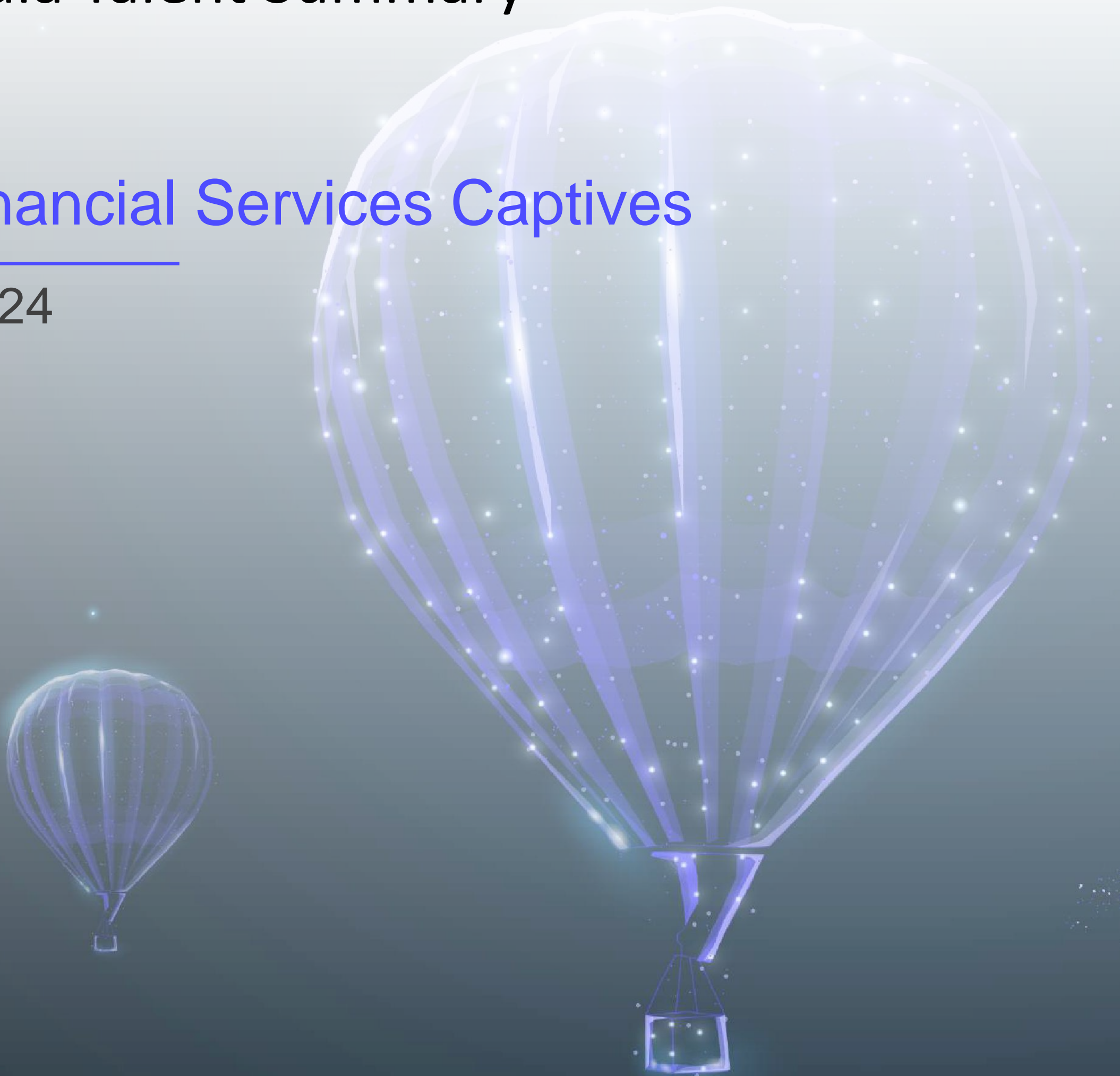


Migrations

India Talent Summary

Financial Services Captives

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

Financial Services Captives

Talent Movements Summary 2024

53%

moves from
other industries
to Offshore

84%

moves within
Technology across
Engineering,
Service Delivery and
Infrastructure
functions

