

Migrations

India Talent Summary

**Law Firms
Corporate Legal / In-House
Public Policy**

2024

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Disclaimer

This report is for your general reading purpose only and is NOT to be forwarded internally or externally to any user without the permission of Native. The companies mentioned in the report could have had a larger / fewer number of promotions / movements announced than reported. We have only captured a representative sample of movements. All data that has been published is based on news heard on the street, proprietary research and aggregation of content from public domains / secondary research. The information has NOT been verified directly with either candidate or the company mentioned in the report. No communication in any form has been received from ANY of the companies and / or their employees directly or indirectly to verify ANY of the information reported in this report. Native reserves the right to amend or delete any of this information subsequently. Native is not responsible for any inaccuracy or loss or damage that may arise out of action taken by anyone based on the contents of this report.

Migrations

Law Firms

Talent Movements Summary 2024

15%

senior moves from
In-House / Own practice
to Law Firms

32%

senior moves in
General Corporate
/ M&A practice

15%

senior moves within
Capital Markets
practice

27%

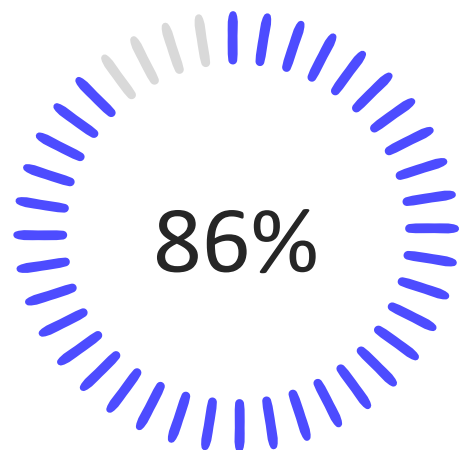
diversity moves
at senior level in
Law Firms

Note:

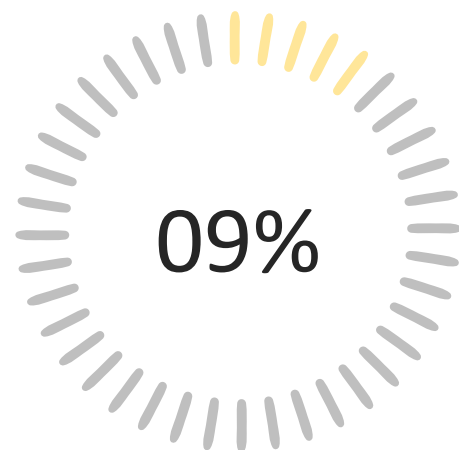
The data comprises of only Partner level movements across Top 25 Law Firms

2024

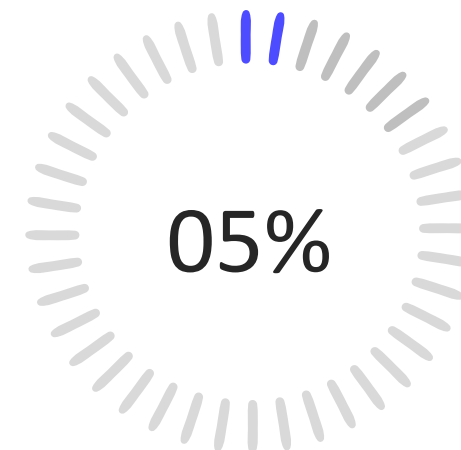
Senior Talent Migrations to Law Firms



From
Law Firms



From
In-House / Industry



From
Own Practice



MRINALINI REDDY

Chief Executive Officer

 TATVALEGAL
HYDERABAD

” Need to have a comprehensive talent development strategy

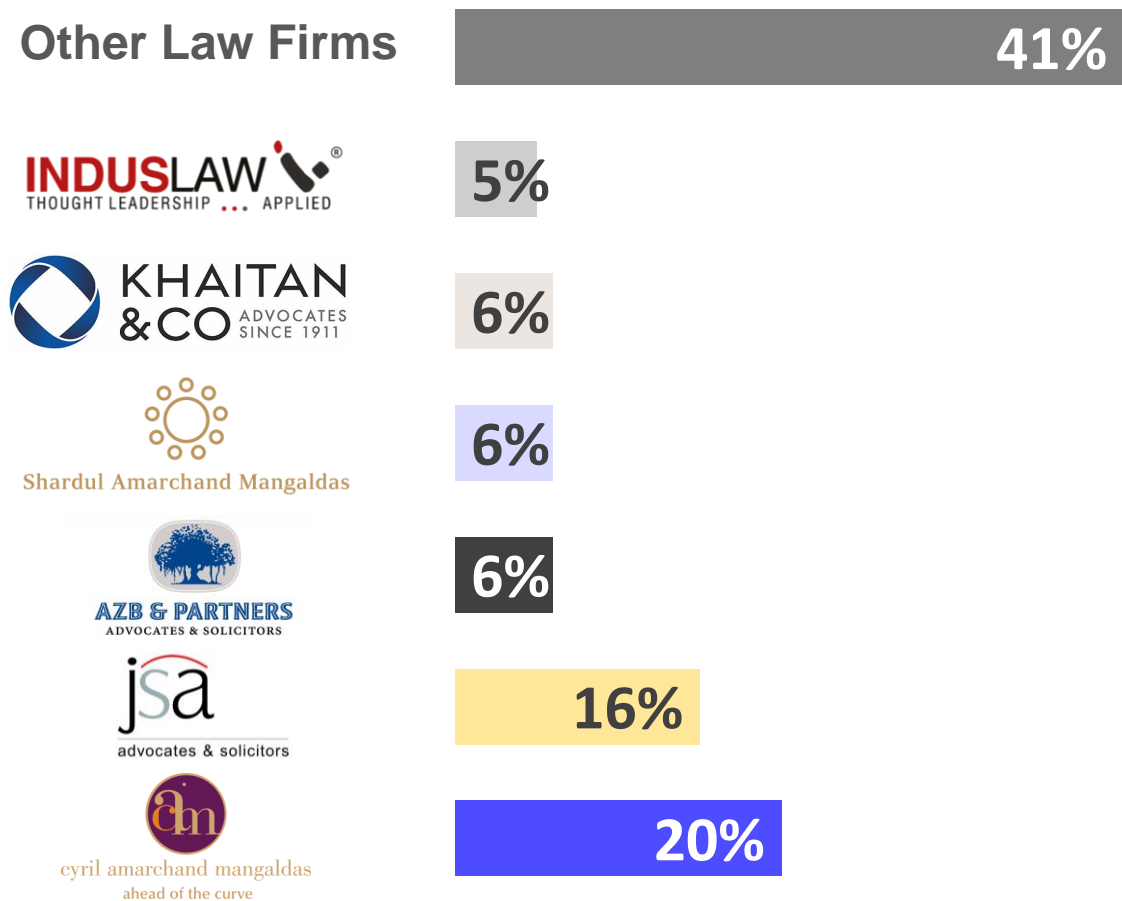
We are seeing an increasing demand for services from law firms across the board, with this there is an increased demand for senior professionals in law firms. While lateral hiring is a short-term fix to address this, law firms need to have a comprehensive talent development strategy which focuses on growth of professionals across the firm.

An important component of talent development is a performance management system which would give professionals clarity on expectation of the firm, their strengths, and areas of development. Another important area of focus should be developing a culture which reflects the firm's values and helps professionals thrive. Investing in growth of professionals and creating a work environment which helps them thrive will also help in retention of talent.

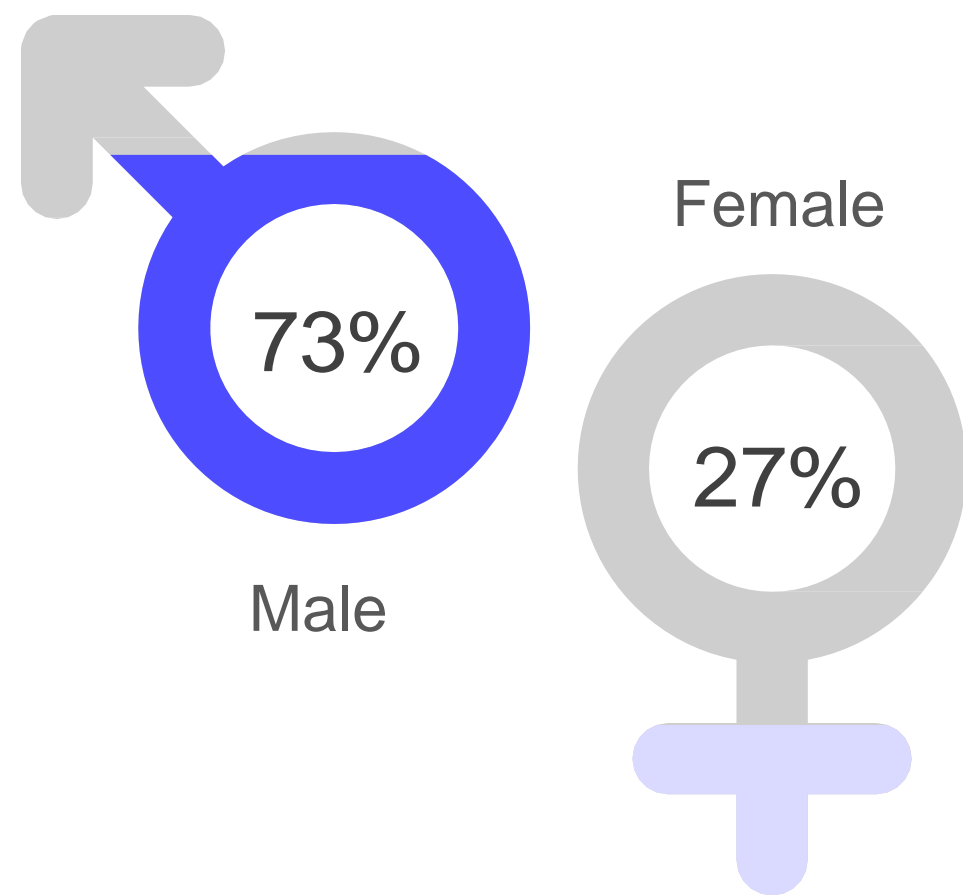


2024

Top Hiring Law Firms (Partner Level)



