

Native

Migrations

India Talent Summary

Banking and Markets

2024



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Migrations

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Corporate Banking

Talent Movements Summary 2024

90%

moves in Relationship
Management

32%

hires within
Domestic Banks

86%

hires at senior levels vs
70% in 2023

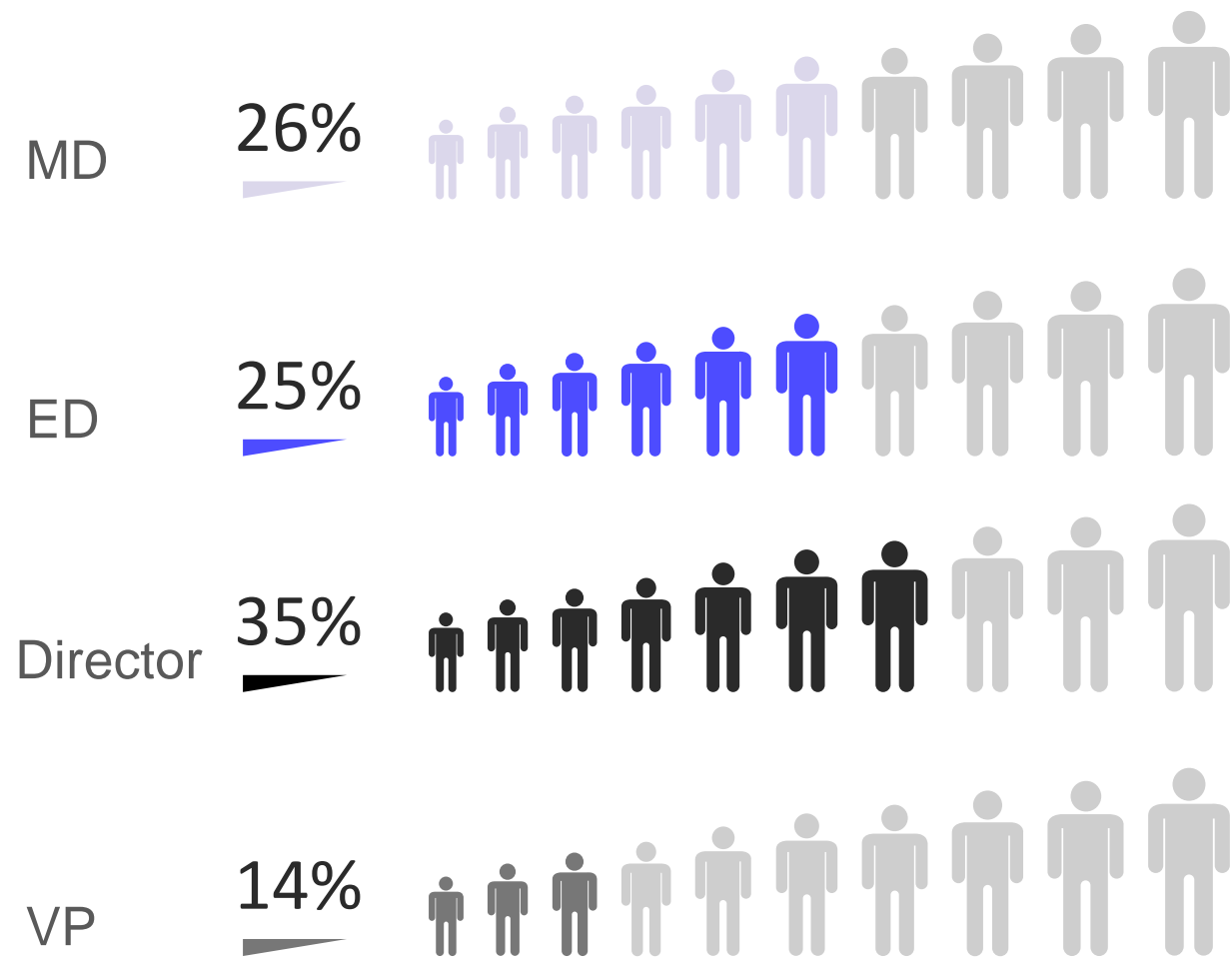
58%

moves in LLC vs
37% in 2023

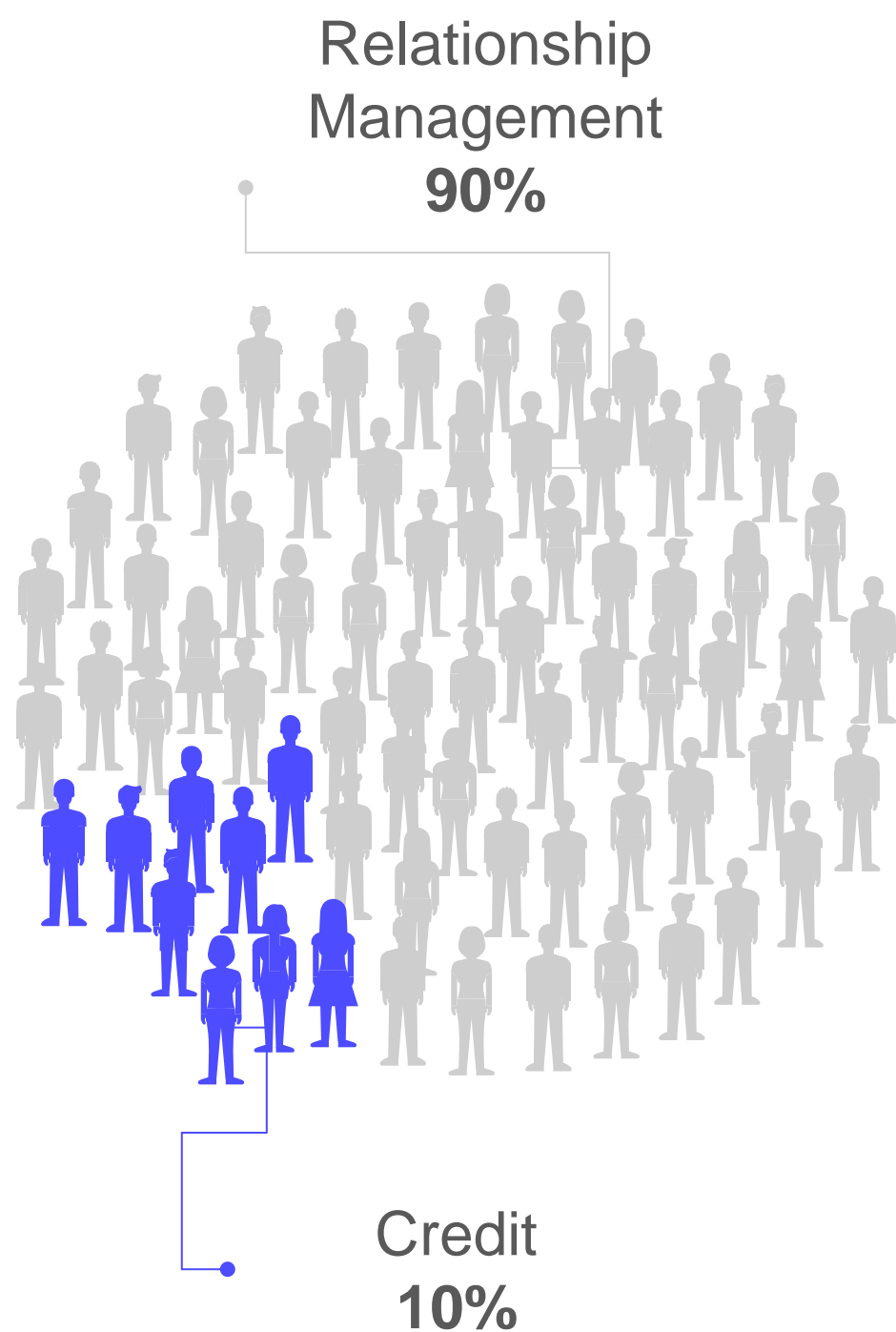
The movements have been summarised basis data recorded across global banks, domestic banks and corridor banks in India