28%

diversity moves
within Analytics
& Digital

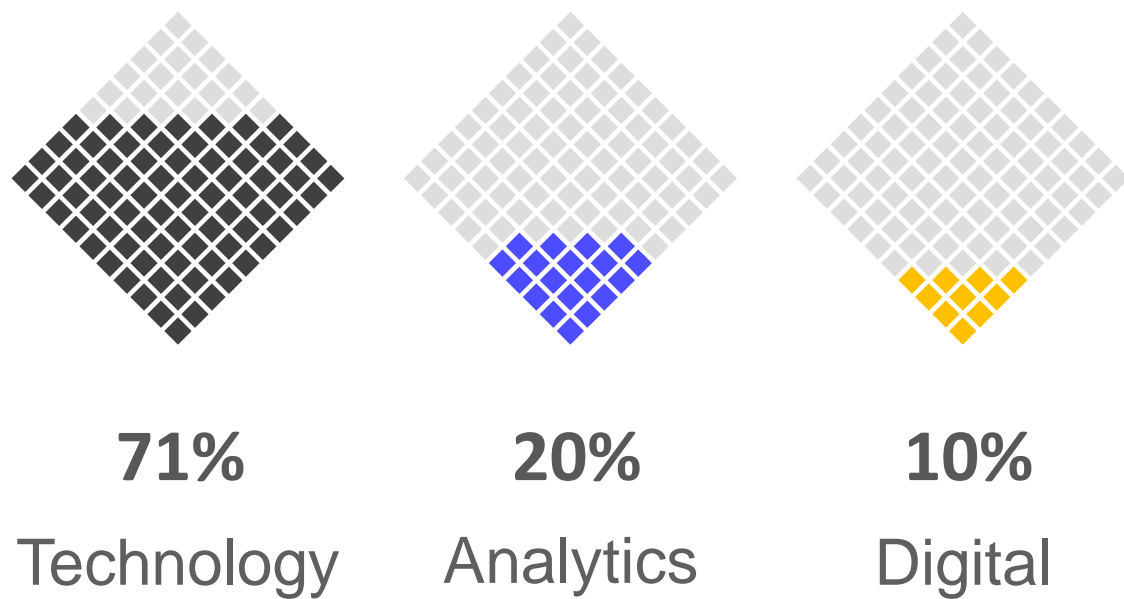
37%

moves from
Consulting / IT
Services to Offshore
at Senior levels

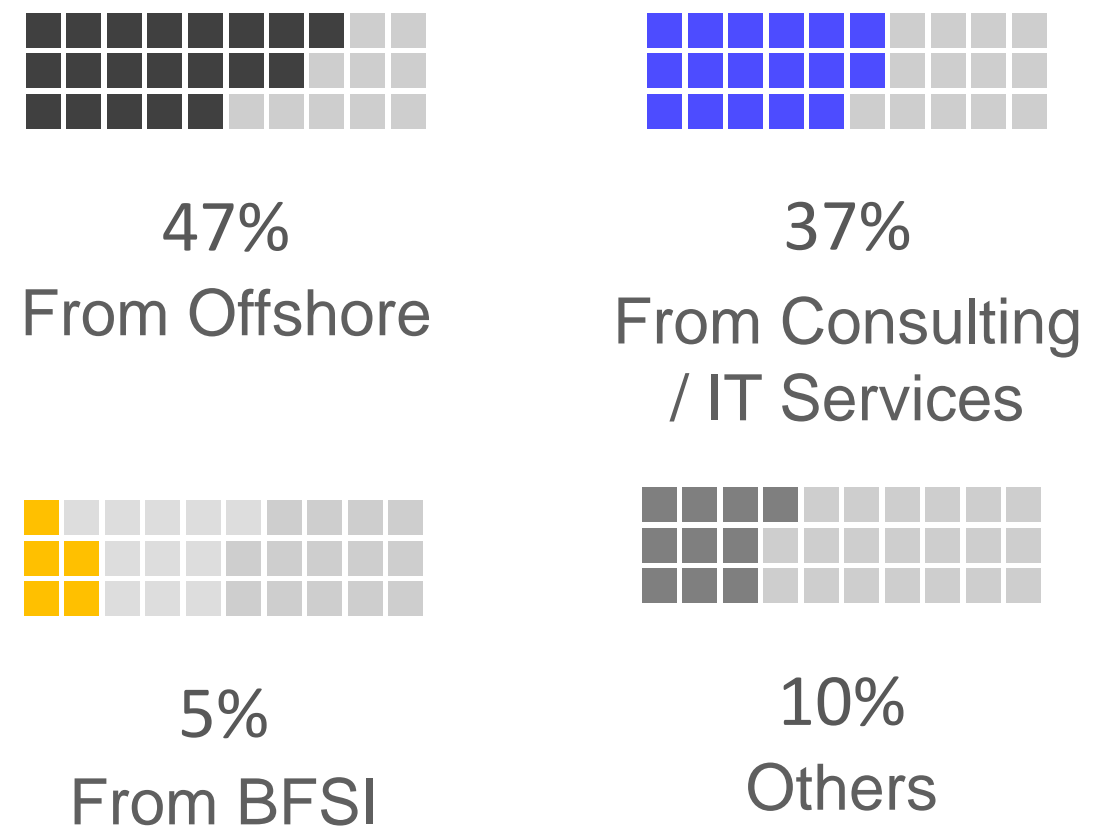
*The movements have been summarised basis data recorded across leading 40 Global Banks / GCCs, Asset Management firms, Insurance & AMCs.