Gender Diversity Movements



SUMAN RUDRA

Chief Talent Officer



” Prioritising Diversity / Talent Retention

The report emphasizes a gender diversity split of 73:27, reflecting a positive trend in the industry. At JSA, we take pride in our attorneys' gender diversity split of nearly 56:44. The data indicates that 50% of senior hires have been in Corporate M&A and Capital Markets practice. This aligns with the anticipated growth in the IPO/equity market space, suggesting a continued positive trend this year.

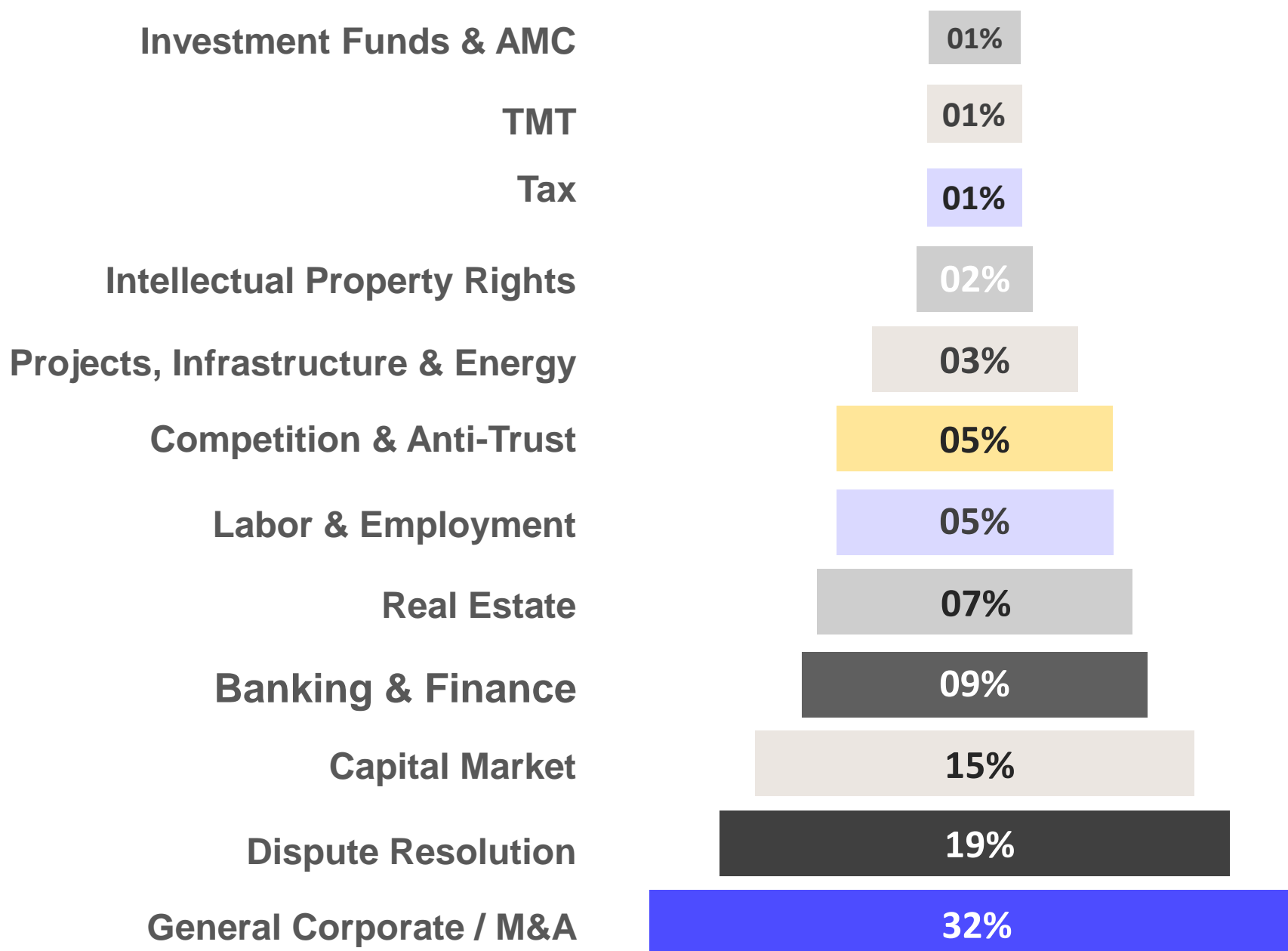
Collegial and collaborative work culture, along with a strong adherence to firm values, professional standards, and institutional law firm ownership and management, are key factors in attracting and retaining talent. Prioritizing these aspects fosters a positive environment where employees can thrive and contribute effectively.

Law Firms

Movements analysis: Partner Level

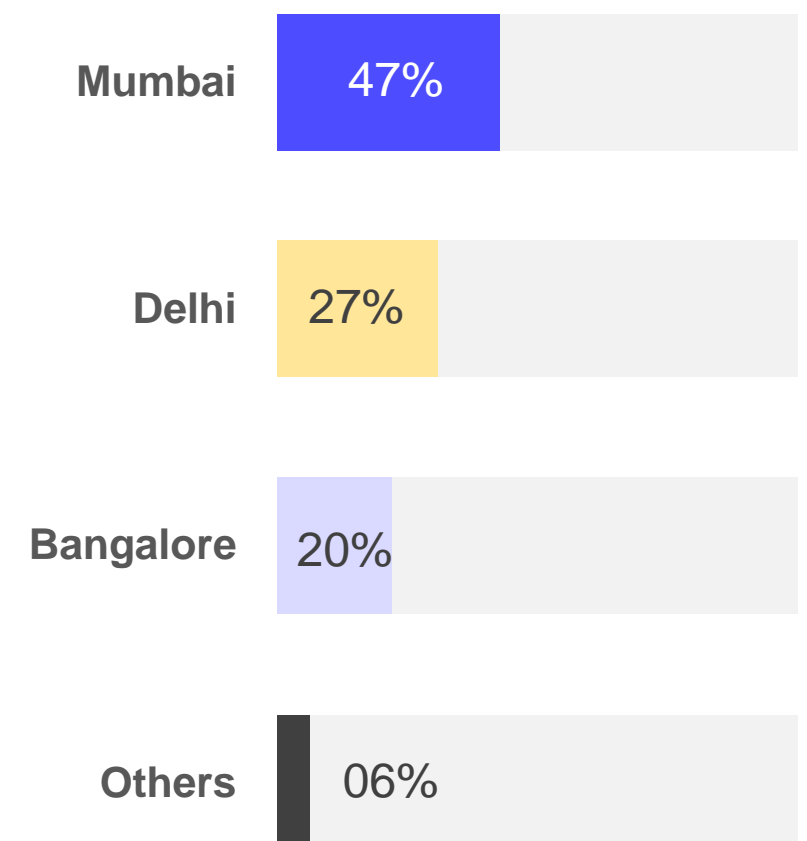
2024

Practice wise Movements



Location wise

Hiring split



*Others include Hyderabad & Ahmedabad



ANKIT MAHAJAN

Principal at Native

“ Team movements would continue to persist in 2025

The Legal industry is experiencing significant partner and team movements, a trend likely to persist this year. As the sector evolves, new specialized practice areas are anticipated to emerge. Capital markets and TMT lawyers are expected to witness continued activity, especially with IPOs being a pivotal avenue for Startups to expand. The DPDP act is set to necessitate thorough interpretation and compliance concerning Personal Data management across organizations.

Encouragingly, 27% of partner movements have featured gender diverse talent, indicating progress towards achieving gender parity in the legal field. The prospect of gender diverse talent mirroring the ratio of their male counterparts is within reach, reflecting a positive shift in the industry's dynamics.




Law Firms

Key senior movements: Partner Level


Native

2024




Ruchit Parikh
Partner

[Ex-Trilegal]




Vikram Shroff
Partner

[Ex-Nishith Desai Associates]



Nandini Pathak
Partner

[Ex-Nishith Desai Associates]




Alok Sonker
Partner

[Ex-K Law]




Mohit Gogia
Partner

[Ex-S&R Associates]




Ratnadeep Roychowdhury
Partner

[Ex-Nishith Desai Associates]



Revanta Mathur
Partner

[Ex-Anand and Anand]



Sudip Mullick
Partner

[Ex-Khaitan & Co.]