2024

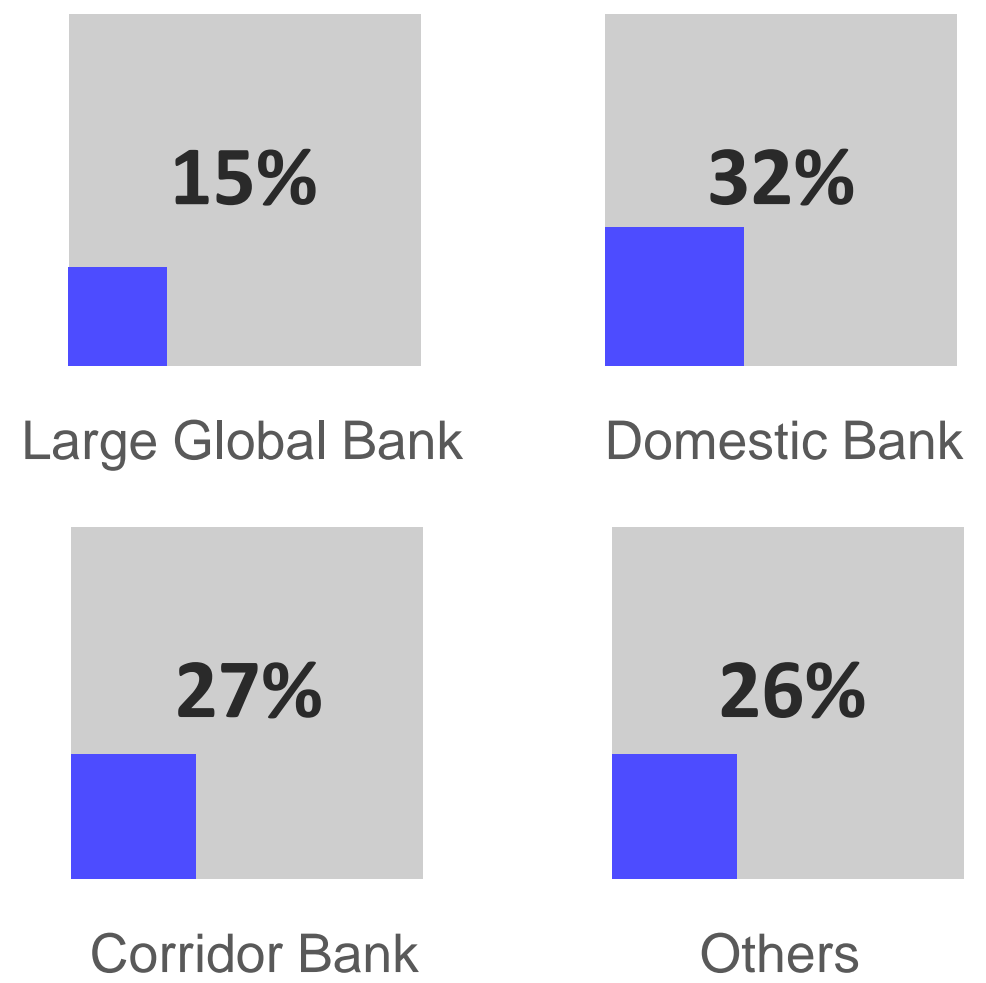
Level wise Movements



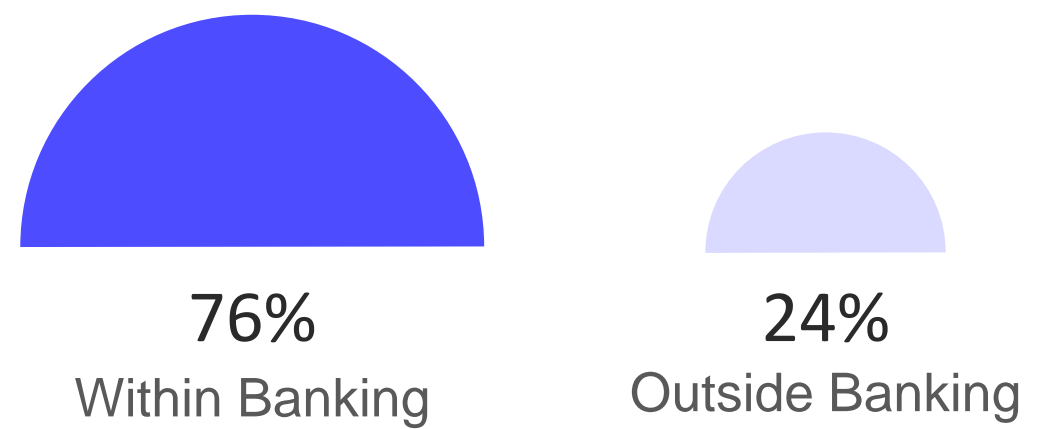
Functional Hiring Split



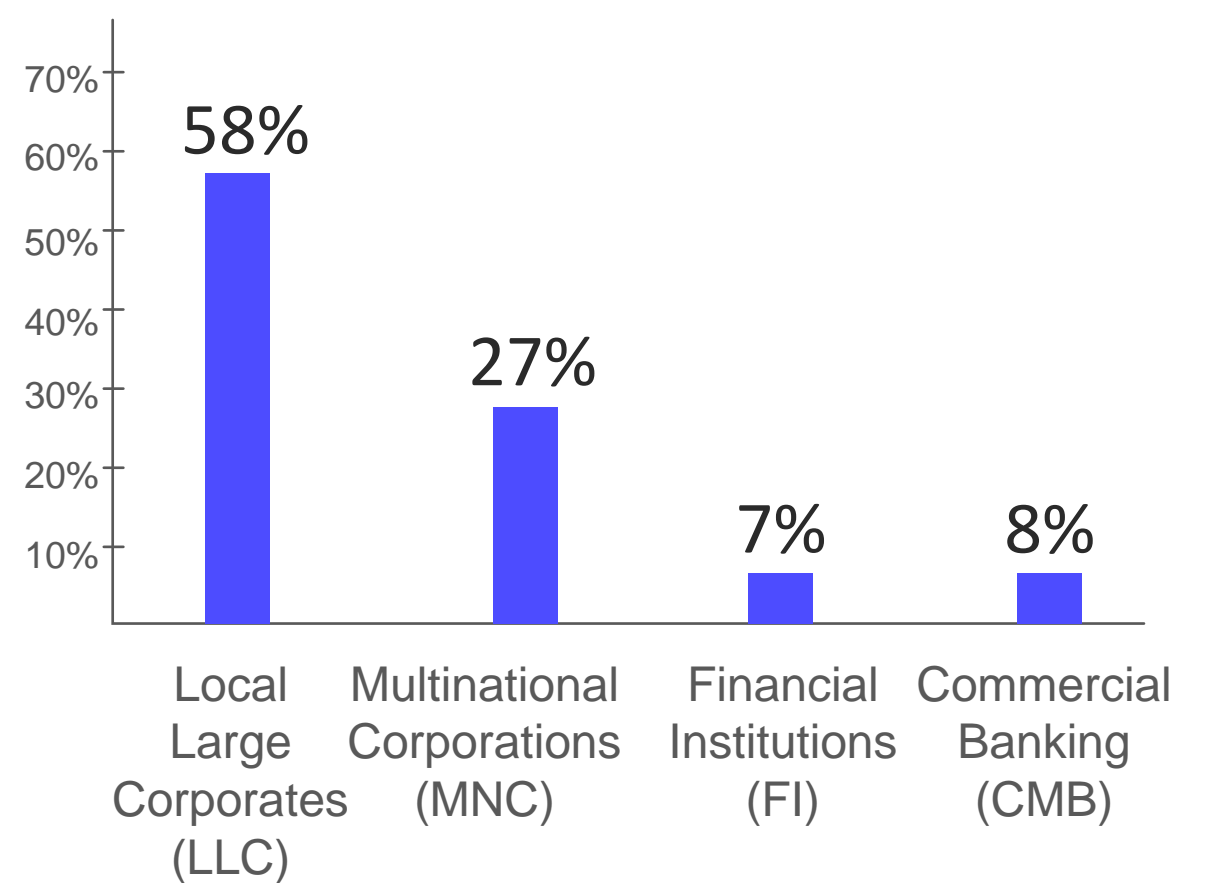
Global / Domestic Banks Hiring Split



Churn Analysis























Segment Wise Movements



Corporate Banking – Key Movements

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2024

 Bhushan Parekh Head Research & Analysis - North & West India [Ex-Citibank]	 Aastha Kharia SVP - Strategic Programs and Process Design [Ex-HDFC Bank]	 Sibi Jacob Peediyakel SVP & Regional Head - MNC [Ex-DBS Bank]	 Vijay Mulbagal Group Executive - Strategic Programs & Sustainability [Ex-HDFC Bank]
 Brijesh Mehra CDPQ nominated non-executive Chairman and Director [Ex-RBL Bank]	 Vivek Kabra Head Credit Underwriting - FIG [Ex-Yes Bank]	 Lalit Jadhav Partner - Financial Services [Ex-IndusInd Bank]	 Avinash Sharma Head Commercial Banking [Ex-IndusInd Bank]
 Manish Modi Head - Wholesale Bank [Ex-IndusInd Bank]	 Vatsal Sinha Head Corporate Banking [Ex-IndusInd Bank]	 Ashtad Bamji Deputy Vice President - Sales [Ex-HSBC]	 Sekhar Pakki Managing Director, Corporate Banking [Ex-HSBC]
 Adityavikram S Regional Head Institutional Banking [Ex-ICICI Bank]	 Gorav Kukkar Regional Head North & East - Medium Group, IBG [Ex-Axis Bank]	 Sumit Ghosh MD & Regional Head North, IBG [Ex-HDFC Bank]	 Manik Chhabra Head - Global Corporate Coverage, India & Sri Lanka [Ex-Citibank]
 Manian KVS MD & CEO [Ex-Kotak Mahindra Bank]	 Deepak Goyal Chief Risk and Compliance Officer [Ex-Yes Bank]	 Saurav Saha Head Credit Risk Management [Ex-HSBC]	 Sheetal Sehgal Choudhry Director - ICG India [Ex-Northern Arc Capital]