2024

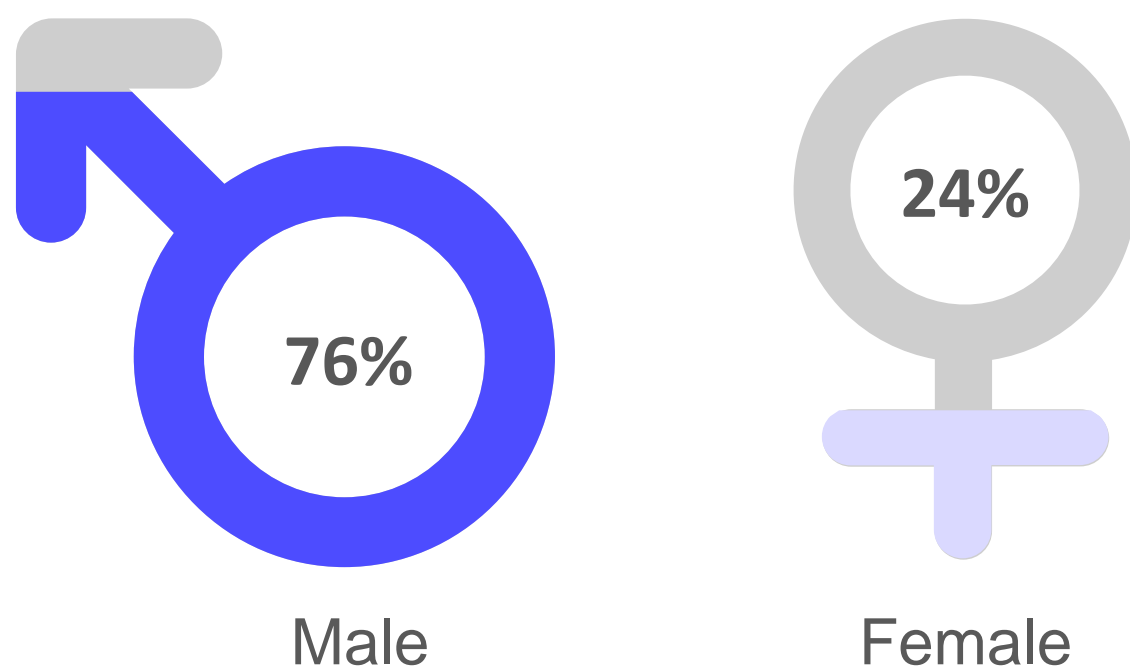
Functional Hiring Split



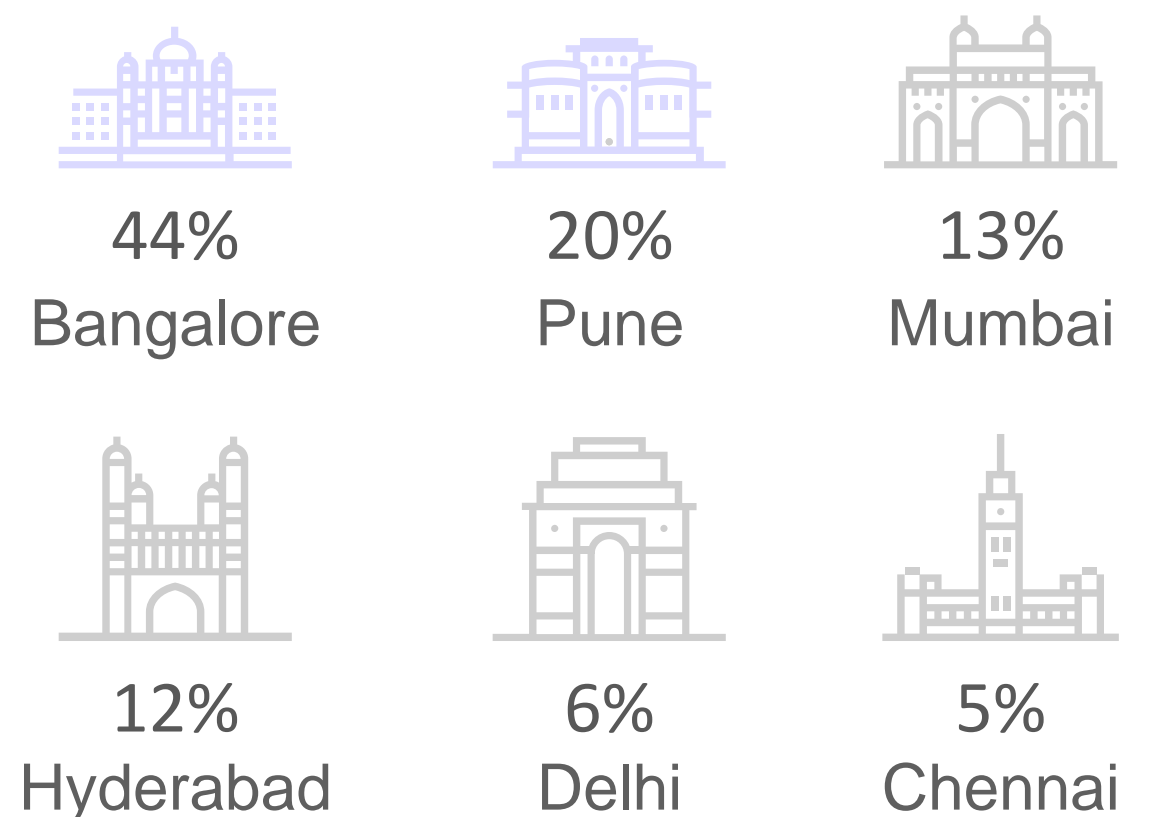
Senior Migrations to Captives



Diversity Movements



