

Migrations

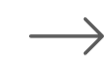
Jan - Dec 2023



India Talent Summary Financial Services – Corporate Functions

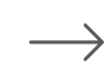
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Migrations

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1. Finance & Audit

Talent Movement Summary

35+

CFOs hired across
financial services

13%

moves from traditional
setups to fintechs

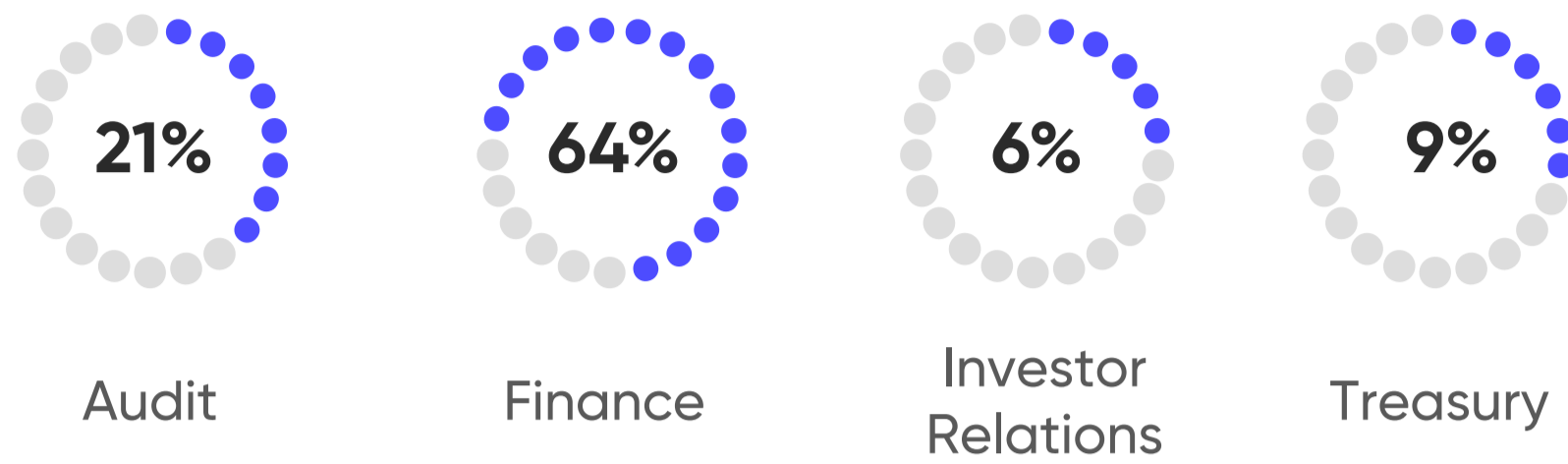
52%

moves within
Banks and NBFCs

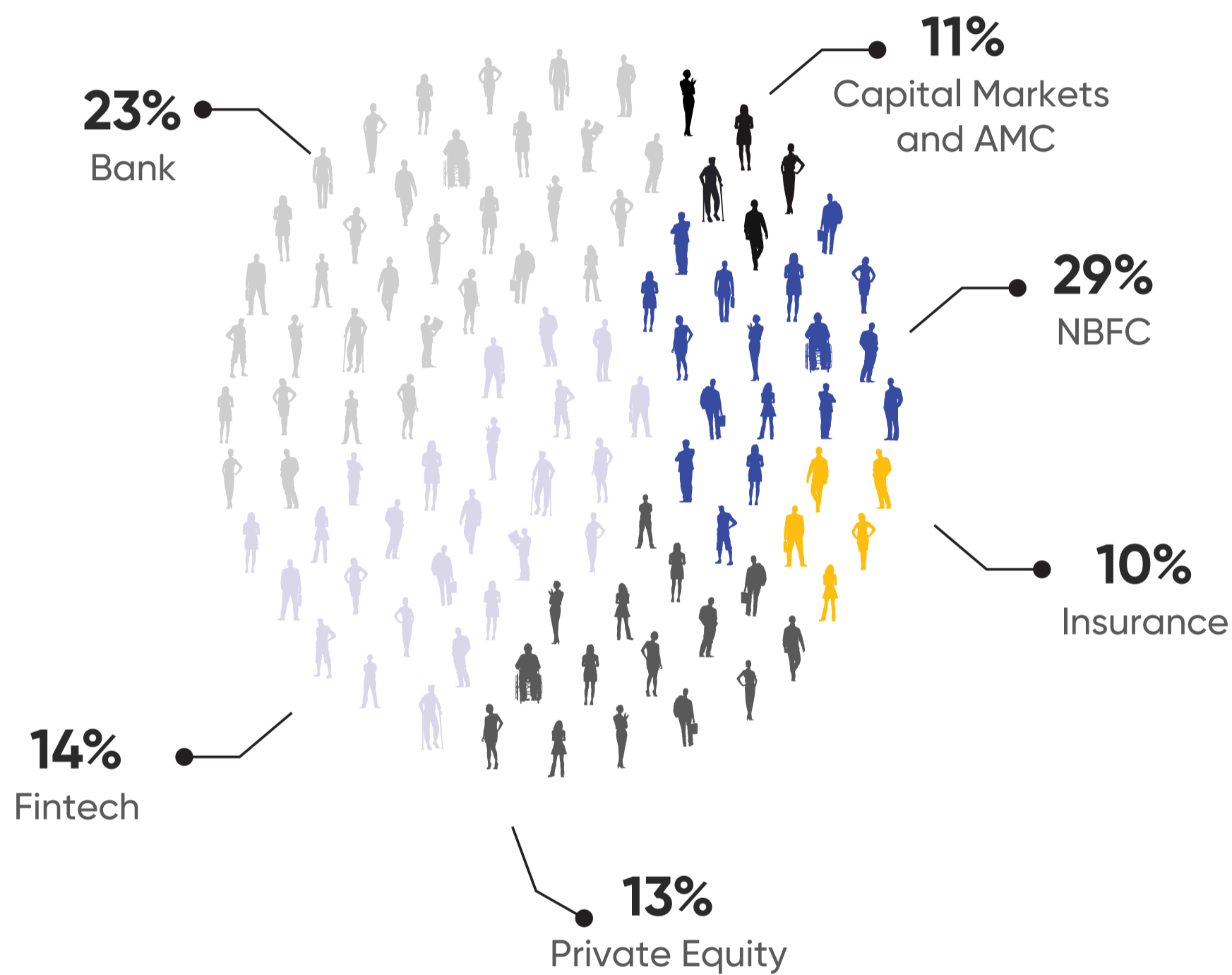
17%

dip in leadership hires
in CY vs 2022

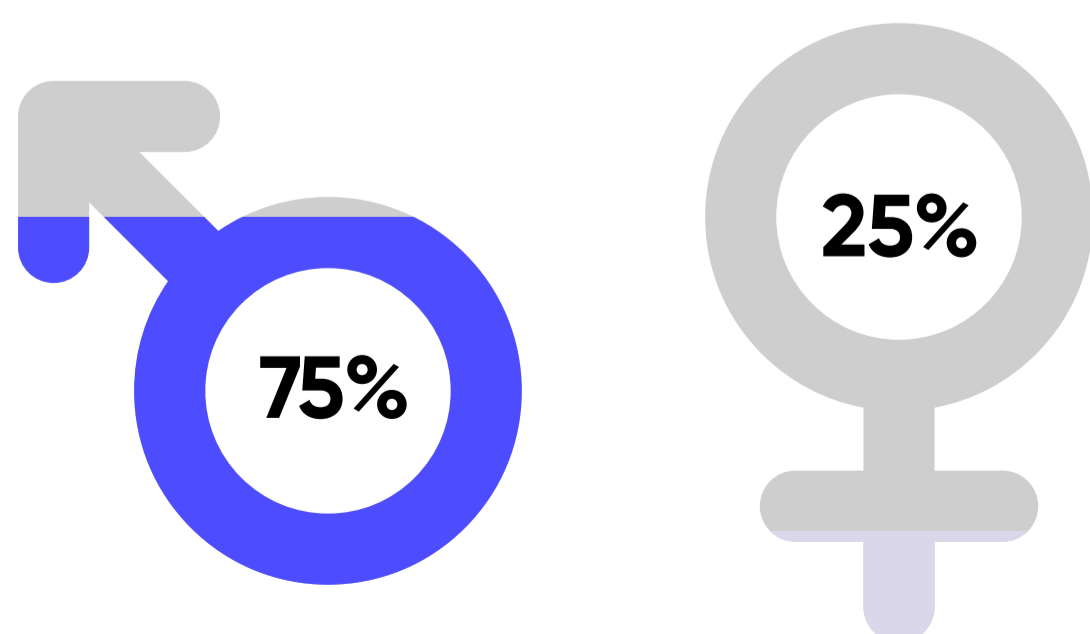
Functional Movement Analysis



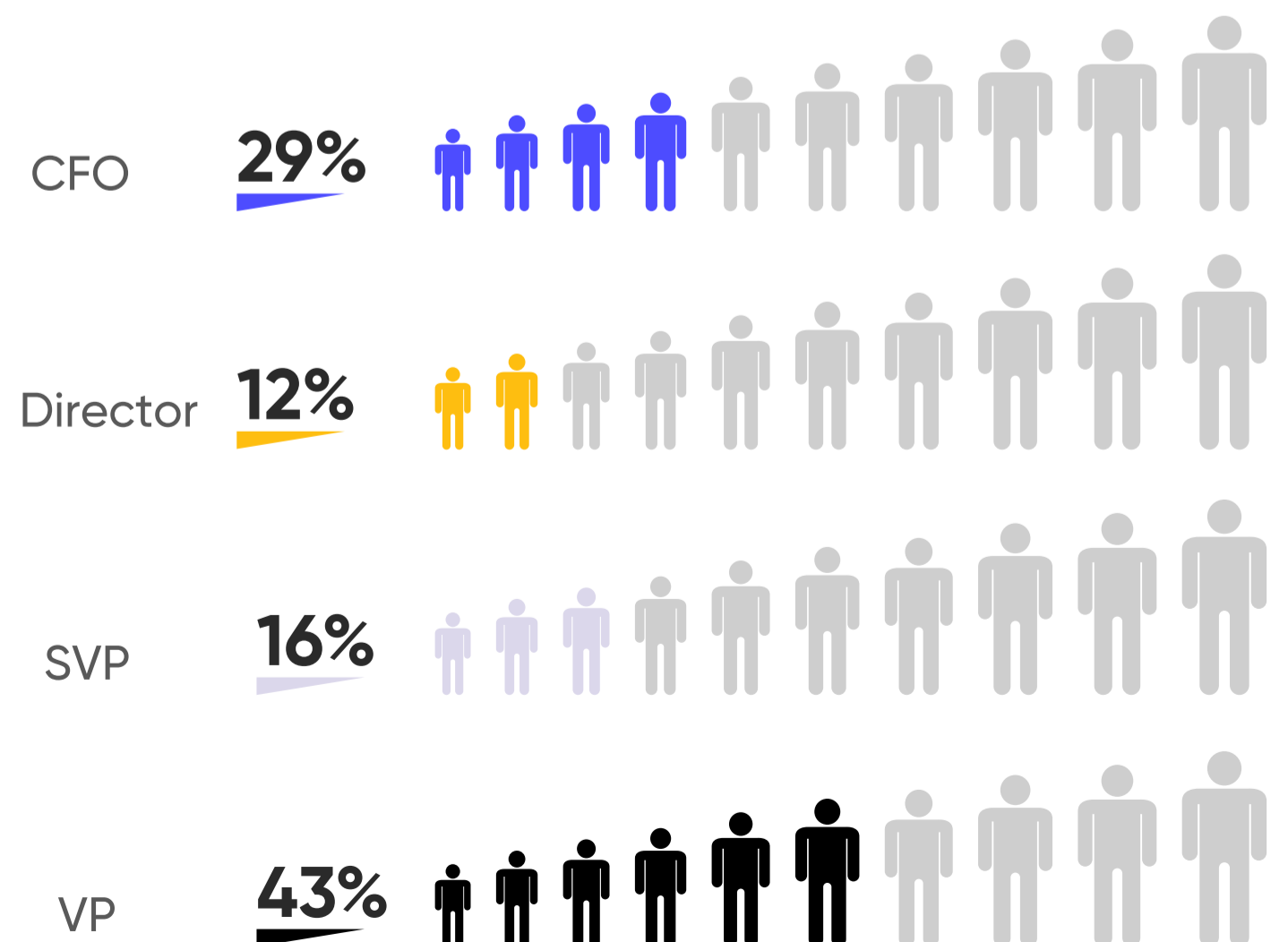
Segment wise Finance hiring