Corporate Banking – Key Movements

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 HSBC Shraddha Chaudhary Relationship Manager - MNC [Ex-BNP Paribas Bank]	 India Ratings & Research A Fitch Group Company Brajesh Tiwari Head - South India, Large Corporates [Ex-IndusInd Bank]	 IndusInd Bank Anant Kumar Zonal Head - Strategic Clients Group [Ex-HDFC Bank]	 IndusInd Bank Ashuman Mohapatra SVP - Corporate Banking [Ex-Axis Bank]
 IndusInd Bank Nitesh Nanjani Zonal Head - Strategic Clients Group [Ex-Axis Bank]	 J.P.Morgan Shubham Singhal VP - Global Corporate Bank [Ex-Citibank]	 kotak Kotak Mahindra Bank Bhavin Shah EVP [Ex-HDFC Bank]	 kotak Private Pallavi Joshi Director [Ex-Citibank]
 LARSEN & TOUBRO Ravi Thota Head - Enterprise Risk Management [Ex-Simera Consulting]	 MIZUHO Anshumaan Gupta Senior Director - Corporate Banking [Ex-BNP Paribas Bank]	 NaBFID Himanshu Gulliani Head- Corporate Strategy and Partnerships [Ex-IndusInd Bank]	 NaBFID Sharad Agarwal Head - Lending & Project Finance [Ex-ICICI Bank]
 pine labs Lokesh Sharma Director [Ex-DBS Bank]	 SBM bank Ashish Vijaykar MD& CEO [Ex-Standard Chartered Bank]	 SBM bank Prakash Jaiswal Head Corporate Banking [Ex-HSBC]	 SMBC Arpan Garg ED - Renewables, Utilities & Infra [Ex-HDFC Bank]
 SMBC Vinita Dialani Vice President - Corporate Banking Coverage [Ex-Axis Bank]	 SMBC Mansi Tandon Executive Director - Corporate Banking [Ex-DBS Bank]	 SMBC Shrikant Nayak ED - MNC Coverage [Ex-DBS Bank]	 STFT Neeraj Chawla Co-founder [Ex-HDFC Bank]

Corporate Banking – Key Movements

2024



Chinmoy Ghosh
Director - Commercial
Corporate & Institutional
Banking

[Ex-HDFC Bank]



Mihir Dandekar
Head - Growth & New
Initiatives

[Ex-Federal Bank]



Shruti Gupta
Head- Commercial & Money
Movement Solutions, India
and South Asia

[Ex-Citibank]



Ankur Sodhani
Head Wholesale Risk
Policy

[Ex-StrideOne]



Santanu Sengupta
Chief Growth & Strategy
Officer

[Ex-Wells Fargo]

