

# Migrations

## India Talent Summary

### CFO & Finance

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2024



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# CFO and Finance

## Talent Movements Summary 2024

**440**

Senior moves in  
Finance across sectors

**51%**

Moves at CFO levels  
vs 35% last year

**20%**

Finance moves in  
Technology & Startups

**12%**

Diversity moves in  
Finance function  
across sectors

\*The report has been summarized basis senior level movements recorded across leading Global and Indian organizations within Consumer, Healthcare & Pharma, Industrials, Power & Infrastructure and Technology.

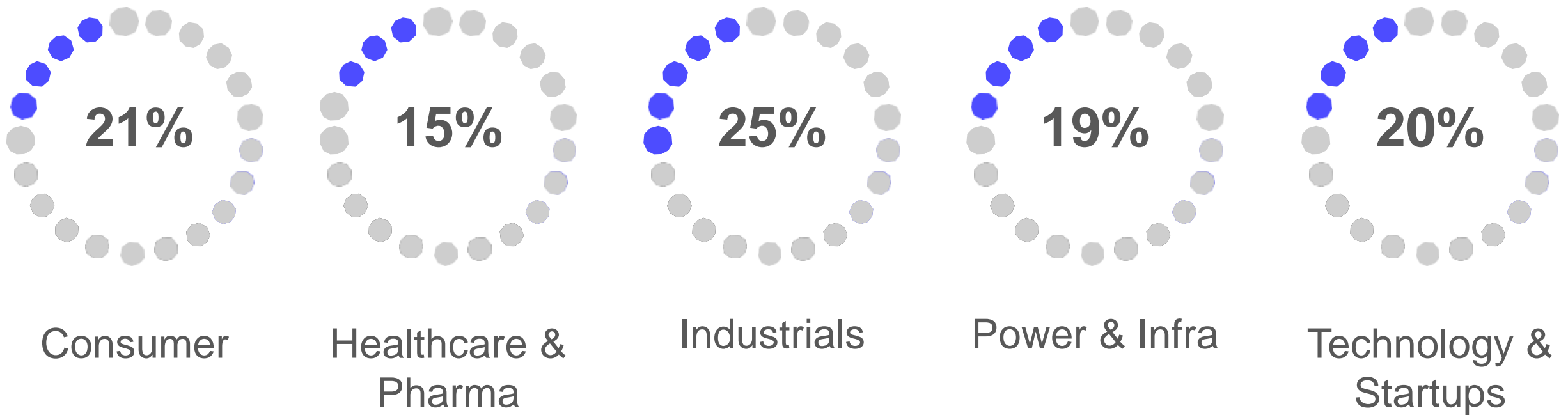
# Movement Analysis

## CFO and Finance

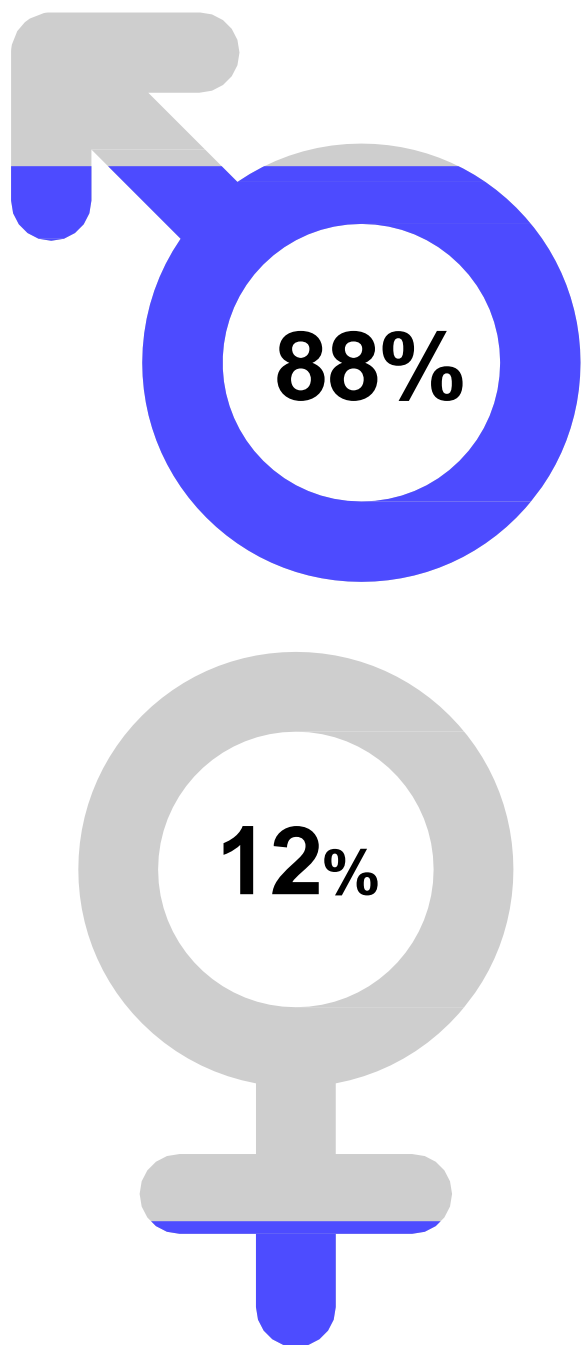
2024

### Industry wide summary of CFO & Finance Hiring

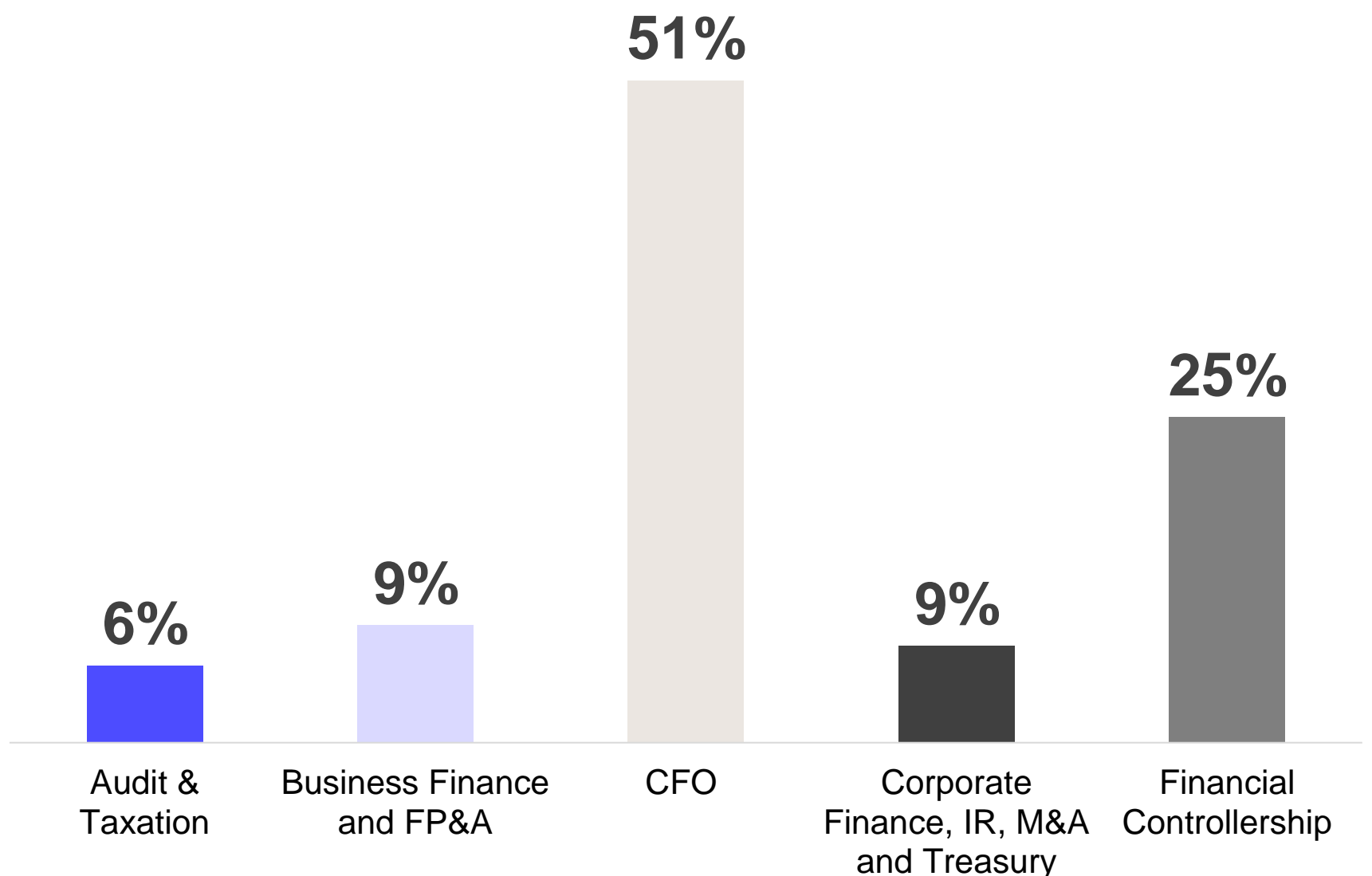
Industrials, Consumer and Technology leads highest demand for Finance professionals for leadership roles