Diversity Hiring Split



Level wise Movements



Bajaj Capital

Shekhar Sood -
Group CFO
(Socomec Group)

Bharti AXA Life

Insurance

Rikhil Shah -
CFO
(SBI General Insurance)

BOB Capital Markets

Neelesh Baheti -
CFO
(Axis Capital)

BPEA Credit

Snigdha Jain -
EVP - Fund Raising & IR
(Kotak Investment Advisors)

CX Partners

Mansi Goel -
Senior Director - Fund Raising
& Investor Relations
(Ivycap Ventures)

DBS Bank

Vinay Jain -
ED Business Finance
(Citi Bank)

DMI Finance

Vivek Wadhwa -
Group CFO
(Orix India)

Epiq Capital

Aditya Pokharna -
SVP Finance
(Ares Management Corporation)

Equirus Capital

Sandesh Sawant -
Group CFO
(Edelweiss Finance Group)

Future Generali India Life Insurance

Alok Rungta -
Dy CEO & CFO
(AXA Philippines)

Hero Fincorp

Anurag Agarwal -
Head Internal Audit
(Grant Thornton)

Jio Financial Services

Deepti Rathor Indi -
Head Internal Audit
(JM Financial)

Wheels EMI

Kalpesh Ojha -
CFO
(Star Agri)

NIIF

Archana M -
Head - Internal Audit
(HDFC Bank)

Piramal Alternatives

Dhiren Thakkar -
CFO
(PWC)

Poonawalla Fincorp

Sunil Samdani -
Executive Director
(Bandhan Bank)

RBL Bank

Buvanesh Tharashankar -
CFO
(Jana Small Finance Bank)

SBM Bank

Smita Nair -
Head Internal Audit
(Kotak Mahindra Bank)

Spandana Sphoorty Financial

Sunand Sahu -
Chief Internal Auditor
(Vistaar Financial Services)

Union Bank of India

Avinash Vasant Prabhu -
CFO
(Deutsche Bank)

Varthana

Talib Lokhandwala -
CFO
(CashE)