Shalini Sati Prasad
Partner

[Ex-Khaitan & Co.]




Divyanshu Pandey
Partner

[Ex-S&R Associates]




Rohan Kumar
Partner

[Ex-Quillon Partners]




Avik Biswas
Partner

[Ex-IndusLaw]




Viral Mehta
Private Equity and
Financial Services
Regulatory Lead

[Ex-S&R Associates]




Aakanksha Joshi
Partner

[Ex-ELP]




Aparna Ravi
Partner

[Ex-Samvad Partners]




Anjana Potti
Partner

[Ex-JSA]




Basava Rao
Partner

[Ex-Nishith Desai Associates]




Anirudh Agarwala
Partner

[Ex-Trilegal]



Vijay Parthasarathi
Partner

[Ex-Cyril Amarchand Mangaldas]

























Vinay Sirohia
Equity Partner

[Ex-Cyril Amarchand Mangaldas]

Law Firms

Key Team Movements

2024

Law Firm	Partner Name	Estimated Team Size	Practice	Exited From	Location
 cyril amarchand mangaldas ahead of the curve	Manan Lahoty	49	Capital Markets	 INDUSLAW THOUGHT LEADERSHIP ... APPLIED	Mumbai
 cyril amarchand mangaldas ahead of the curve	Manmeet Singh	10	Dispute Resolution	 SARAF AND PARTNERS LAW OFFICES	Delhi
 jsa advocates & solicitors	Nisha Kaur Uberoi	26	Competition	 TRILEGAL	Mumbai
 jsa advocates & solicitors	Padhmaja Kaul	4	Dispute Resolution	 INDUSLAW THOUGHT LEADERSHIP ... APPLIED	South Delhi
 jsa advocates & solicitors	Iqbal Khan, Ambarish	20	General Corporate	 Shardul Amarchand Mangaldas	Mumbai
 jsa advocates & solicitors	M Arun Kumar	8	Infrastructure and Projects	 INDUSLAW THOUGHT LEADERSHIP ... APPLIED	Gurgaon
 jsa advocates & solicitors	Brijita Prakash	8	Real Estate	 DSK Legal True Value, True Values	Bengaluru
 jsa advocates & solicitors	Deepak Chowdhury	7	Infrastructure and Projects	 INDUSLAW THOUGHT LEADERSHIP ... APPLIED	Hyderabad
 jsa advocates & solicitors	Ayush Agarwala	5	Dispute Resolution	 K LAW KRISHNAMURTHY & CO.	Mumbai
 S&R ASSOCIATES ADVOCATES	Avikshit Moral	6	Real Estate	 INDUSLAW THOUGHT LEADERSHIP ... APPLIED	Mumbai
 KHAITAN & CO ADVOCATES SINCE 1911	Shishir Vayttaden	10	General Corporate	 cyril amarchand mangaldas ahead of the curve	Mumbai



Key practice areas expected to hire in 2025.

Niche practice areas such as Tax (Direct & Indirect), Real Estate, Employment, Competition, Private Client, Intellectual Property are likely to see some hiring in 2025, due to organic growth.

Cities expected to see hiring in 2025.

Largely see a flattish growth curve in 2025. It is likely that tier II cities, such as Pune, Chennai, Ahmedabad may see some hiring, linked with an expansion of business in those areas.

Gender Diversity trends in Law Firms.

Diversity hiring will not be at the altar of meritocracy, all things being equal, we will prefer a diversity hire. Currently our overall gender diversity stands at 40%, with that of only the legal professionals standing at 43%.

Sustainability of lateral partners / team movements ?

Identifying lateral partners and teams that have a high probability of cultural alignment, will result in the sustainability of such partners & teams being very high. Great talent will always find its way to the most welcoming shores.

Talent retention strategies to be deployed by Firms ?

Quality work being available, opportunities to learn & grow and of course market leading compensation.



AMAR SINHJI

Executive Director - HR



Legal

Corporates / In-House

Talent Movements Summary 2024

50+

movements amongst
general counsels (GC)
& Head – Legal

66%

talent moves to
Power,
Infrastructure,
Services and TMT

45%

gender diversity
moves at senior
level

4 Yrs

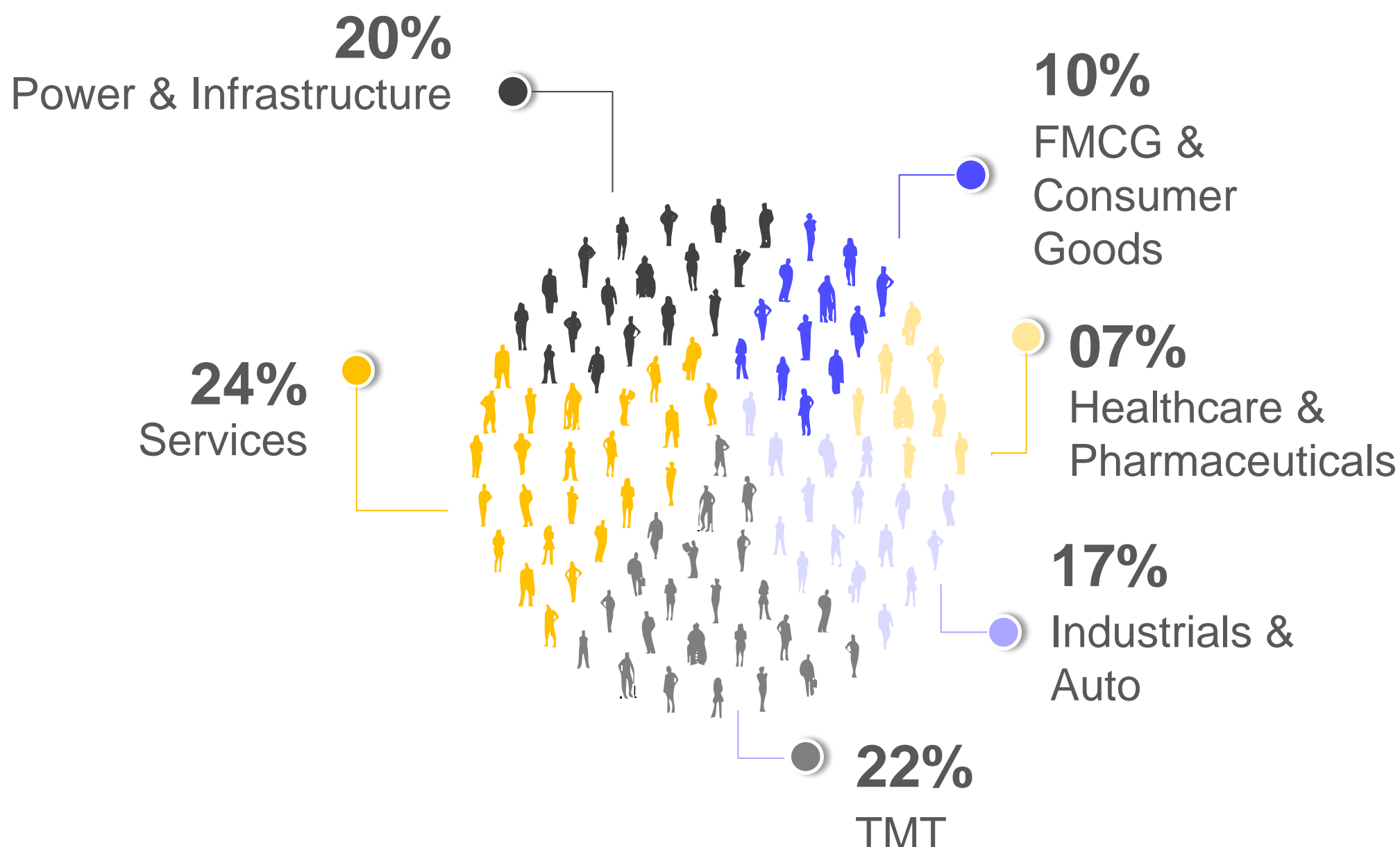
average time spent
in the previous firm

Note:

The movements have been summarised basis data recorded 10+ years of experience across Consumer Goods, Healthcare & Pharmaceuticals, Industrials, Auto Power, Infrastructure, Services & TMT.