Location Wise Hiring Split

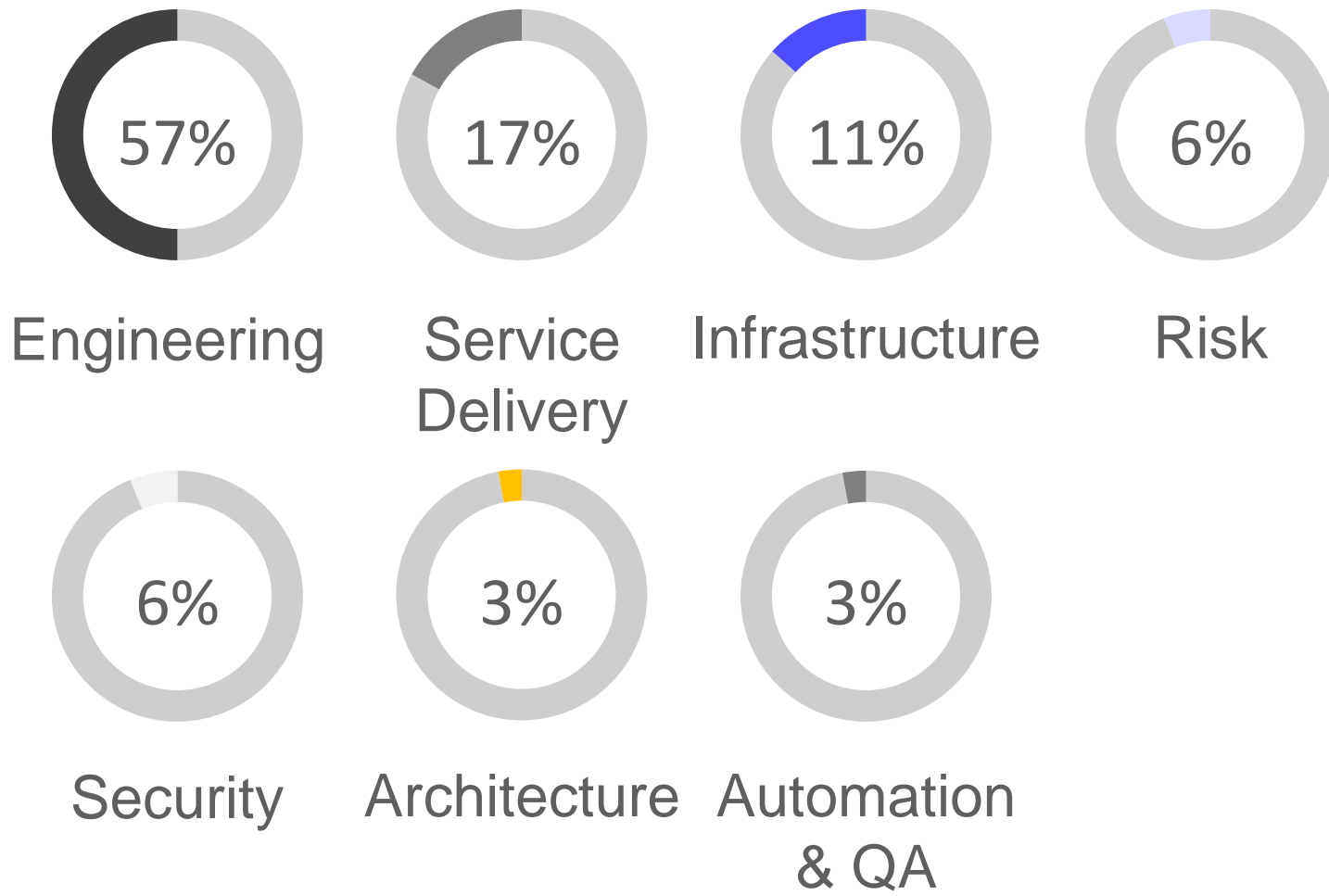


Bangalore and Pune continues to be the preferred destination for tech talent migrations for offshoring