2. Legal & Compliance

Talent Movement Summary

170+

mid to senior level moves
within financial services

21%

moves at Director level

60%

churn within Banks &
NBFCs

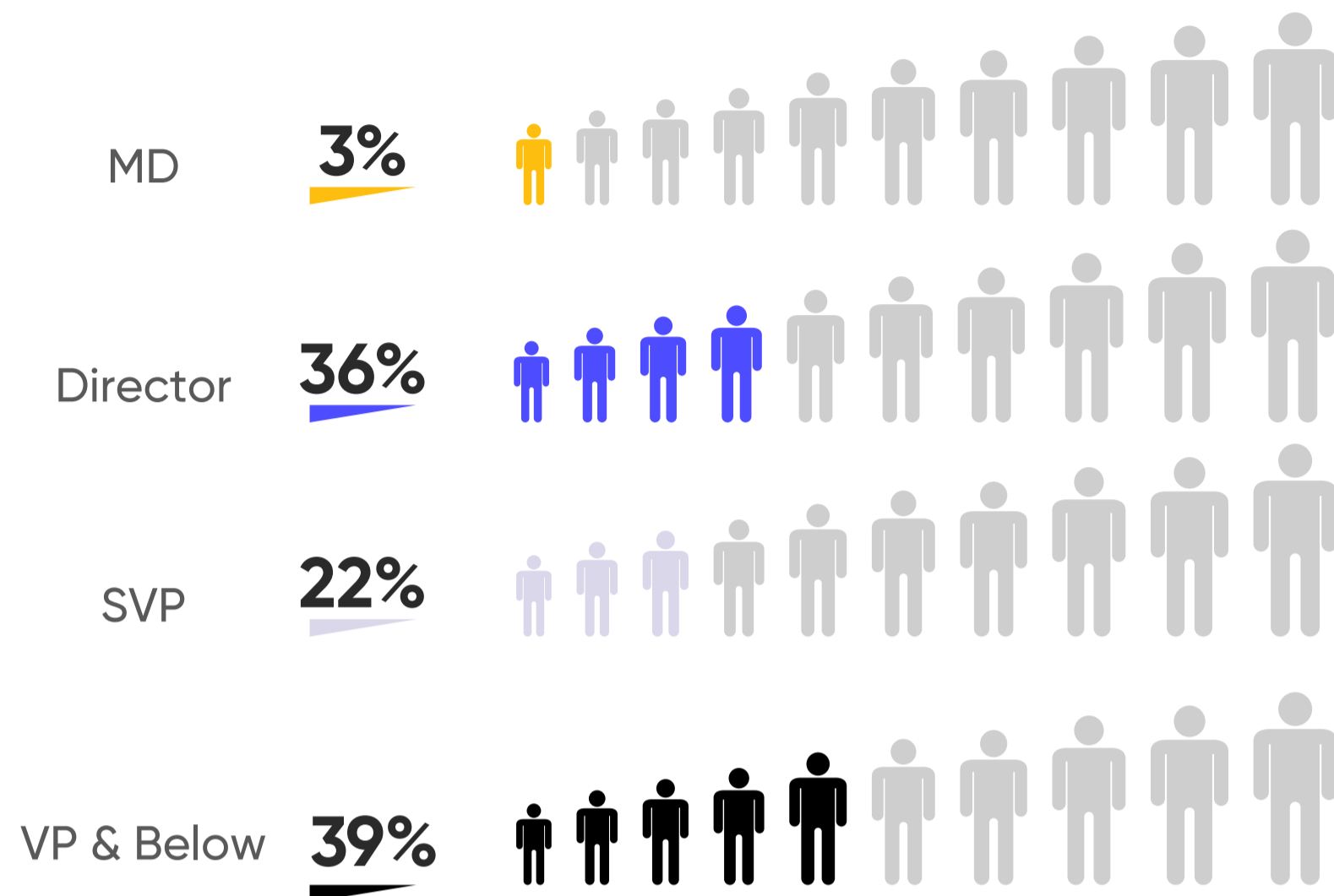
11%

senior hires within Fintech

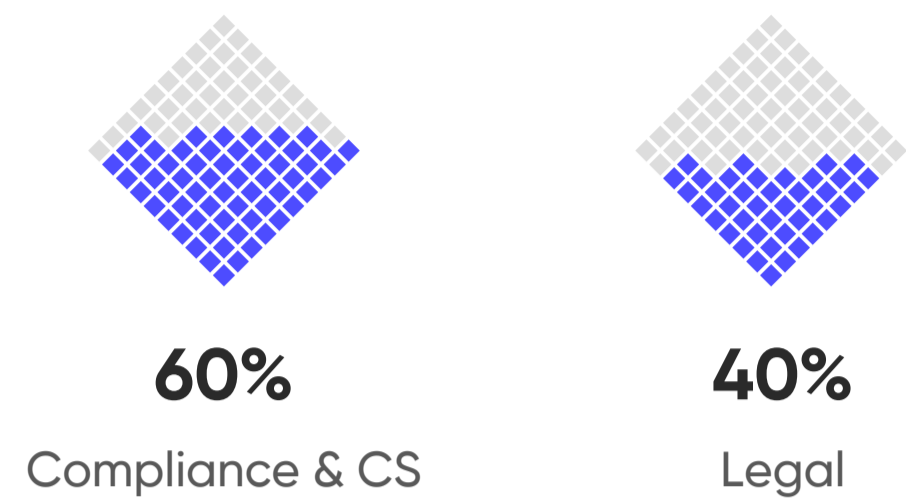
6x

surge in MD level moves

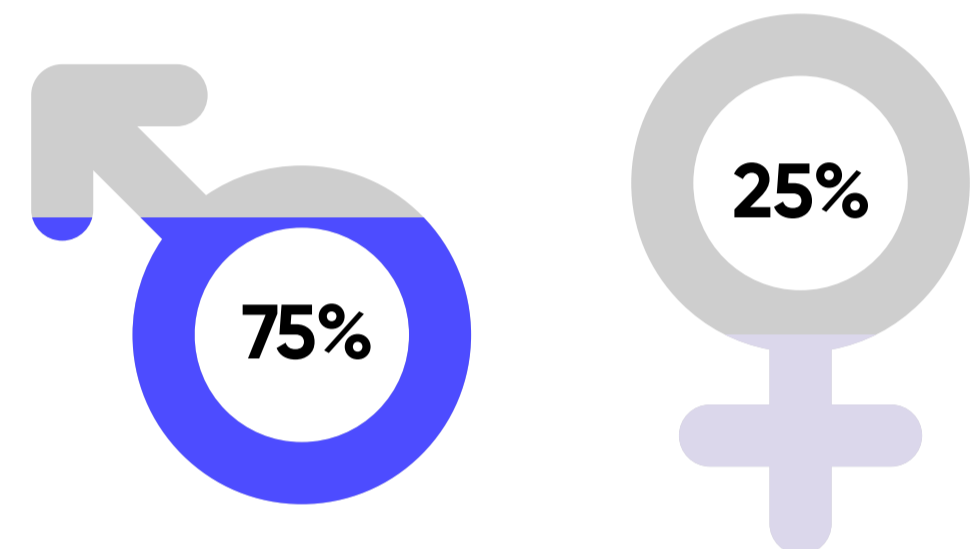
Level wise Movements



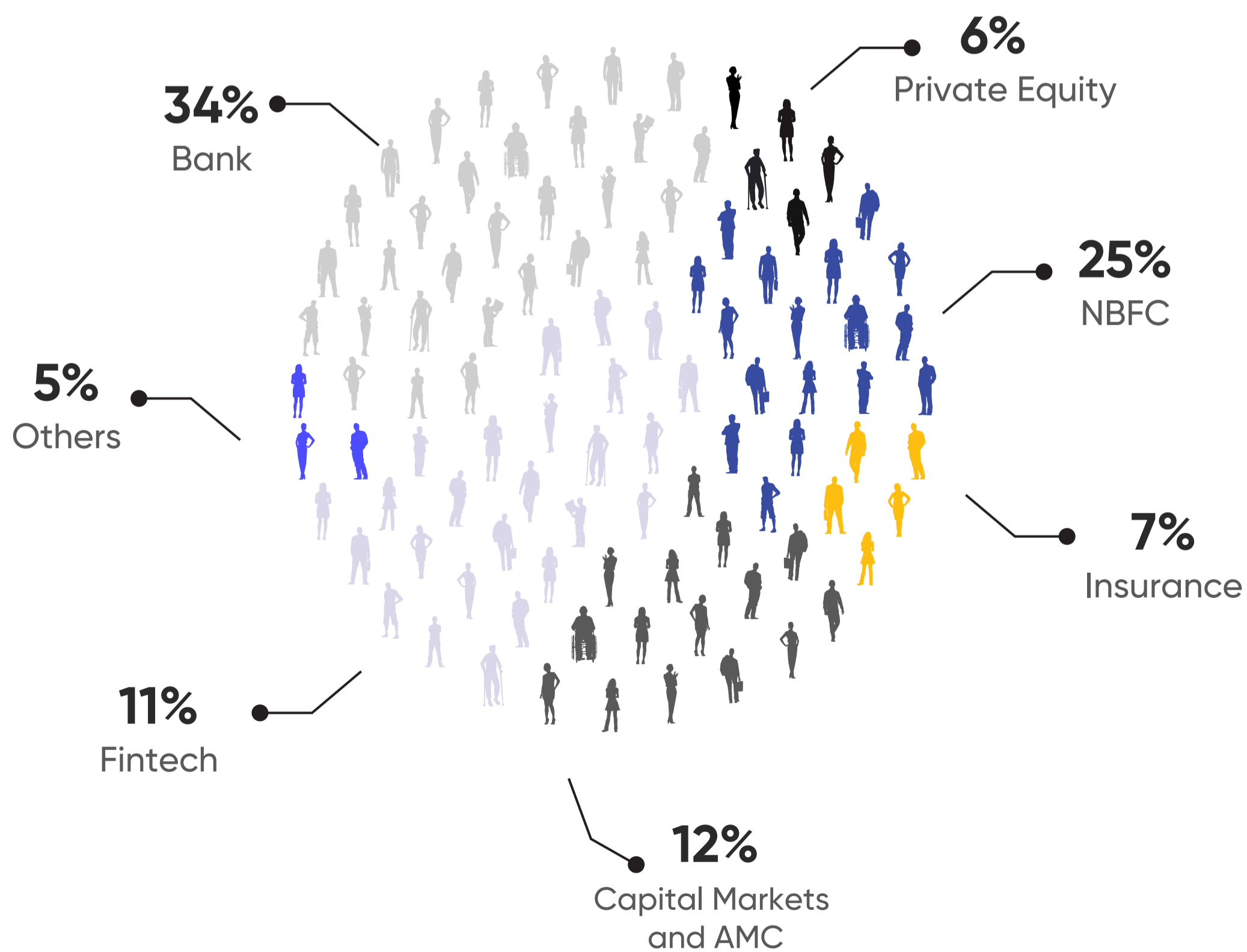
Functional Movement Split



Diversity Analysis



Legal & Compliance - Hiring Split



Aditya Birla Finance

Jitendra Bhati -
Chief Compliance Officer
(Indostar Capital)

Angel One Asset Management Company

Farhana Mansoor -
Chief Compliance Officer & CS
(HSBC Mutual Fund)

AXIS Bank

Damini Marwah -
General Counsel
(HDFC Bank)

AXIS Mutual Fund

Padmaja Shirke -
Chief Compliance Officer,
Head Legal & CS
(Union AMC)

Bajaj Allianz Life Insurance

Rohitt Salwan -
Head Legal
(Anand Rathi Global Finance Ltd)

Bajaj Finance

Neelesh Sarda -
Chief Compliance Officer
(Aditya Birla Capital)

CSB Bank

Aijth Jose -
Chief Compliance Officer
(Canara Bank)

Capri Global Capital

Satish Shimpi -
Chief Compliance Officer
(Bajaj Finance)

Compliance Matters

Veena Gadia -
Partner
(Nomura)

CRISIL Ltd

Preeti Balwani -
Global General Counsel
(HCCB)