2024

Senior Talent Movements to Industry



POOJA YADAVA

General Counsel



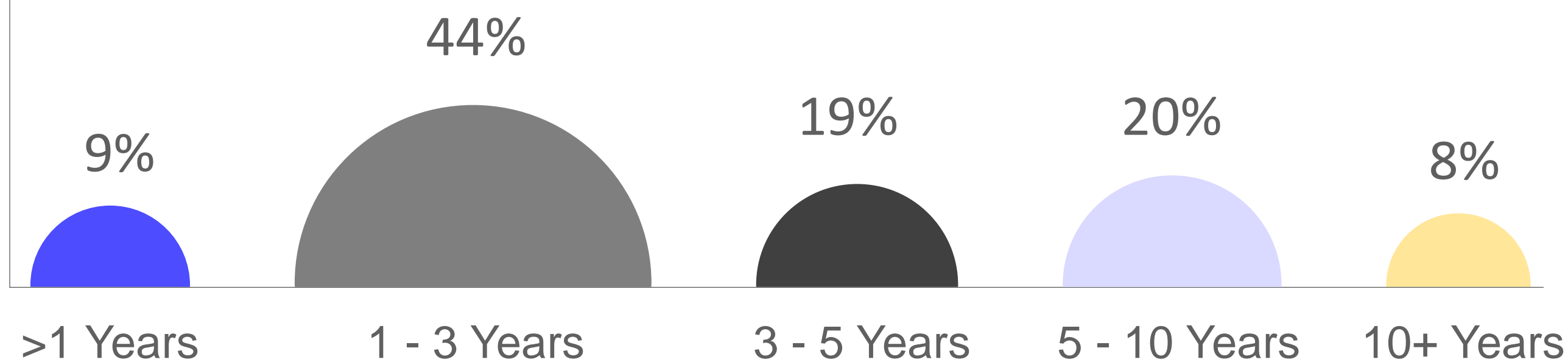
” When do we seek hiring from Law Firms?

The natural inclination for organizations is to build more generalist and broad-based capabilities in-house. Depending upon the growth strategies of each organization, the preference would be to consider hiring talent from law firms to have specialized or niche practice driven capabilities, typically transactional, IP, regulatory, aviation, shipping. Other times, the preference is to acquire talent who has received more structured and rigorous training which is more common in law firms than in-house. ”

2024

Average time spent in the Previous Firm

As more mid size firms receives sponsor capital & increasing capital markets traction on private companies going public, we are witnessing increasing churn amongst lateral talent opting out within 1-3 years of joining as the demand for trained experience is commanding high premium.



ROHIT KUMAR

General Counsel



” AI adoption in Legal

I think AI is becoming more dependable. Until now, most of the lawyers could not understand how AI could be used in their day-to-day work. I think this is the time when people are realizing that AI is very relevant and can improve efficiency of individuals and organizations many times over.