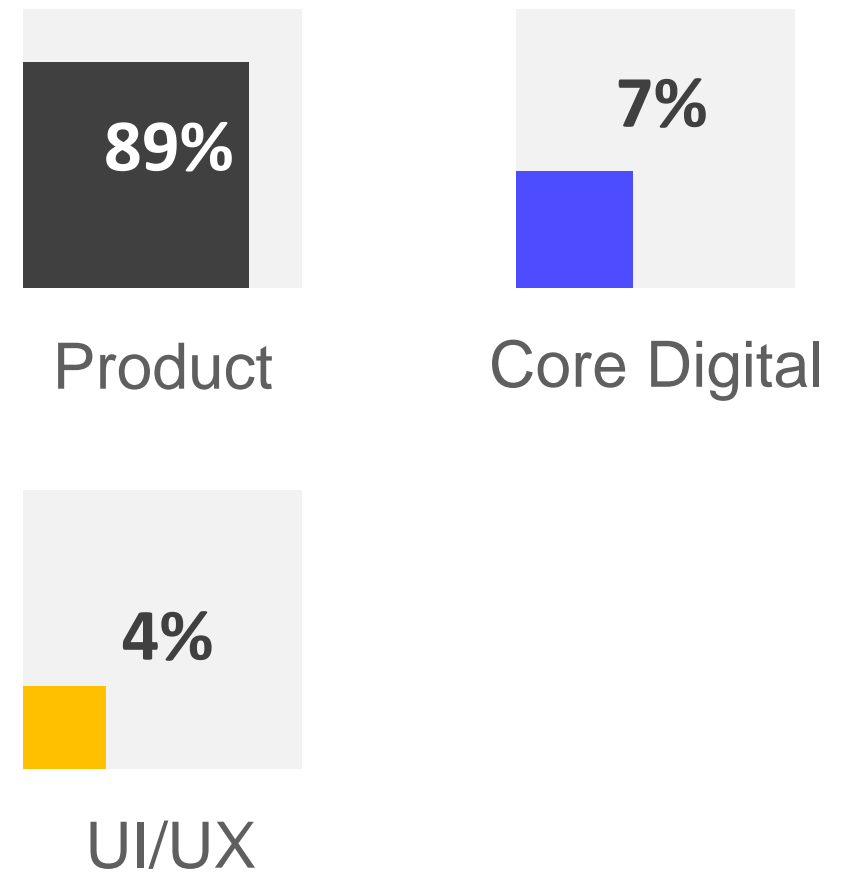
2024

Skill Wise Movement

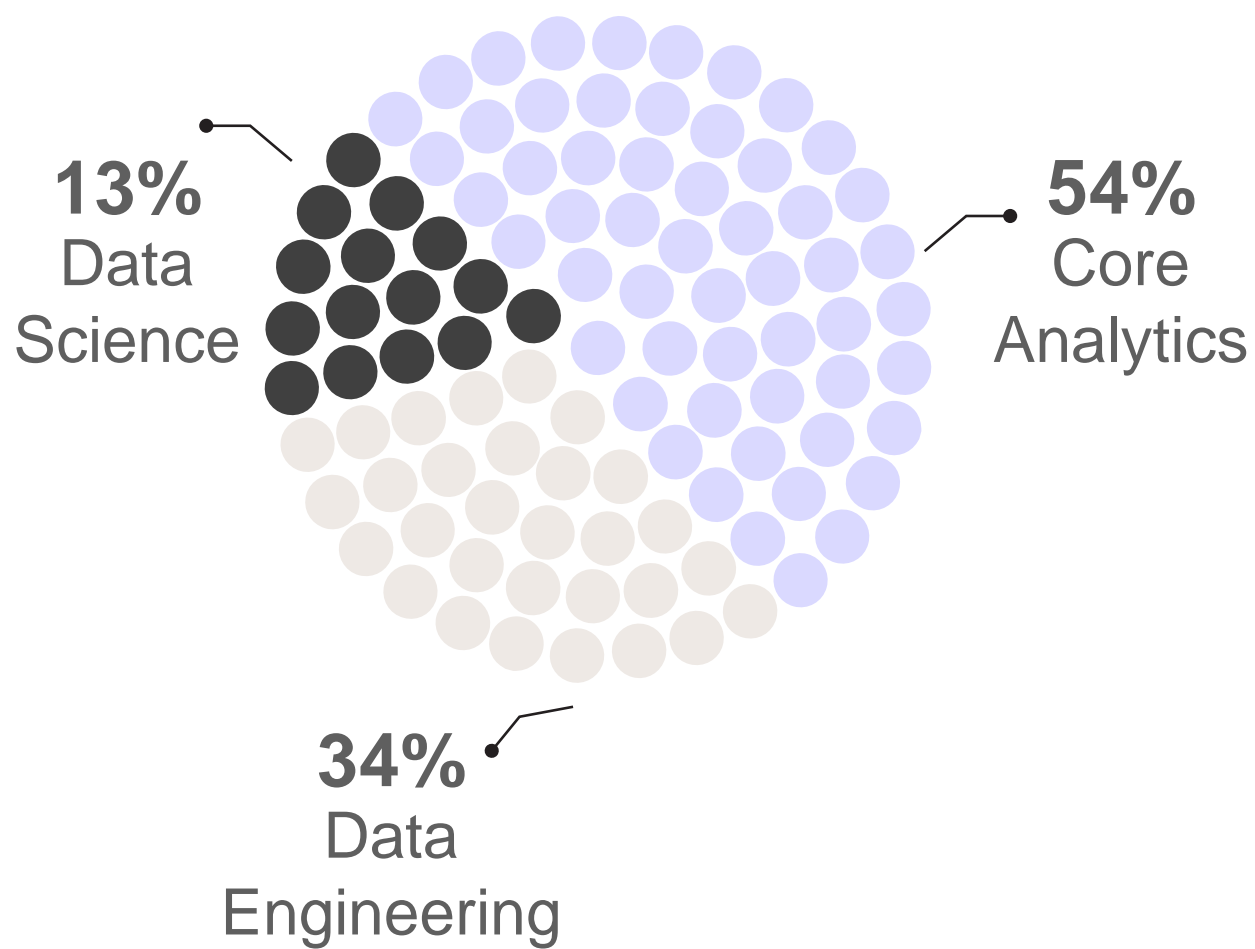
Technology



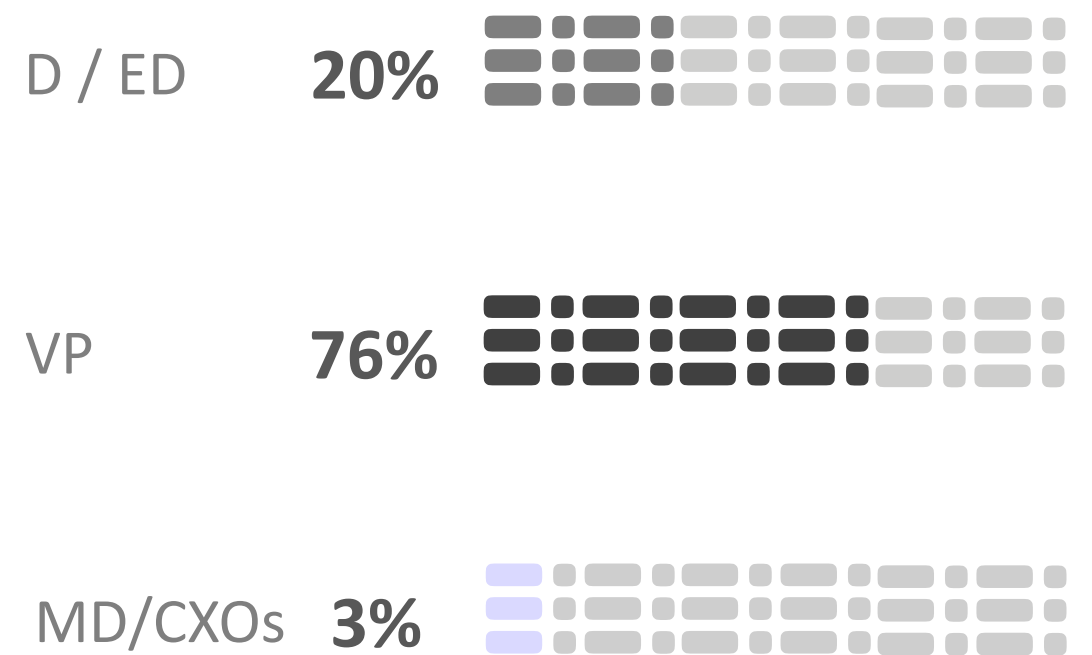
Digital



Analytics



Level Wise Hiring Split



2024

Technology

 Vidya Meyyappan MD - Controllers Engineering [Ex-JPMC]	 Swami Bagul MD - Global Head of WPB Digital Channels Technology & WPB India Head of Engineering [Ex-Citi]	 Satish Kamath Chief Technology Officer [Ex-AltoMeta Consulting]	 Vikram Ramakrishnan MD - Technology [Ex-PayPal]