Global Transaction Banking

Talent Movements Summary 2024

53%

hires in Global
Transaction Banking vs
49% in 2023

88%

hires at senior level
vs 62% in 2023

83%

moves in corporate
sales vs 70% in
2023

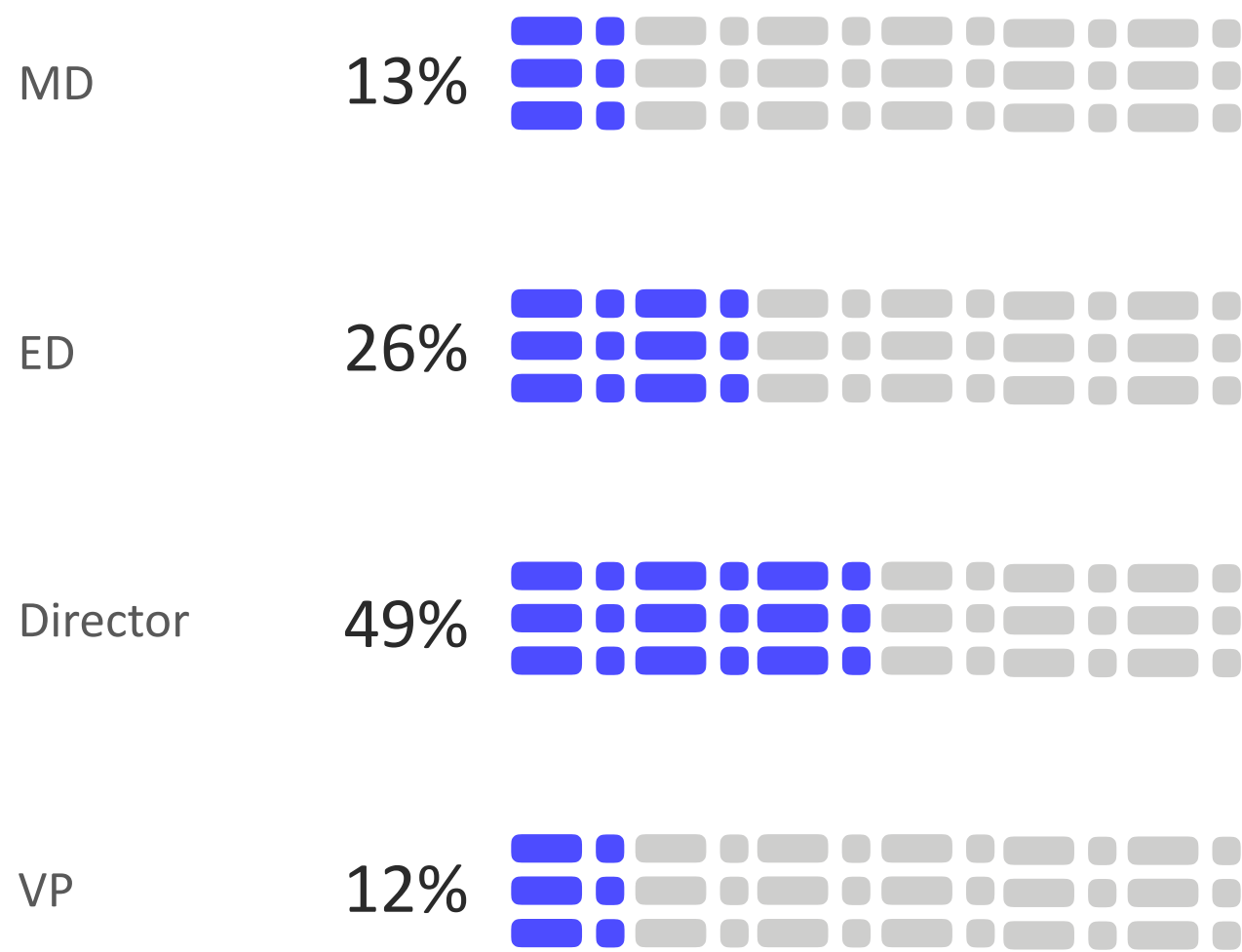
49%

moves outside
Transaction Banking

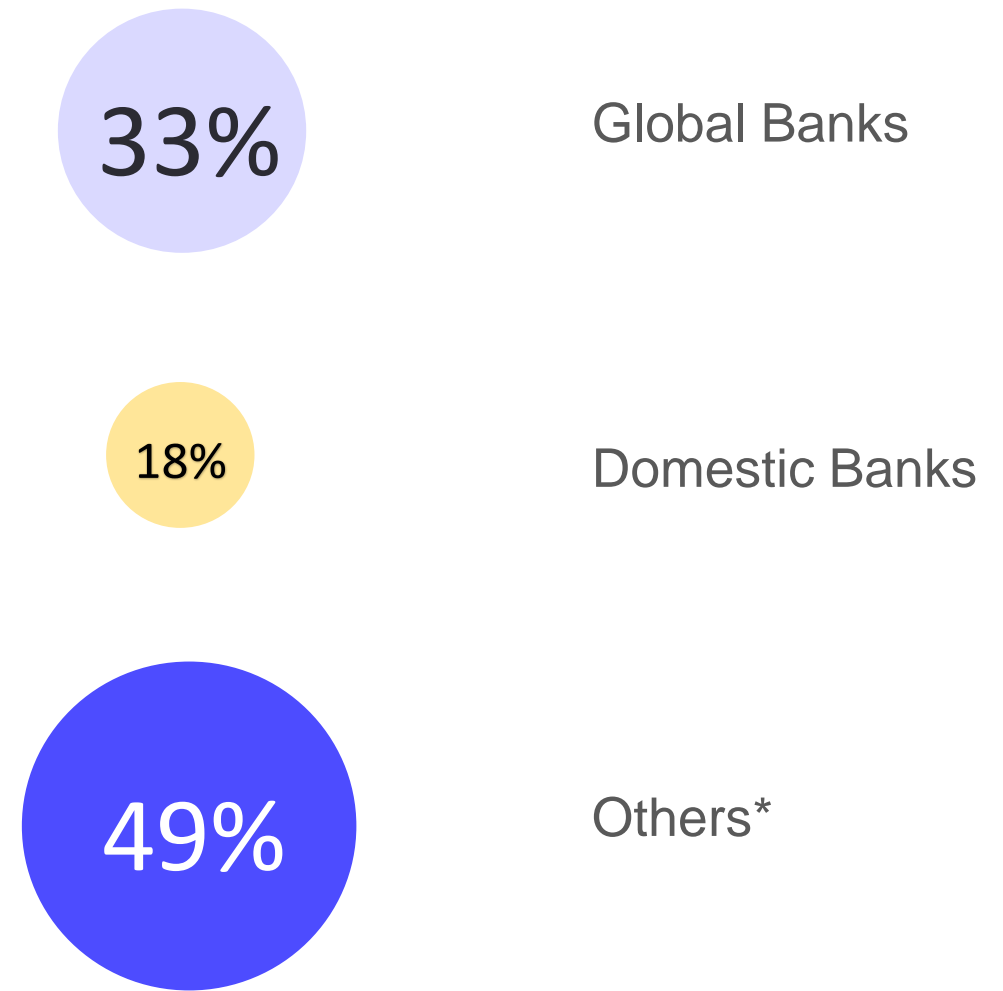
The movements have been summarised basis data recorded across global banks, domestic banks, corridor banks, wholesale payments and trade finance, FinTechs in India