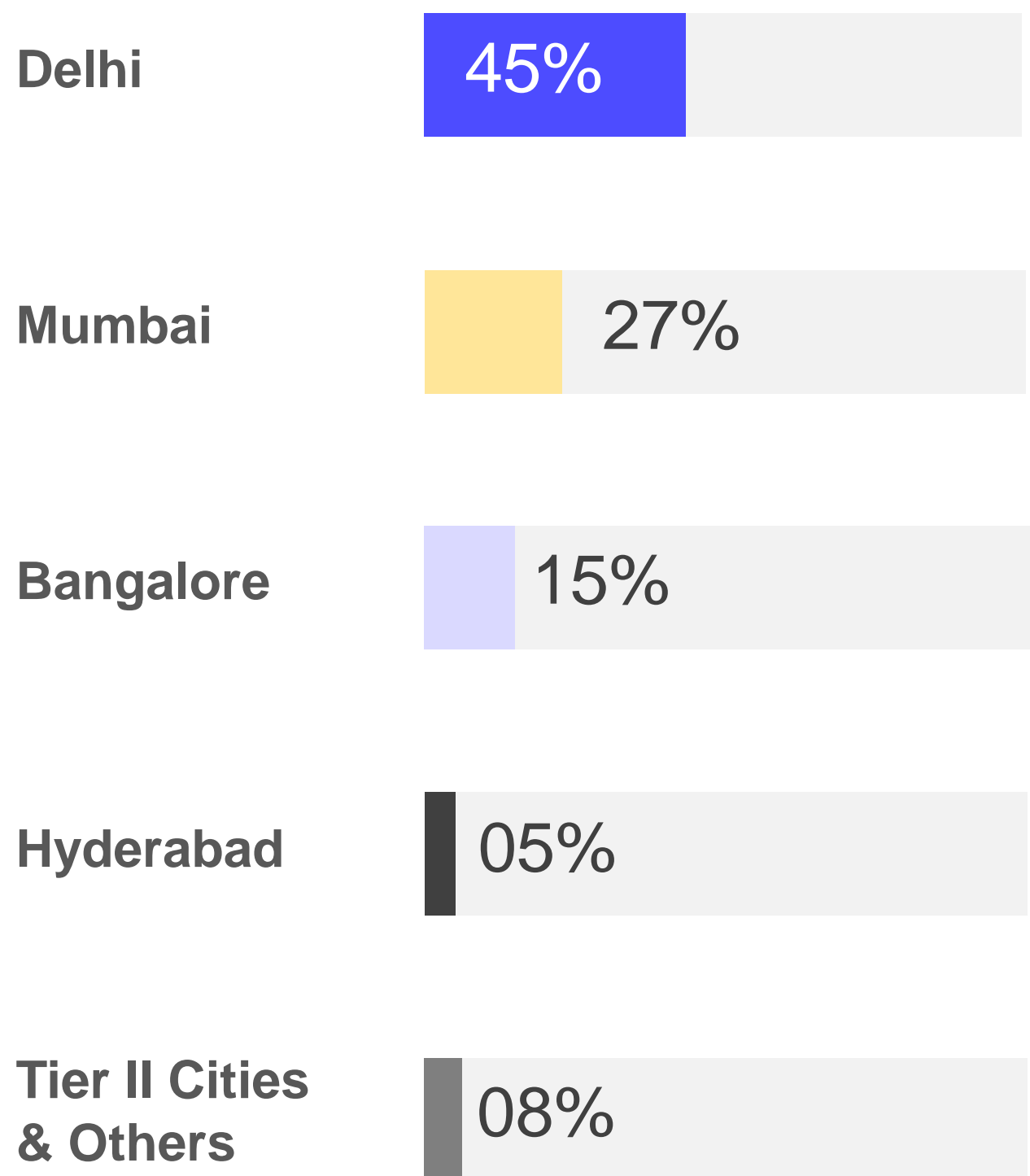


Movements analysis

2024

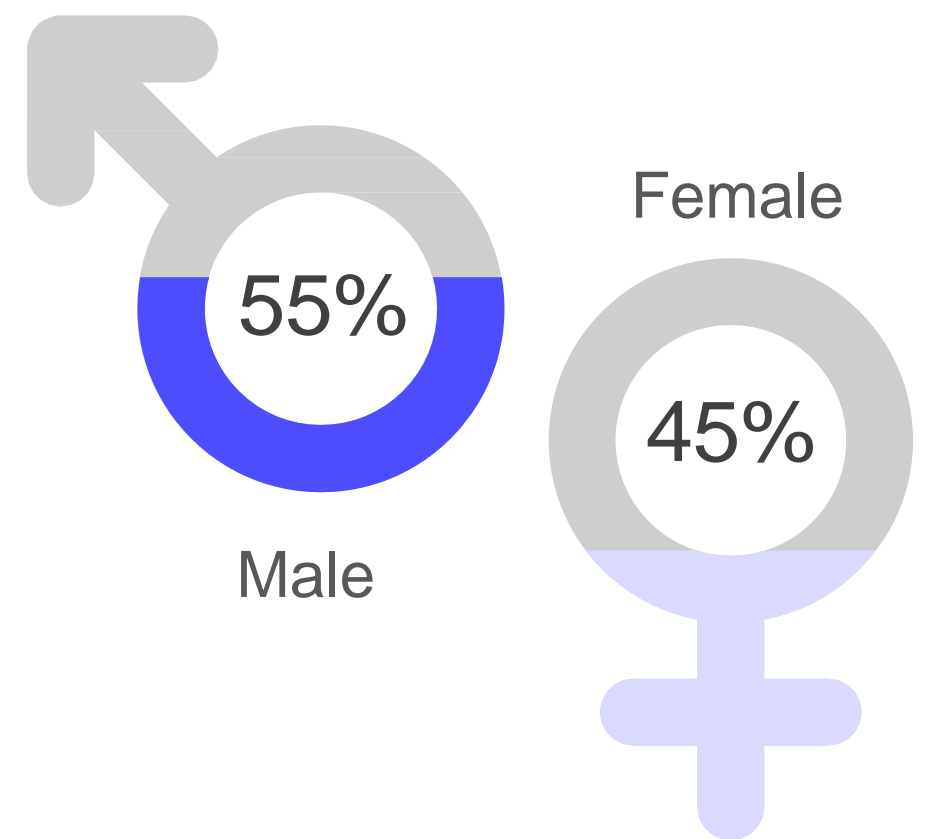
Location wise

Hiring Split



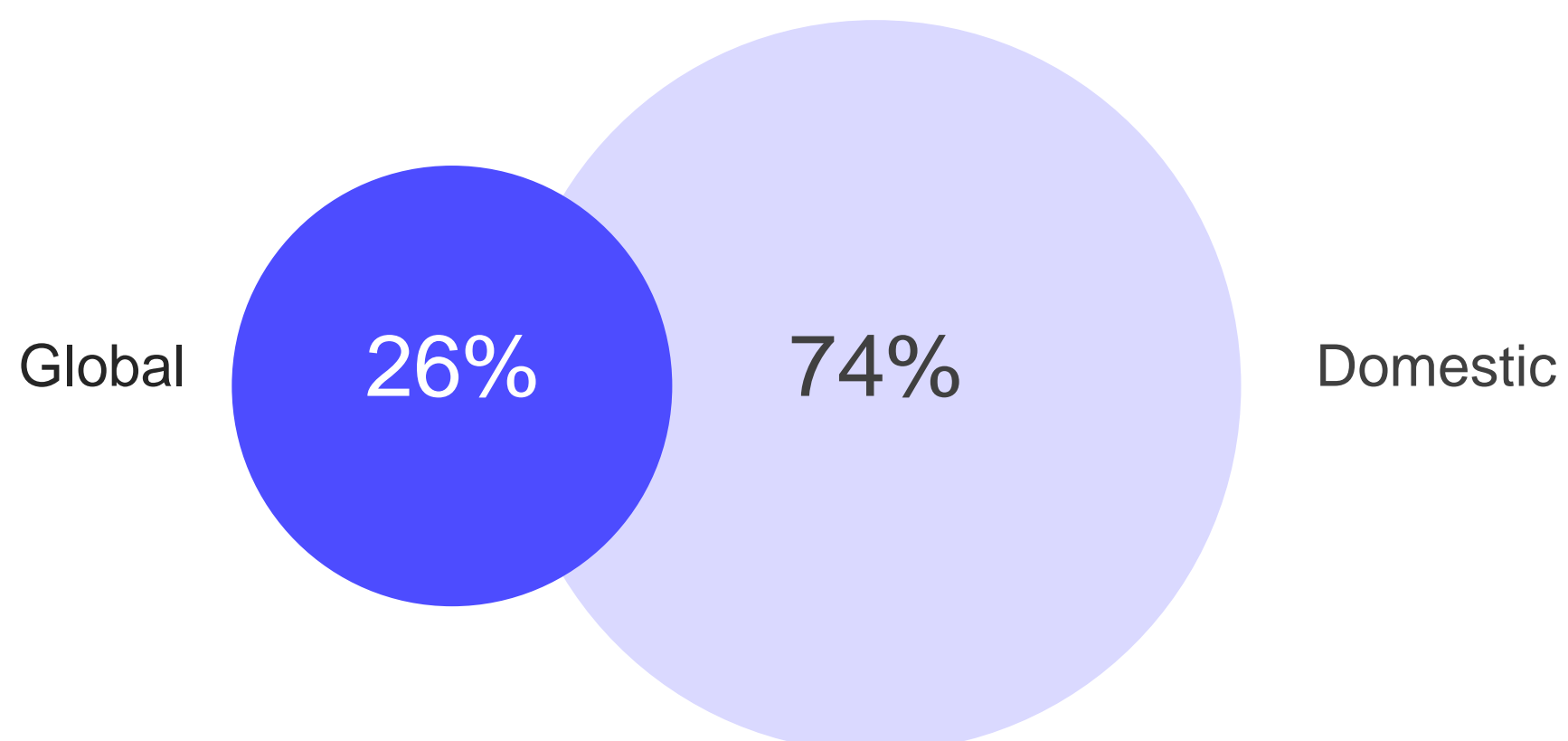
Gender Diversity

Movements



Domestic HQ vs Global HQ

Hiring split























Legal – Corporates / In-House

Key senior movements

Native

2024


 Amit Maheshwari EVP & General Counsel	 Bhardwaj Pandya VP & Group General Counsel	 Lokesh Rajpal General Counsel	 Praveen Singh Group General Counsel
[Ex-Virescent Renewable Energy]	[Ex-Mondelēz International]	[Ex-Udaan]	[Ex-Vena Energy]
 Mandar Chandrachud VP and Head of Legal	 Pathik Arora General Counsel	 Sanjeev Gemawat MD & Group General Counsel	 Bijoya Roy Head of Legal, India & West Asia
[Ex-Godrej Consumer Products Ltd]	[Ex-Servion Wind Energy]	[Ex-Vedanta Resources Limited]	[Ex-Pernod Ricard]
 Rahul Vardhan Associate Director and Legal Head	 Pooja Yadava General Counsel	 Siddhesh Redkar General Counsel	 Sumit Thakur General Counsel
[Ex-UNO Minda Group]	[Ex-Nayara Energy]	[Ex-THINK Gas]	[Ex-Allcargo Logistics]
 Amitabh Lal Das Chief Legal Officer	 Kapil Chaudhary EVP, Legal and General Counsel	 Ananya Sharma Group General Counsel	 Ashish Chandra Chief Legal and Risk Officer
[Ex-Bajaj Auto Ltd]	[Ex-Jungle Games]	[Ex-AZB Partners]	[Ex-CoinSwitch]
 Gagan Palta Director and General Counsel	 Pooja Bedi Chief Counsel – BU India	 Rohit Kumar General Counsel	 Chetan Solse Lead Legal India
[Ex-Uno Minda Ltd]	[Ex-Philips]	[Ex-UPL]	[Ex-Roche Diagnostics India]

Legal – Corporates / In-House

Key senior movements


Native

2024




Amit Goel
General Counsel

[Ex-Flipkart]




Sharad Kumar
Head of Legal

[Ex-Lexster LLP]




Tanhieya Ghosh
General Counsel India

[Ex-Medtronic]




Rama Krishna
VP and Head - Legal

[Ex-Himatsingka Group]




Rajeesh Ramachandran
Group Head Legal

[Ex-Polycab India Limited]




Sudip Gupta
Director - Legal

[Ex-ATC Telecom Tower Corporation]




Anjali Menon Malhotra
Head of Legal

[Ex-Shardul Amarchand Mangaldas & Co]



Sampadaa Narrang
Head of Legal

[Ex-Adani Power]



Vandana Bedi
VP, General Counsel,
ASI Region

[Ex-Bira 91]

2024


Law Firms to In-House



Leading Through Innovation


Rohit Rajagopal
Head of Legal –
Green Hydrogen

[Ex-Shardul Amarchand
Mangaldas & Co]



Abhijit Mukherje
Assistant General
Counsel


[Ex-Dentons Link Legal]



Power when you need it

Sabrina Afroze
General Counsel - India


[Ex-Luthra and Luthra
Law Offices India]



BUILDING THE FUTURE


Sanjeev Sachdeva
Head of Legal

[Ex-Mine and Young -
Advocates and Legal
Consultants]




Jyoti Rani
Head of Legal

[Ex-Desai & Diwanji]




Aatmin Shah
Head Legal

[Ex-Cyril Amarchand
Mangaldas]




Bhusan Jatania
General Counsel

[Ex-Fillip Legal]




Anuj Sahay
Senior Counsel

[Ex-Khaitan & Co]



Prashant Kataria
General Counsel and
Chief Compliance Officer

[Ex-King Stubb and Kasiva,
Advocates and Attorneys]



