, data migration, user readiness and implementation of Veeva Vault Clinical applications.
- Facilitated workshops and collaborated with client and internal stakeholders to translate operational requirements into practical technology solutions.

PROFESSIONAL EXPERIENCE (CONTINUED)

Product Trainer
Designed and delivered technical enablement for Veeva Vault Platform, eTMF, QualityDocs and QMS for customers, partners and internal audiences.

- Helped scale the training offering from a three-day in-person course to a two-week virtual instructor-led training model, contributing to content development and trainer ramp-up.

Jul 2017 – Sep 2019 | France

ADDITIONAL PROFESSIONAL EXPERIENCE

UBAQ
Educational software and technology solutions provider
Training Manager
Spearheaded software enablement and user onboarding strategies for NAYA software platforms, establishing structured learning paths for diverse client accounts.

- Led the NAYA software training offering, including needs analysis, curriculum and learning-material development, user onboarding and internal capability development.
- Built digital training collateral including tutorials, user guides, business cases and training portals, while managing client and internal stakeholder relationships.

Mar 2015 – Jul 2017 | France

WESTMILL BUSINESS COACHING *Corporate training and professional development*

Resource Center Manager, Language Learning Program
Managed multi-site language learning programs for 300+ trainees, a multicultural team of 6 and an annual budget of €260,000.

- Conducted training needs analysis and coordinated blended delivery across individual, group, phone, Webex and immersion formats.

Feb 2012 – Feb 2015 | Île-de-France / PACA, France

Resource Center Manager, Language Learning Program
Directed large-scale language learning programs for 800+ trainees across industrial and business sectors, managing a multicultural team of 12 and an annual budget of €410,000.

- Led needs assessment, client relationships, fiscal reporting and complex program delivery across diverse learner and stakeholder groups.

Jan 2008 – Jan 2012 | Aix-en-Provence, France

EDUCATION & CREDENTIALS

Bachelor of Arts (B.A.) Wilfrid Laurier University, Canada 2004	Relevant Credentials Vault Platform Associate Administrator, Veeva 2024 Vault Platform Associate White Belt, Veeva 2022	Languages & Systems English: Native French: Full Professional Proficiency Veeva Vault & Life Sciences Solutions Workday Lever SAP Sigma
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