 Saurabh Pathak ED - Software Engineering [Ex-E*TRADE from Morgan Stanley]	 Sandhya Pradeep ED - India Regional Head, RTC [Ex-Walmart]	 Ravi S Adhikarla ED - CIB, Engineering & Architecture [Ex-Goldman Sachs]	 Pravin Pundlik CTO [Ex-HSBC]
 Elango Somasundaram MD & CTO - India [Ex-Wells Fargo]	 Sameer Chothani MD - India Integration Lead and Head of Technology Services India [Ex-EY]	 Sonal Anshal ED - Principal Engineer [Ex-IntelleWings]	 Vikrant Jain ED - Technology [Ex-Fidelity International]

Analytics

 Pradeep Hodigere Head - SDLC Data Engineering, Managing Director CCB [Ex-Palto Alto Networks]
--

 Nishith Kumar ED - Software Engineering [Ex-UBS]

 Kaushik Kadidal Chief Data Officer & Head of Insights Business [Ex-LazyPay]
--

Digital

 Rituparna Ghosh Dastidar ED – Digital Transformation [Ex-EmpowerBridge]
--



Shalinee Udmale

Partner
Digital, Technology and Analytics



Sai Gopal

Partner
Engineering



Veeresh Kumar

Principal
Digital, Technology and Analytics



Vikas Sharma

Associate Director
Corporate Technology

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Bristol Chowk, MG Road,
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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