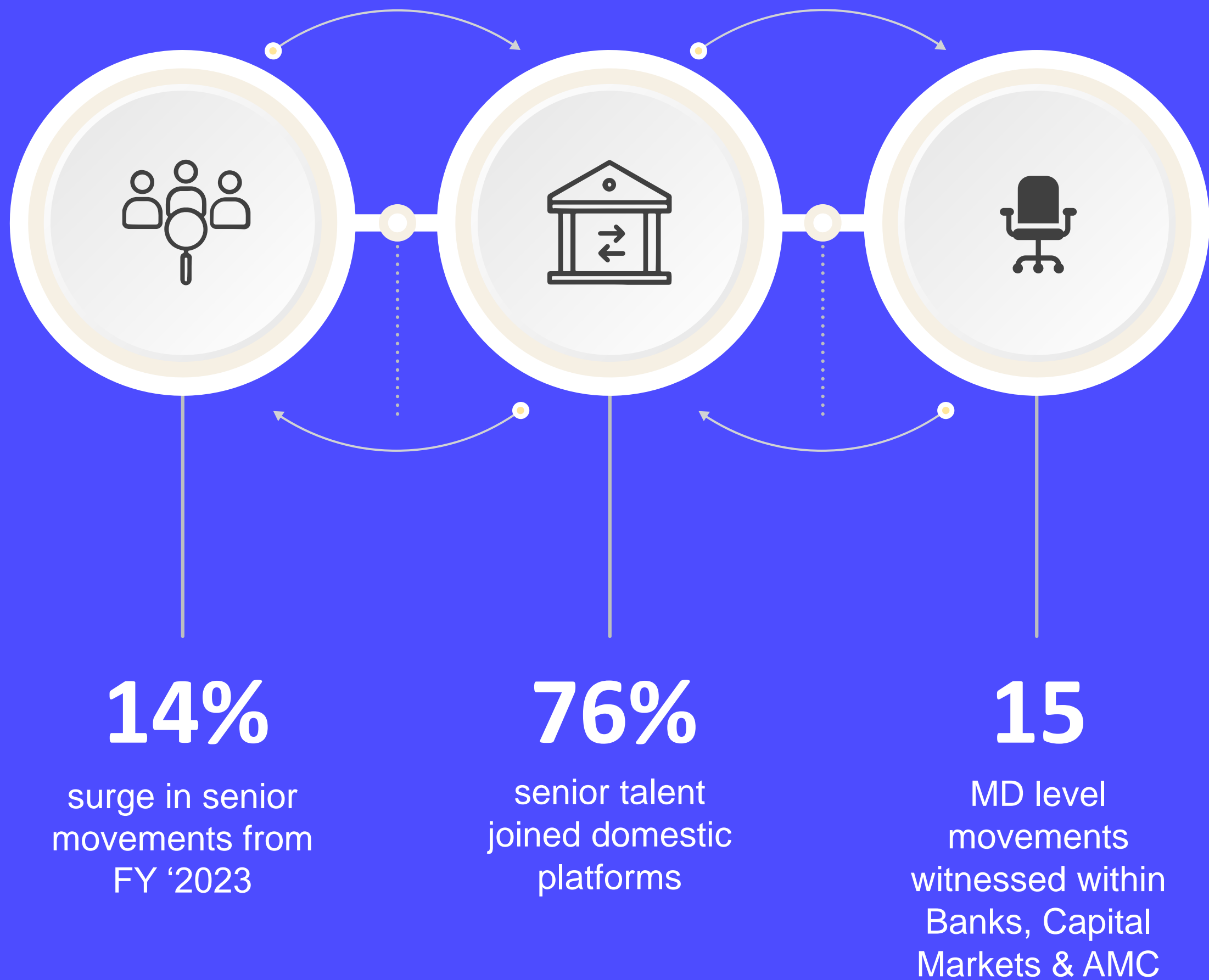
Shreya S Ganguly
Lead IP

[Ex-Fidus Law
Chambers]

Legal & Compliance

Financial Services

Talent Movements Summary 2024



Note:

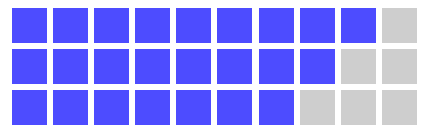
The data has been summarized based on a representative sample of senior talent movements recorded within Legal & Compliance across key financial services houses.

Movements analysis

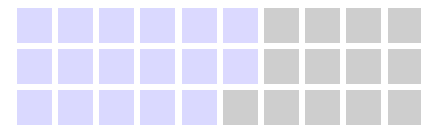
2024

Segment wise

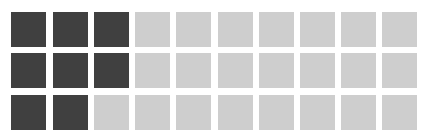
Hiring split



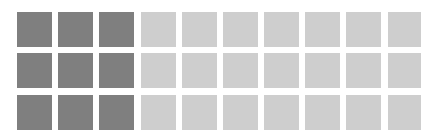
28%
Bank



26%
Capital Markets & AMC



8%
FinTech



9%
Insurance



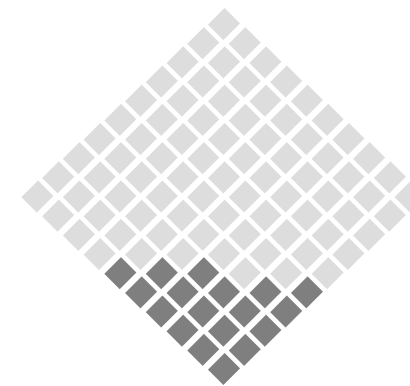
24%
NBFC



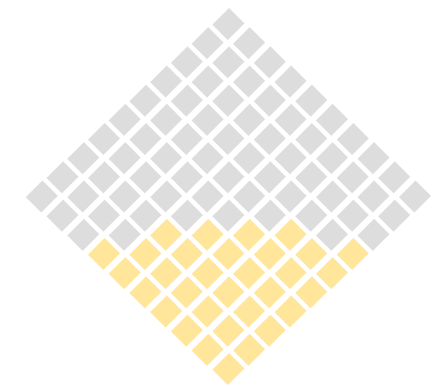
5%
PE / VC

Level wise

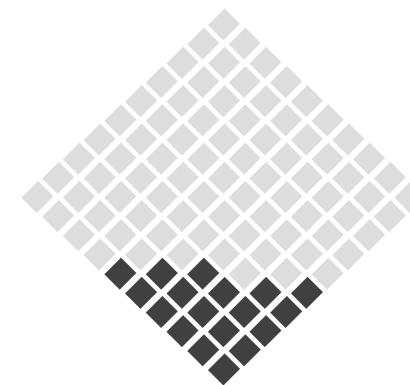
Hiring split



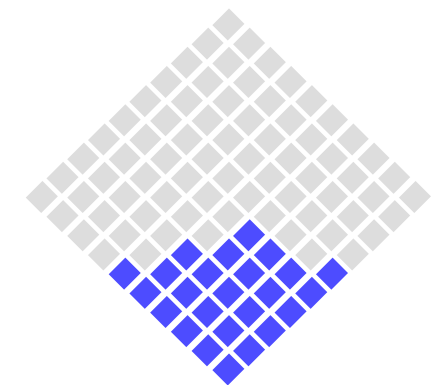
21%
MD



35%
Director



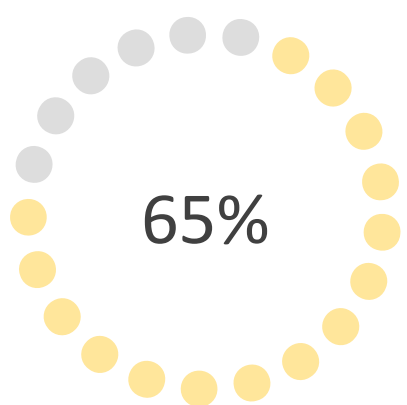
21%
SVP



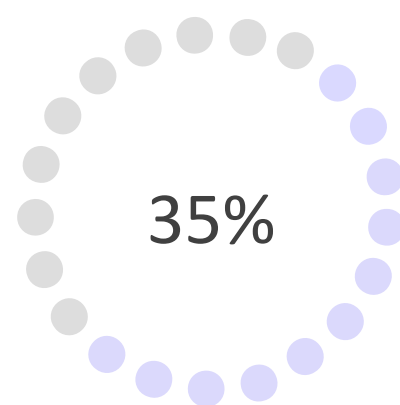
23%
VP

Functional

Hiring split



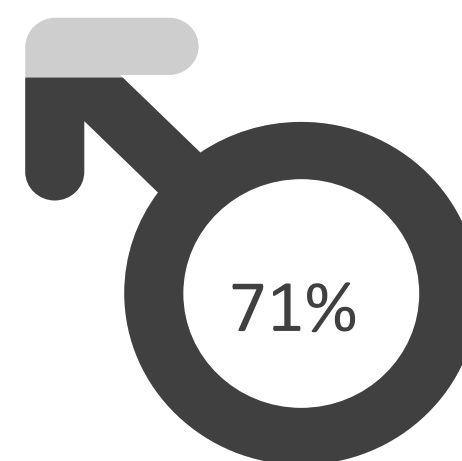
Compliance & CS



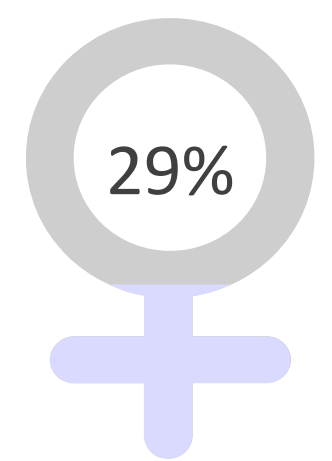
Legal

Diversity

Movements



Male























Female

Legal & Compliance – Financial Services

Key senior movements







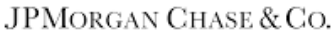













2024

 Nehal Shah Group Head Legal & Compliance	 Meenal Maheshwari Group General Counsel and Head of Policy	 Shishir Kumar Chief Compliance Officer & General Counsel	 Vijayalaxmi Iyer Khatri Head Legal & Compliance
[Ex-Care Ratings]	[Ex-LemmaTree]	[Ex-Edelweiss Alternatives]	[Ex-Kotak Alternate Asset Managers]
 Sonali Sharma Head Legal India	 Rashi Shingal Head Legal & Compliance - Ratings	 Abhimanyu Singh Poonia General Counsel	 Sourabh Shahare Head Legal
[Ex-Aventus]	[Ex-Crisil]	[Ex-Bank of America]	[Ex-TruBoard Partners]
 S.K Honnesh General Counsel	 Amit Raheja Head Legal, Secretarial & Chief Compliance Officer	 Prakhar Sharma General Counsel	 Amber Gupta Head Legal
[Ex-Piramal Group]	[Ex-CRIF High Mark Credit Information]	[Ex-Kotak Alternate Asset Managers]	[Ex-Aditya Birla Capital]
 Anindita Bhowmik General Counsel	 Prashant Mody Chief Compliance Officer	 Kamalakar Nayak Chief Compliance Officer	 Kartikey Trivedi Group Head Compliance
[Ex-Blackstone]	[Ex-Nuvama Wealth]	[Ex-Piramal Enterprises]	[Ex-DBS Bank]
 Nisha Sanjeev Head Compliance, Legal & Secretarial	 Abhishek Yadav Chief Compliance Officer	 Amrish Dhirawani Managing Director, Head of Compliance	 Jignesh Modi Head Compliance
[Ex-ITI Mutual Fund]	[Ex-ANZ]	[Ex-Barclays]	[Ex-360 One Asset]