2024

Level Wise Movements

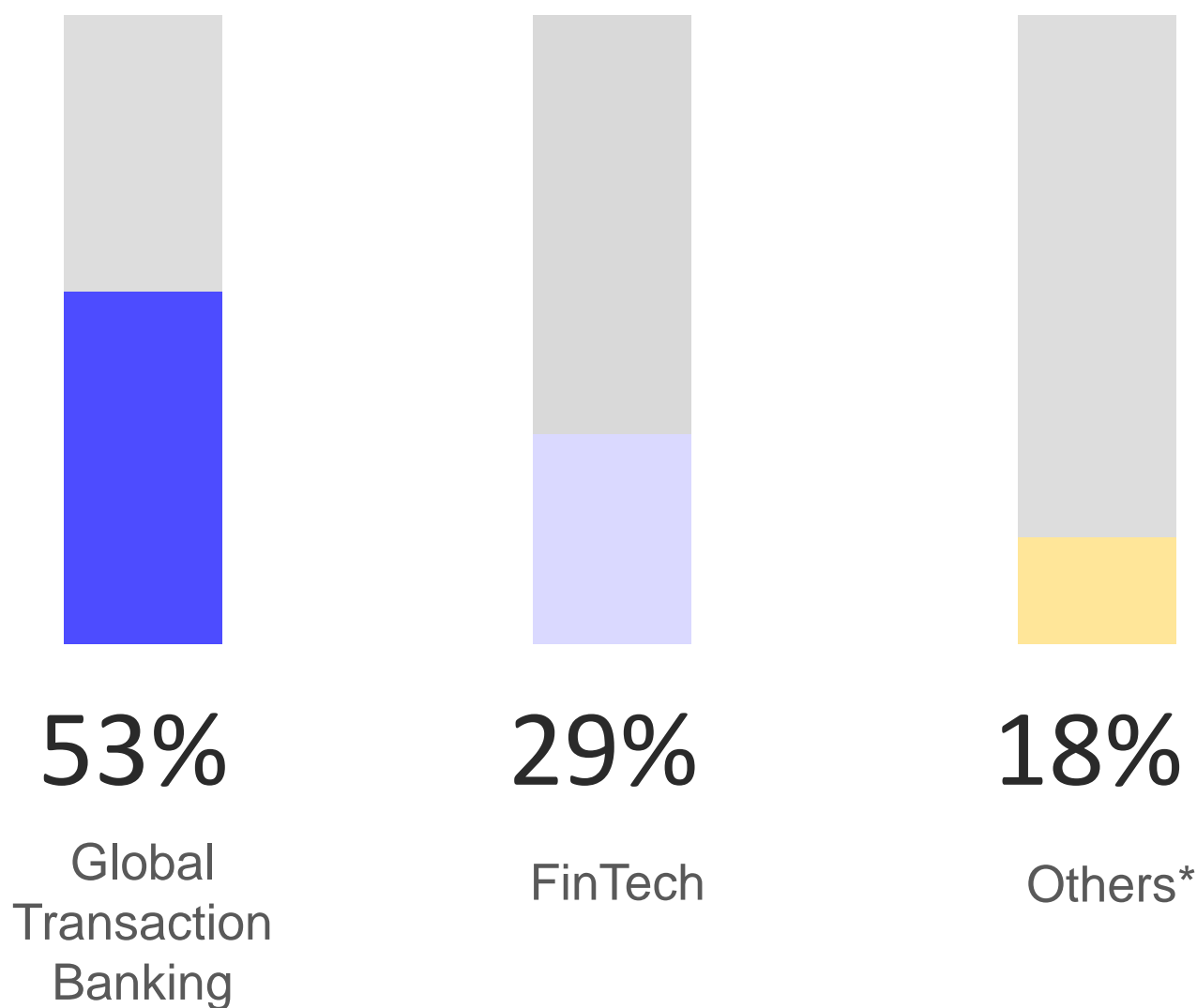


Global / Domestic Platforms Hiring Split



* Other represents movements outside Banking

Banking Hiring Split



Segment Wise Movements























* Other represents movements outside Banking

Transaction Banking – Key Movements

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 <p>Ankur Bhandari Product Head</p> <p>[Ex-Bizongo]</p>	 <p>Shikha Gupta Partnerships: Cross border payments & Cards</p> <p>[Ex-Cashfree Payments]</p>	 <p>Manoj Shetty Managing Partner - Capital Markets</p> <p>[Ex-BNP Paribas Bank]</p>	 <p>Kavita Pathak Head of Sales</p> <p>[Ex-HDFC Bank]</p>
 <p>Shobha Iyer Director - Transaction Banking Sales (West) & Cash Management (India)</p> <p>[Ex-Olea]</p>	 <p>Vidyasagar Hariharan SVP - Head Trade Product</p> <p>[Ex-Mashreq Bank]</p>	 <p>Neeta Nawathe SVP - Wholesale Banking Products</p> <p>[Ex-HSBC]</p>	 <p>Surabhi Jain VP - FIG</p> <p>[Ex-Citibank]</p>
 <p>Jyoti Mishra Head Transaction Banking Sales, West India</p> <p>[Ex-Citibank]</p>	 <p>Ajitabh Bharti Co Founder</p> <p>[Ex-Barclays Bank]</p>	 <p>Sugandha Sinha Director, Head of Sales - Indian Subcontinent, Institutional Cash & Trade</p> <p>[Ex-Barclays Bank]</p>	 <p>Vikram Gupta MD - Business Development</p> <p>[Ex-DBS Bank]</p>
 <p>Gaurav Bhatnagar Co-Founder</p> <p>[Ex-Standard Chartered Bank]</p>	 <p>Sanjeev Mehta Founder</p> <p>[Ex-Standard Chartered Bank]</p>	 <p>Vivek Venugopalan Director and Head Product - Global Payment Solutions</p> <p>[Ex-Yes Bank]</p>	 <p>Chiragi Kothari Director - Global Trade & Receivable Finance Sales</p> <p>[Ex-Kotak Mahindra Bank]</p>
 <p>Satya Prakash Pandey Regional Head - IFIG</p> <p>[Ex-IndusInd Bank]</p>	 <p>Abhaya Mishra VP - Structured Trade & Finance</p> <p>[Ex-Citibank]</p>	 <p>Jacob Kurien Founder</p> <p>[Ex-Axis Bank]</p>	 <p>Munindra Verma CEO - M1NXT</p> <p>[Ex-Yes Bank]</p>

Transaction Banking – Key Movements

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 Jatin Joshi Head India [Ex-Standard Chartered Bank]	 Ameya Sakhalkar Practice Head – Private Banking [Ex-Citibank]	 Arun Raghavan MD, Commercial - India, Singapore and Vietnam [Ex-C2treds]	 Rajesh Narayanan Head, Transaction Banking and Financial Institutions Group [Ex-RBL Bank]
 Unmesh Partiwala CEO [Ex-IFSCA]	 Shwetabh Singh Director - International Banking Relationships [Ex-IDFC First Bank]	 Sachit Sahni Head Transaction Banking - India & South Asia [Ex-IndusInd Bank]	 Virat Dantwala SVP - Business Development [Ex-BNP Paribas Bank]
 Vishal Santosh Director [Ex-M1xchange]	 Ambika Ravi MD & CEO [Ex-#dltlledgers]	 Mayank Jain Head - Partnerships, Supply Chain Finance [Ex-DBS Bank]	 Sameet Kumble General Manager [Ex-IndusInd Bank]