Hero Fincorp

Ugen Bhutia -
General Counsel
(SBI Card)

Hero Fincorp

Subhransu Mandal -
Chief Compliance Officer
(Apeejay Surrendra Group)

IDFC First Bank

Neerav Maniar -
Chief Compliance Officer
(Axis Bank)

IndusInd Bank

Sachin Patange -
Chief Compliance Officer
(Utkarsh Small Finance Bank)

InsuranceDekho

Ashish Agarwal -
Head, Compliance
(Aviva India)

Jio Financial Services

Garima Nahar -
General Counsel
(Eight Capital Management)

Jio Financial Services

Sudheer Reddy -
Group Chief Compliance Officer
(Bandhan Bank)

Kotak General Insurance

Parshant Arora -
Chief Compliance Officer, Head Legal & CS
(Royal Sundaram General Insurance)

Kotak Life

Sameer Bhatnagar -
Chief Compliance & Risk Officer,
General Counsel & Head – Secretarial
(ManipalCinga Health Insurance)

Matrix Partners India

Prasad Subramanyan -
Director and Head Legal
(Rajaram Legal)

NARCL

Ishita Sharan -
Head Legal
(ARCIL)

Nomura

Ravi Sureka -
ED, Head Compliance - India
(Credit Suisse)

SBI Card

Mohit Kapoor -
EVP, Head Legal
(IIFL Finance)

SBI Life Insurance

Sudha Sharma -
Chief Corporate Law Officer
(ICICI Prudential Life Insurance)

SLICE

Parakram Jadeja -
Head Compliance
(Citibank)

SMFG India Credit

Vinod Raghavan -
Chief Compliance Officer
(NAVI Technologies)

Standard Chartered Bank

Vinod Patil -
Chief Compliance Officer
(Citi)

TransUnion CIBIL

Ganesh Tanpure -
Director, Head Compliance
(RBL Bank)

UBS Securities

Parameshwaran S -
Head Compliance
(PhonePe)

Union Bank of India

Srinivasan Balachander -
Chief Compliance Officer
(SMFG India Credit)

Vivriti Capital

Srividhya Sridhar -
Head, Legal
(Tata Capital)