Legal & Compliance – Financial Services

Key senior movements

2024

 <p>Muralidharan Dharma Rathnam Chief Compliance Officer</p> <p>[Ex-LIC HFC]</p>	 <p>Manish Pahwa Chief Compliance Officer</p> <p>[Ex-One97 Communications]</p>	 <p>Mohit Sharma Chief Compliance Officer</p> <p>[Ex-AU Small Finance Bank]</p>	 <p>Vinod Raghavan Head, Product Compliance</p> <p>[Ex-SMFG India Credit]</p>
 <p>Nithya Prabhu Chief Compliance Officer</p> <p>[Ex-Toyota Financial Services]</p>	 <p>Hemanti Wadhwa Head Compliance, Legal & Secretarial</p> <p>[Ex-Aditya Birla Sun Life AMC]</p>	 <p>Akalpit Gupte Head Compliance</p> <p>[Ex-Deutsche Bank]</p>	 <p>Rahul Singh Head Compliance</p> <p>[Ex-Blackrock]</p>
 <p>Amit Trivedi Executive Vice President, Compliance</p> <p>[Ex-Jio Payments Bank]</p>	 <p>Dharmesh Rupani Executive Vice President, Compliance</p> <p>[Ex-Citibank]</p>	 <p>Jatin Thakkar Executive Vice President, Compliance</p> <p>[Ex-Fiserv]</p>	 <p>Prem C Choudhary Group Head – Legal, Compliance & Secretarial</p> <p>[Ex-Times Internet]</p>
 <p>Dipika Somaiya Chief Compliance Officer</p> <p>[Ex-Kotak Life]</p>	 <p>Harshda Dubey Director, Compliance</p> <p>[Ex-Credit Suisse]</p>	 <p>Pranav Pandya Chief Compliance Officer</p> <p>[Ex-Jio Payments Bank]</p>	 <p>Kiran Singh Chief Compliance Officer</p> <p>[Ex-Lendingkart]</p>
 <p>Srinivasan Balachander Chief Compliance Officer</p> <p>[Ex-Union Bank of India]</p>	 <p>Jinu Nair Chief Compliance Officer</p> <p>[Ex-BNP Paribas]</p>	 <p>Richa Parasrampur Chief Compliance Officer</p> <p>[Ex-Baroda BNP Paribas Asset Management]</p>	 <p>Santosh Haldankar Head Company Secretary</p> <p>[Ex-HDFC Bank]</p>

Public Policy

Talent Movements Summary 2024

50+

senior public policy
movements

19%

talent moved from
TMT

21%

talent moved to
Healthcare and
Pharma

3.3 Yrs

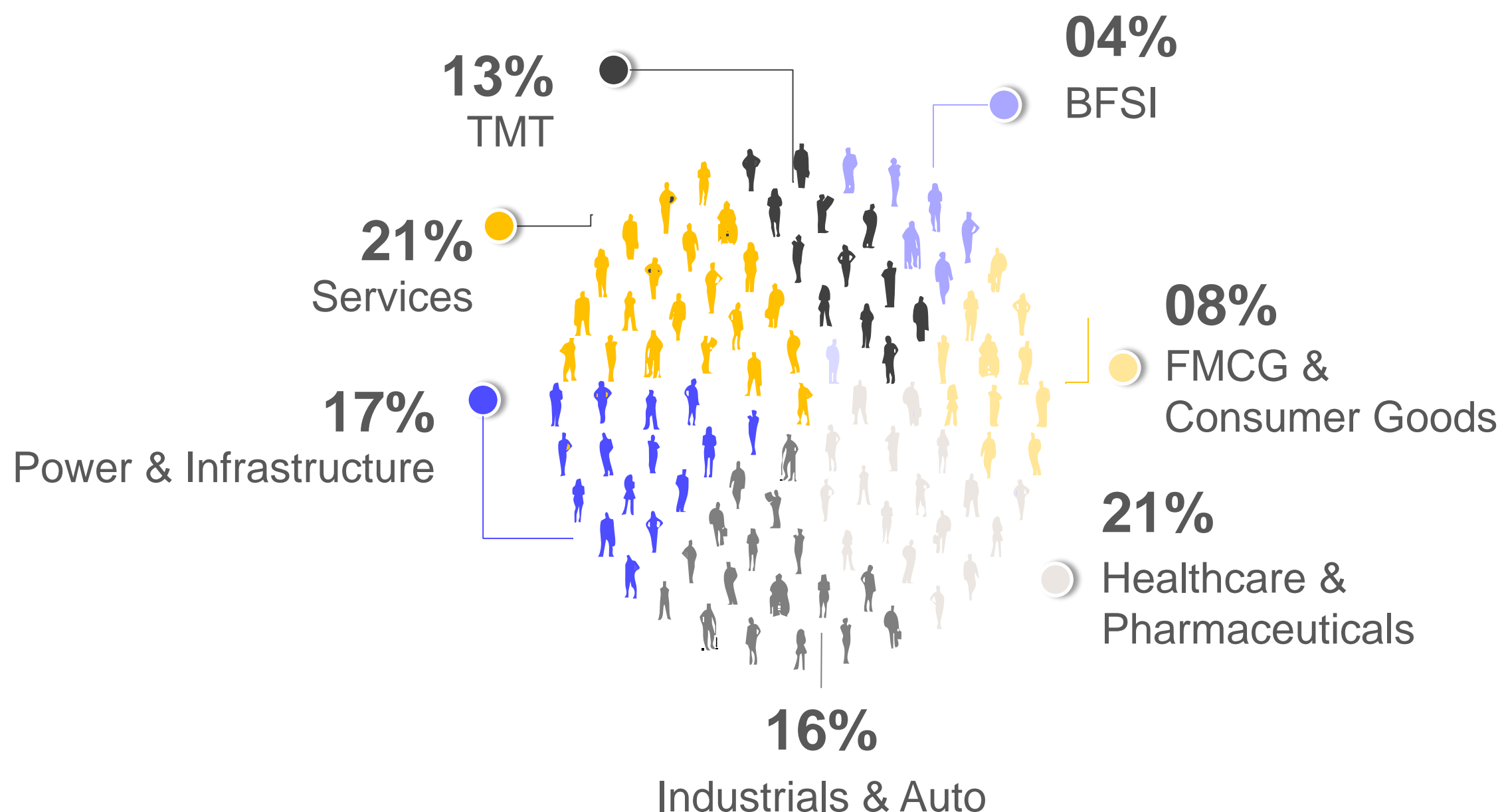
average time spent
in the previous firm

Note:

The movements have been summarised basis data recorded 10+ years of experience across Industries

2024

Senior Talent Movements to Industry



ANUJA BOSE

Associate Director at Native

” Public Policy Specialists – Rise in demand.

While Delhi NCR will remain the hub for Public Policy and Government Affairs roles, we observe that there's a rising demand for policy professionals to support at state level policy advocacy and thus there's hiring of professionals stationed at either the state specific corporate offices or organizational HQs— this is an interesting shift.

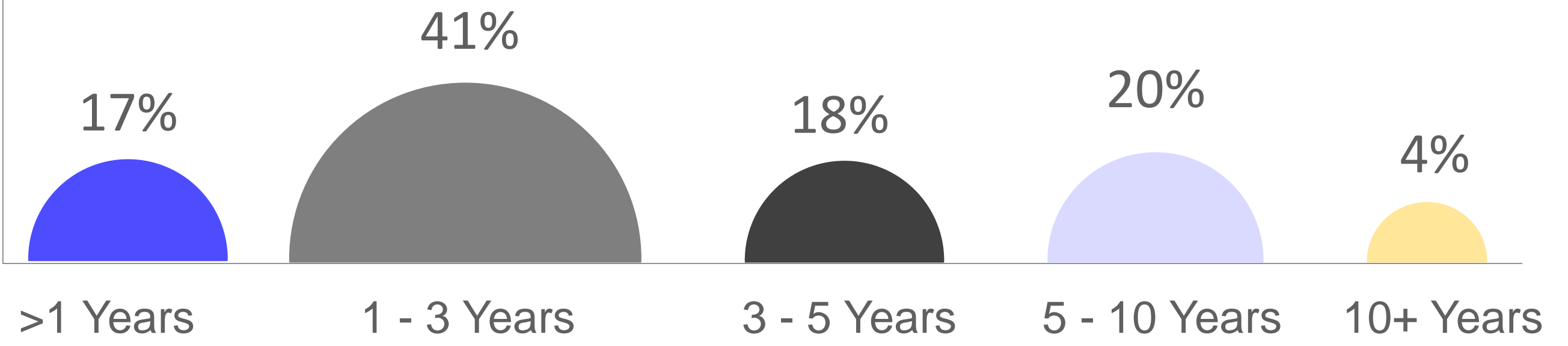
Secondly, Public policy function is heterogeneous in nature, therefore it supports in operations, compliance and business. As a result, hiring in relevant jurisdiction needed.