Private Credit & Global Markets

Talent Movements Summary 2024

72%

moves in Wholesale
Credit vs
52% in 2023

61%

moves in DCM /
Structured Finance
Function vs 27% in 2023

28%

hires in Global
Markets vs 47% in
2023

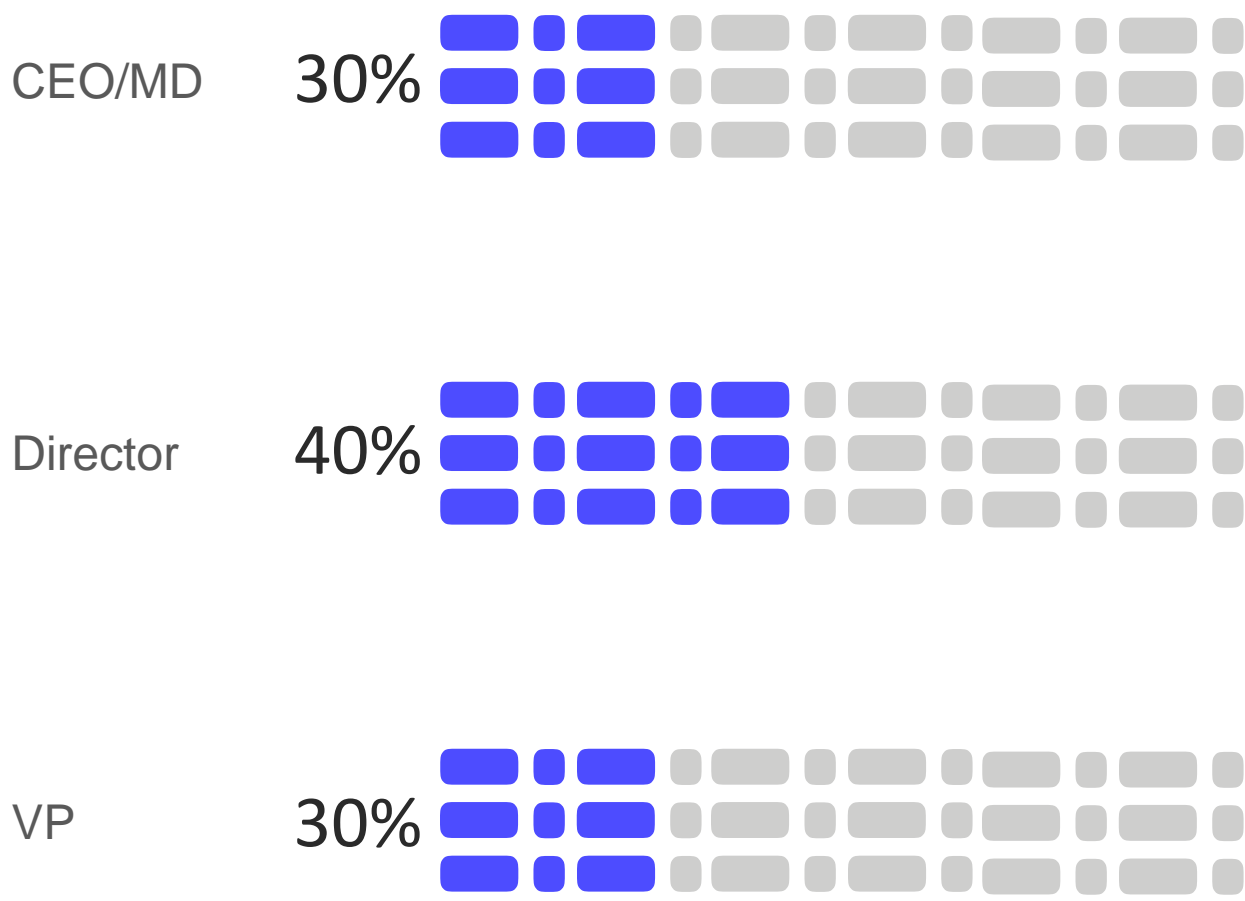
70%

hires at Senior level
vs 48% in 2023

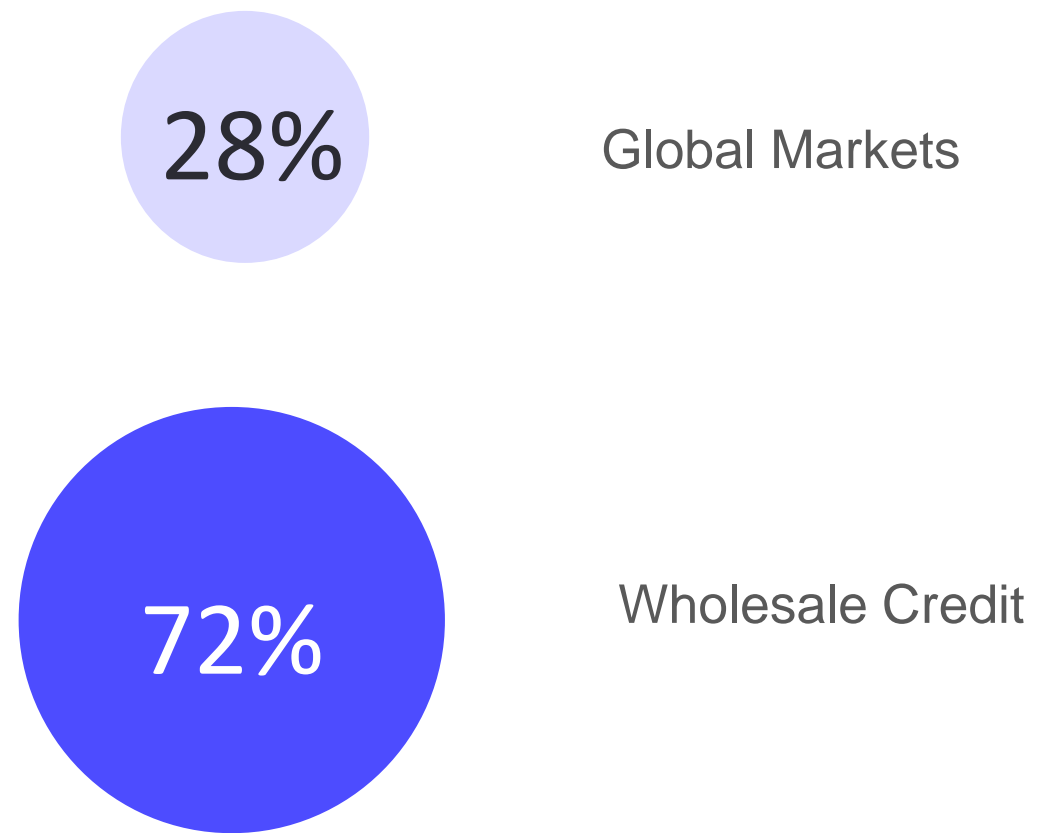
The movements have been summarised basis data recorded across global banks, domestic banks, corridor banks, wholesale NBFCs and credit funds.