3. Operations & Customer Service

Talent Movement Summary

67%

moves across
Banks & NBFCs

10%

surge in Operational
Risk movements

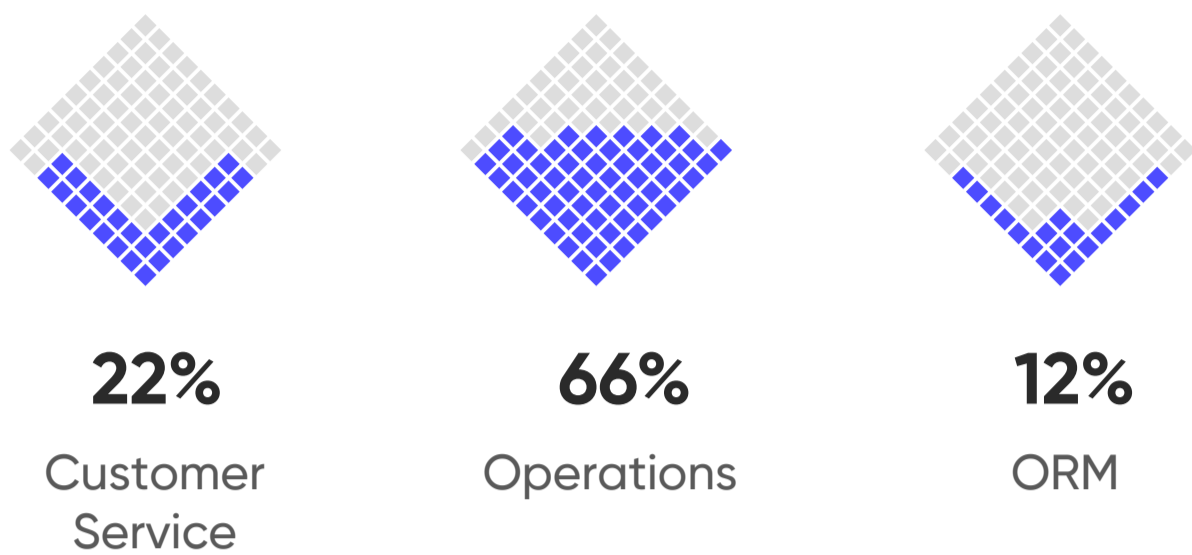
19%

hires at COO/CRO
level

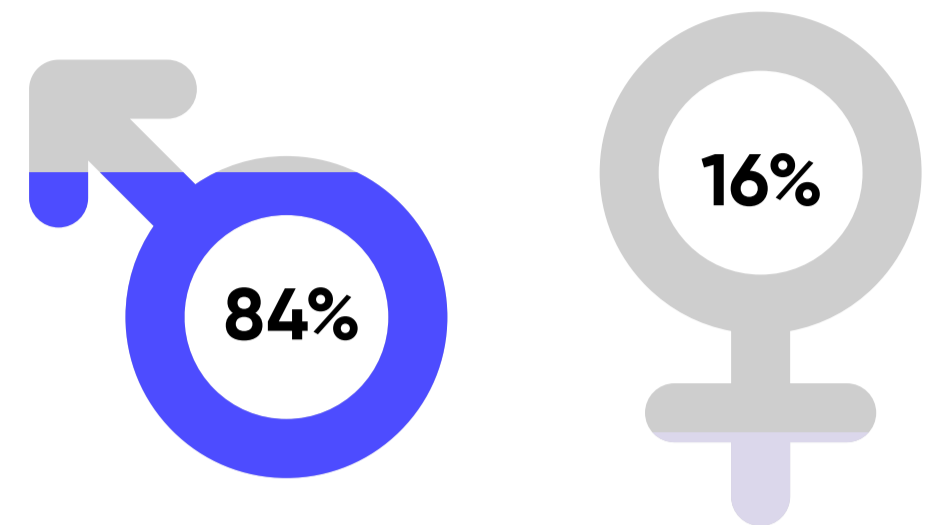
16%

diversity hires

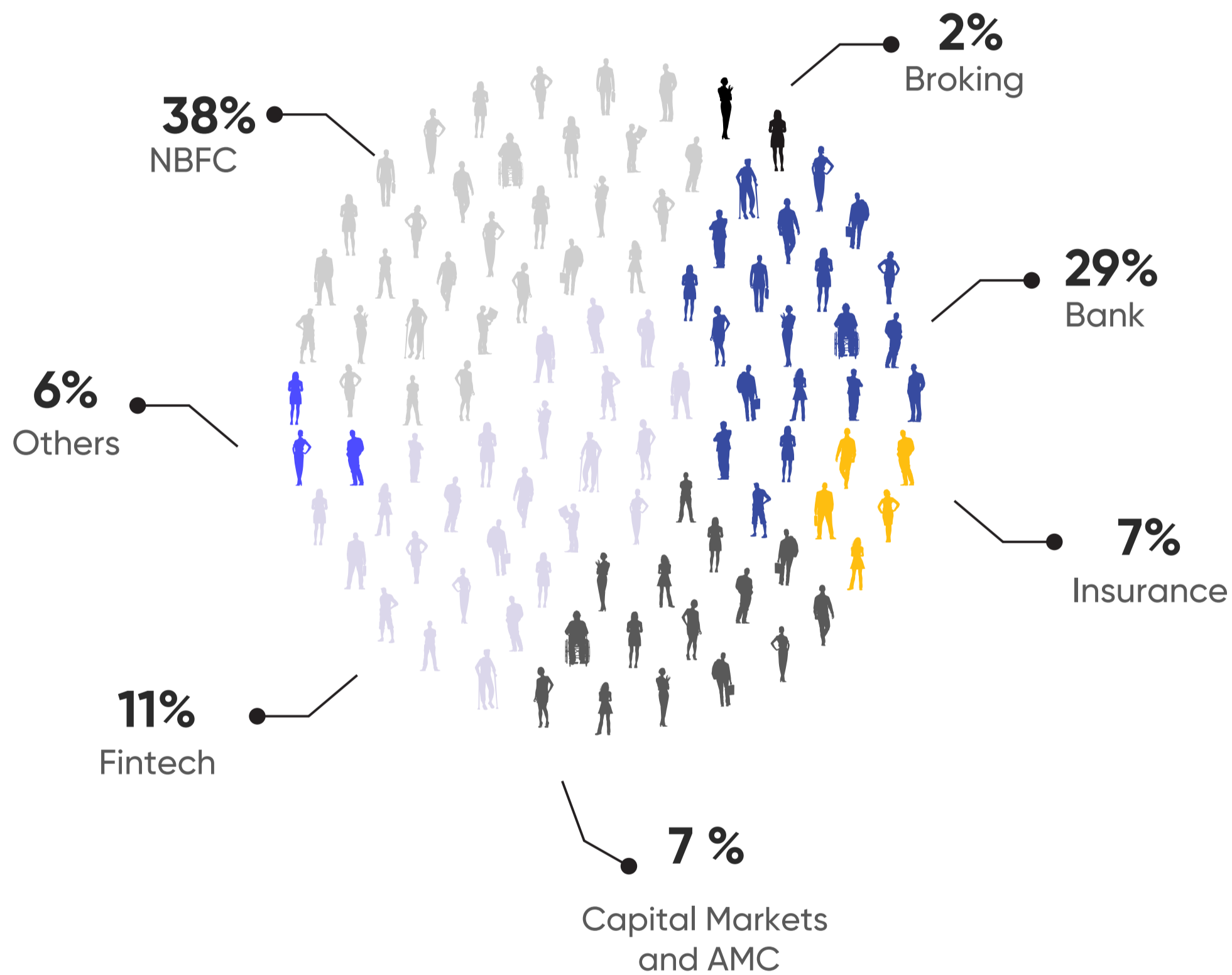
Functional Movement Analysis



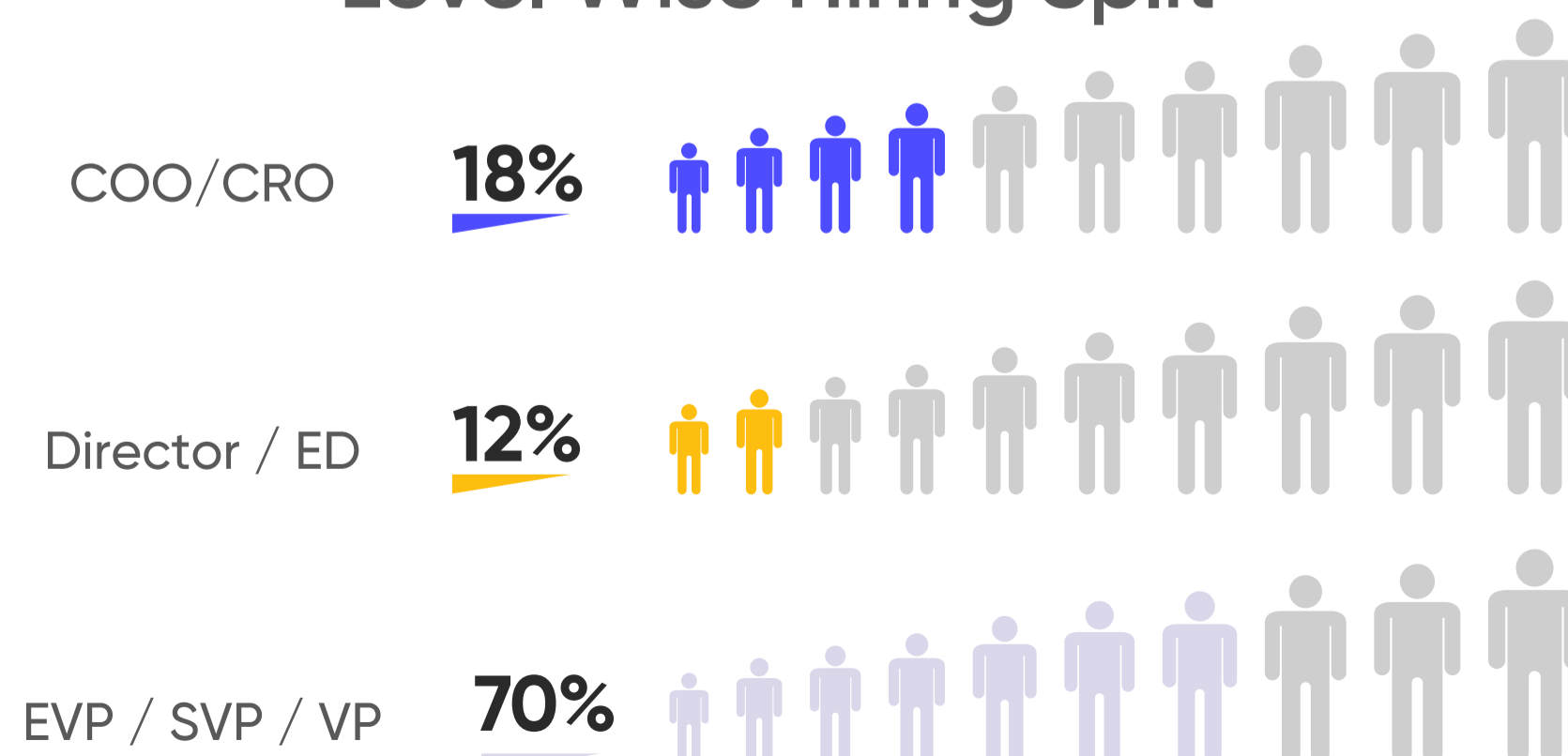
Diversity Hiring Split



Sector Wise Split



Level Wise Hiring Split



ANZ Bank

Neetu Maheshwari -
CTOO
(Morgan Stanley)

Aventus Capital

Shrenik Shah -
ED
(HSBC Bank)

Bandhan Bank

Ratan Kesh -
ED & COO
(Axis Bank)

Bank of America

Nikul Patel -
SVP, Global Banking Operations
(Citibank)

Barclays Bank

Suneeta Shetty -
MD & COO
(ex HSBC)

Jio Financial Services

Charanjit Attra -
COO
(State Bank of India)

L&T Finance

Sudipta Roy -
COO
(Indian Highways
Management Company)

**Motilal Oswal
Wealth Management**

Darshan Shah -
COO
(Nuvama Wealth)

**Piramal Capital
& Housing Finance**

Raj Nair -
Head, Customer Experience
(IDFC First Bank)

**SBI Payment
Services**

Tarun Singh -
COO
(Yes Bank)

**Shriram Housing
Finance**

Leena Joshi -
SVP & Head of
Operations & Customer Service
(Poonawalla Housing Finance)