2024

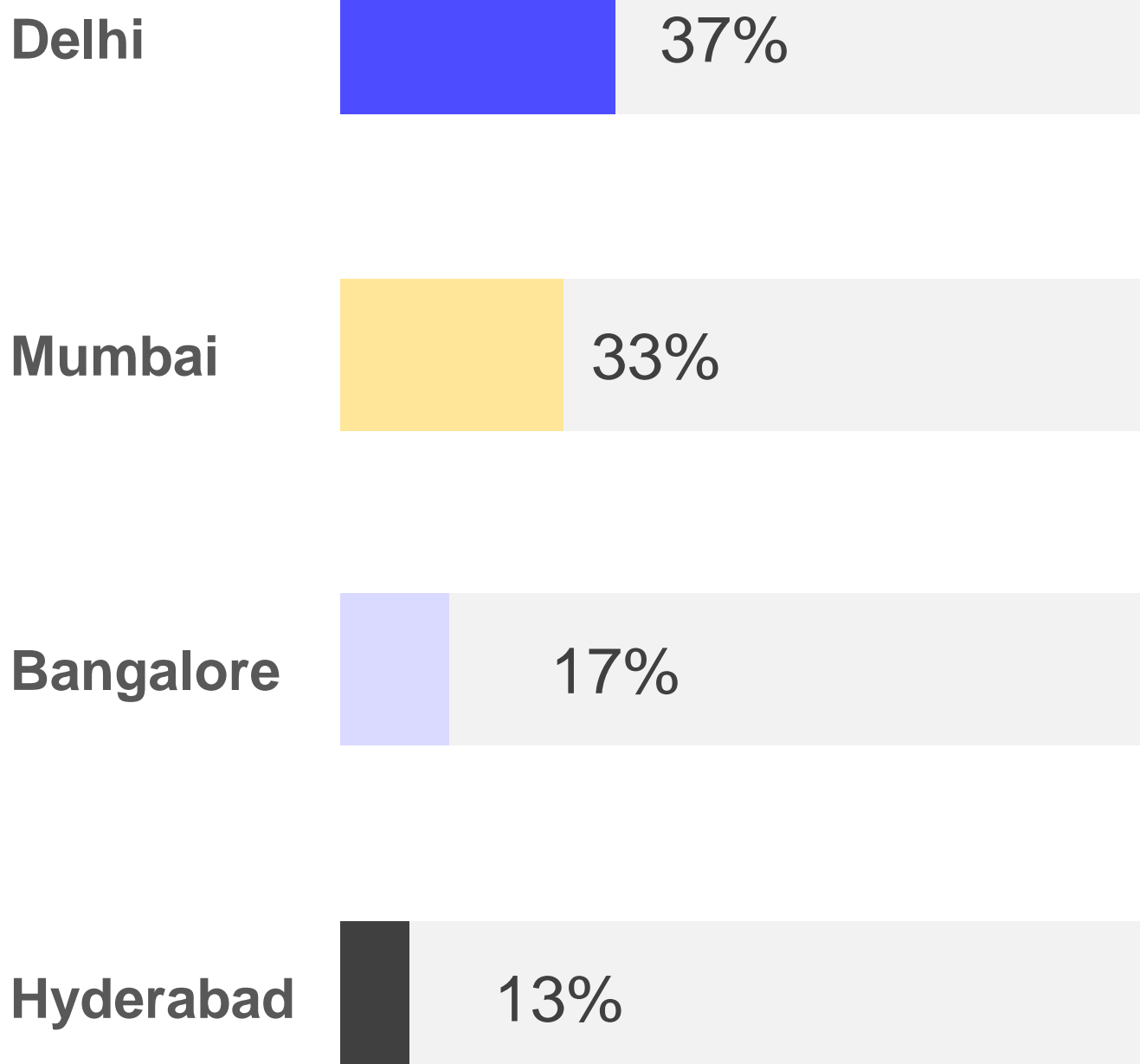
Average time spent in the Previous Firm

With increasing demand for Public Policy specialists for regional levels policy advocacy, we are witnessing increasing churn amongst lateral talent opting out within 1-3 years of joining.



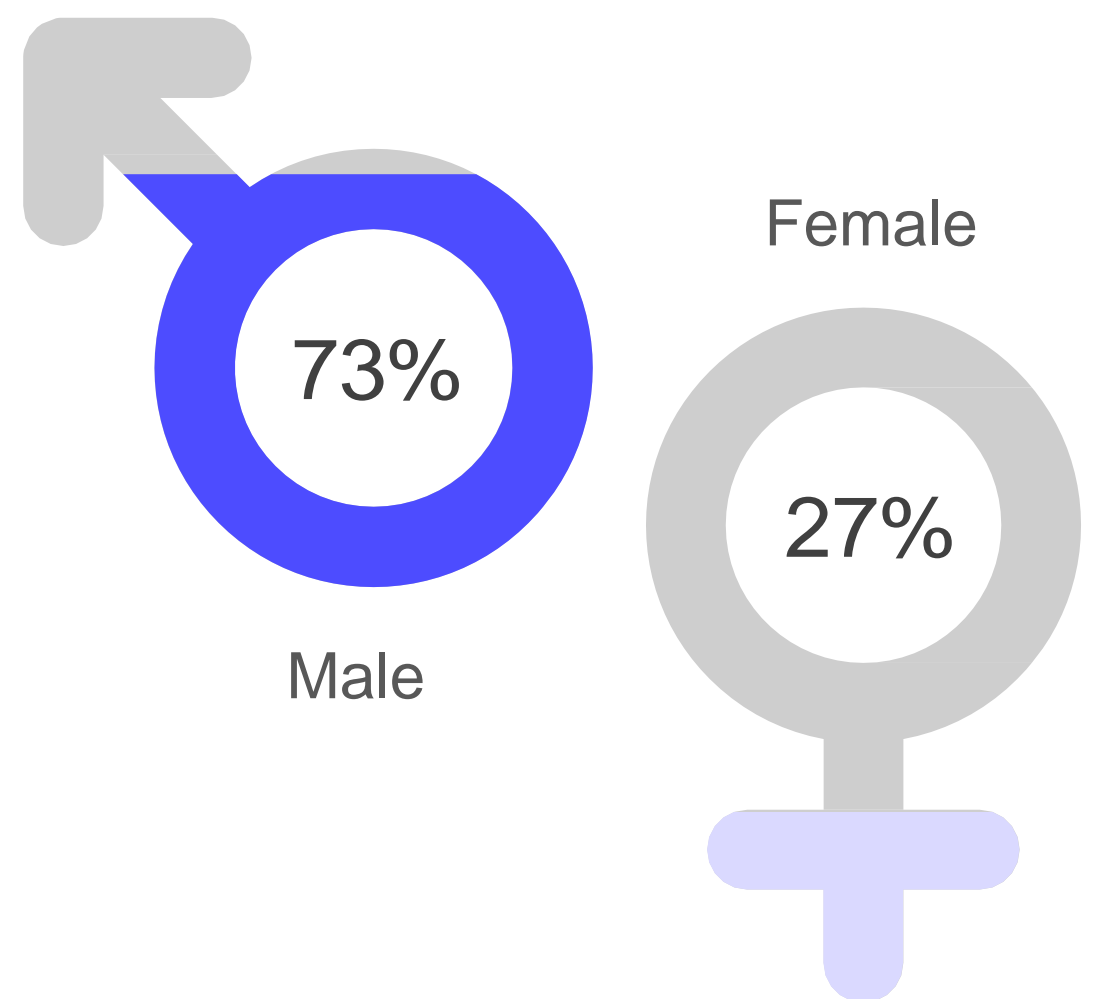
Location wise

Hiring Split



Gender Diversity

Movements




Public Policy

Key senior movements


Native

2024

**AUTODESK**

Devan Mitra Chenoy
Head of Government Affairs and Public Policy, India

[Ex-Axis Capital]

**Cipla**

Vipul Kumar Gupta
VP & Head - Corporate Affairs and Policy

[Ex-Takeda]

**JSW Energy**


Gajendra Pratap Singh
Executive Vice President

[Ex-Shree Cement Ltd]

**LUPIN**


S
Director Government Affairs, Policy and Advocacy

[Ex-GSK Pharmaceuticals India]

**McCain**


Amitabh Baxi
Director, Government Relations & Corporate Affairs

[Ex-Novatis India]

**PORTER°**


Athira
VP - Public Policy and Government Affairs

[Ex-Uber]

**ReNew**

Uday Munjal
General Manager Policy and Corporate Affairs

[Ex-Reliance Retail]

**RPG**


Rajiv Kalra
Head Corporate Affairs

[Ex-Diageo India]

**sanofi**


Swati Aggarwal
Head of Public Affairs and Policy

[Ex-FICCI]

**TATA ELECTRONICS**


Vivek Vats
Head Govt Affairs

[Ex-HP]

**TATA PROJECTS**


Viraj Shah
Head - Corporate Affairs

[Ex-Godrej Group]

**Lubrizol**


Indu Anand
Chief Public Affairs Officer, IMEA Region

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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**

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