2024

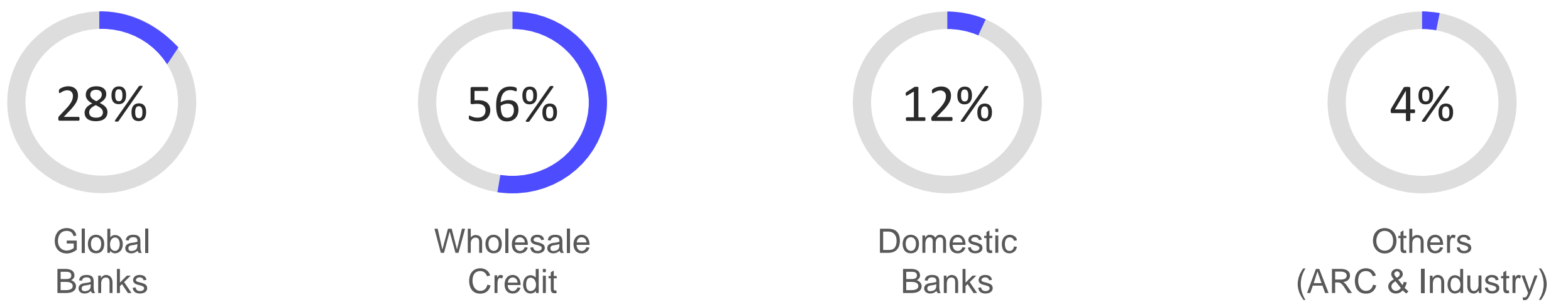
Level Wise Movements



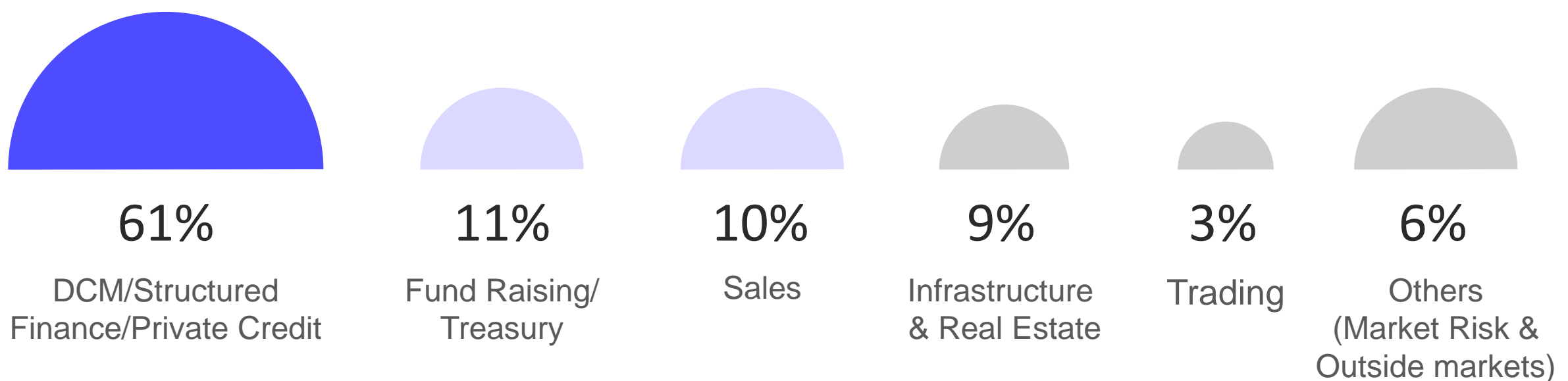
Global / Domestic Markets Hiring Split



Category Wise Hiring Split























Functional Hiring Split



Private Credit / Markets – Key Movements

2024

 Apurva Muthalia Partner - Real Estate Investments [Ex-Fosun Hive]	 Nachiket Naik Head - Private Credit [Ex-Arka Fincap Limited]	 Samrat Gupta MD [Ex-Tata Motor Finance]	 Dhiren Mehta CEO & MD [Ex-Avendus]
 Jatin Doshi CBO- Corporate Finance & Capital Markets [Ex-Avendus]	 Atal Agarwal Managing Director-Debt Advisory [Ex-LenDenClub]	 Ravi Vukkadala Country Director [Ex-Northern Arc Investments Managers]	 Siddhartha Adak Head - Structured Product Solutions [Ex-Kotak Mahindra Bank]
 Dhruva Agarwal Portfolio Manager [Ex-BlackRock]	 Varun Arora Director [Ex-Standard Chartered Bank]	 Ritwij Mahant Executive Director [Ex-South Indian Bank]	 Vineet Patawari Head Global Markets [Ex-HSBC]
 Rahul Jalan Head Private Credit [Ex-Piramal Capital & Housing Finance]	 Saurav Kr Saha Head - Financial Risk Management [Ex-HSBC]	 Sumit Dalela Head of Treasury & Co-lending [Ex-Newtap Finance Private Limited]	 Aditya Goenka MD [Ex-UBS]
 Rajeev Manwani Director - Credit (Alternatives) [Ex-EAAA Alternatives]	 Chaitanya Sampat Executive Director - Fixed Income sales [Ex-Standard Chartered Bank]	 Rahul Chawla MD [Ex-Deutsche Bank]	 Rubin Chheda MD [Ex-True North Co]

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Rahul Agarwal
Executive Director -
Head of Financing, India

[Ex-Credit Suisse]

Gaurav Shukla
CBO - Intermediate
Retail

[Ex-Credit Suisse]

Sneha Singh
SVP & Head DCM -
Markets

[Ex-ZestMoney]

Bhavdeep Bhatt
CEO

[Ex-Aditya Birla Sun
Life Mutual Fund]

Rano Verma
Head of Strategy

[Ex-Incred Capital
Advisors and Managers]

Iti Gupta
SVP - Treasury

[Ex-Protium]

Ankit Dokania
Director - Leveraged
Acquisition Finance &
Private Credit

[Ex-BPEA Credit]

Saurabh Chhabra
MD, Head of Corporate
Sales, South Asia

[Ex-Citibank]

Rikhil Wadhwa
MD

[Ex-Investec]

Sandeep Khemka
MD

[Ex-Neo Asset
Management]



Ayesha D'Souza

Managing
Partner



Sonali Puri

Managing
Partner



Shuharshika Mishra

Partner
Banking, Insurance
and Markets



Shalinee Udmale

Partner
Tech, Digital
and Analytics



Arihant Barmecha

Director
Private Equity /
Venture Capital



Ruchi Thakkar

Director
Capital Markets &
Asset Management



Shujat Ali

Director
Wealth Management



Vinal Vikamshi

Director
Corporate Functions



Karan Dalal

Associate Director
Private Equity /
Venture Capital



Bhavik Doshi

Associate Director
Consumer Lending &
Insurance



Mansi Kanade

Associate Director
Asset Management



Soumyajit Paul

Principal
Wealth Management

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Bandra East,
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Gurgaon

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Near Sikandarpur Metro
Station, Sector 28,
Gurugram 122001

Bangalore

Indiqube Park, HAL Old
Airport Road Domlur 1
Stage, 1st Stage,
Domlur Bengaluru,
Karnataka 560071



We back instincts with data, create perspective with context, and let experience guide the unexplored. We align purpose, ambition and values with an eye on the future. We call this our Informed Intuition. And we use it to seek that rare and powerful place where people and organizations grow, like it is the most natural thing to do.

We are **Native**

Native