**Spandana
Spoorthy Financial**

Vishal Sharma -
COO
(Bharat Financial Inclusion)

**Standard
Chartered Bank**

Ajay Amin -
Country Head, FM Operations
(Nuvama)

SBI Card

Shantanu Srivastava -
CRO
(HSBC Bank)

TIAA

Saurav Kedia -
Director, Non - Financial Risk
(Nomura)

Financial Services **Natives**



Arihant Barmecha
Associate Director
Private Equity



Ayesha D'Souza
Managing Partner



Bhavik Doshi
Associate Director
Consumer Lending & Insurance



Karan Dalal
Associate
Director
Private Equity



Mansi Kanade
Associate Director
Asset Management



Ruchi Thakkar
Director
Capital Markets &
Asset Management



Shujat Ali
Director
Wealth Management



Shuvharshika Mishra
Partner



Sonali Puri
Managing Partner



Shalinee Udmale
Director
Technology, Offshoring & Analytics



Vinal Vikamshi
Director
Corporate Functions

The Power of Informed Intuition

nativeworld.com

Mumbai

Awfis, Adani Inspire,
3rd Floor, Unit No.4,
Bandra Kuria Complex,
Bandra East, Mumbai 400 051

Gurgaon

332, 3rd Floor Altrade Business
Centre, Platina Building, MG Road
Near Sikanderpur Metro Station
Gurugram, Haryana – 122002

Bangalore

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