### Diversity Movements



### Segment Wise Hiring Split



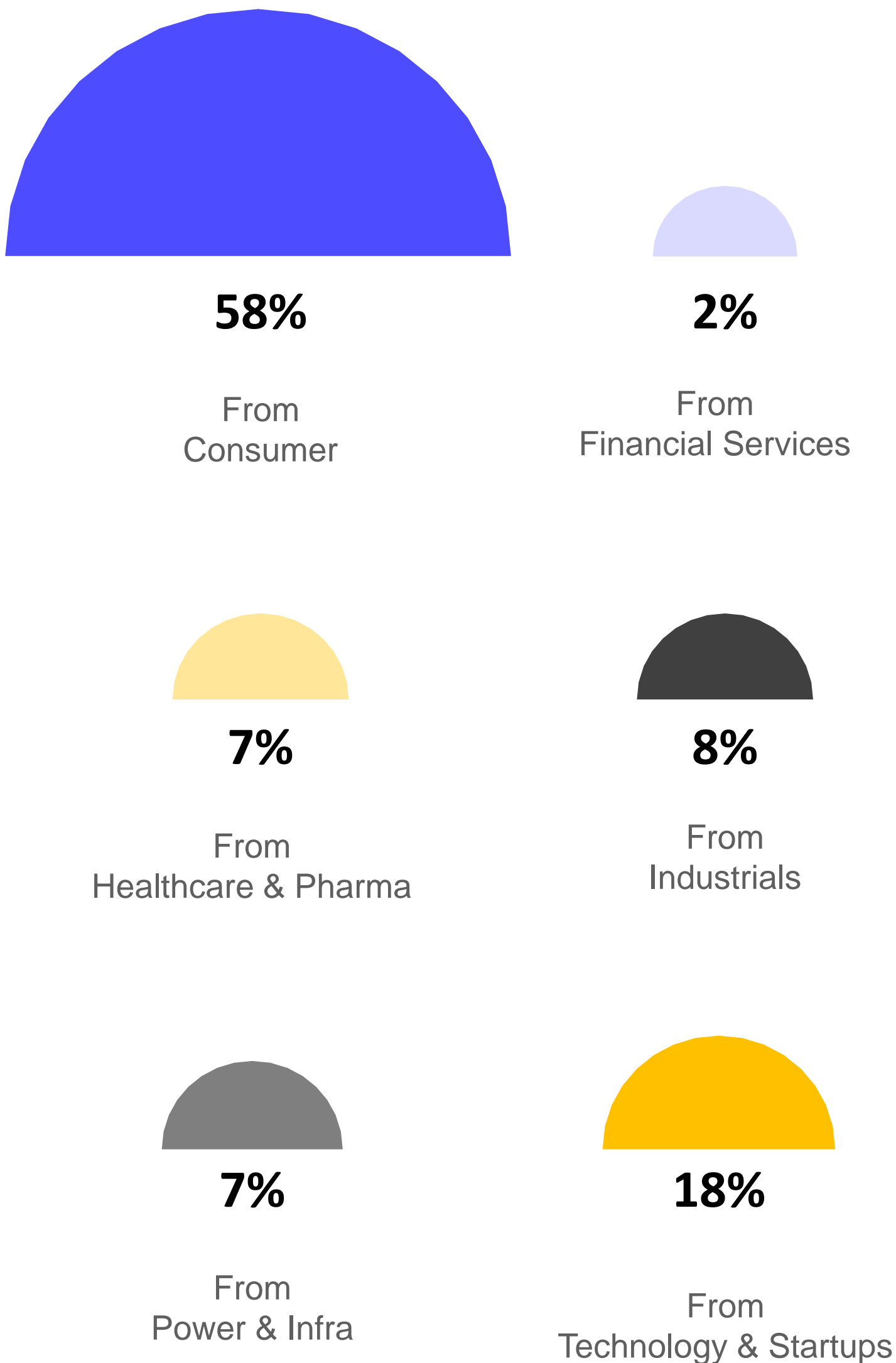
# Movement Analysis

## Finance Hiring within Consumer

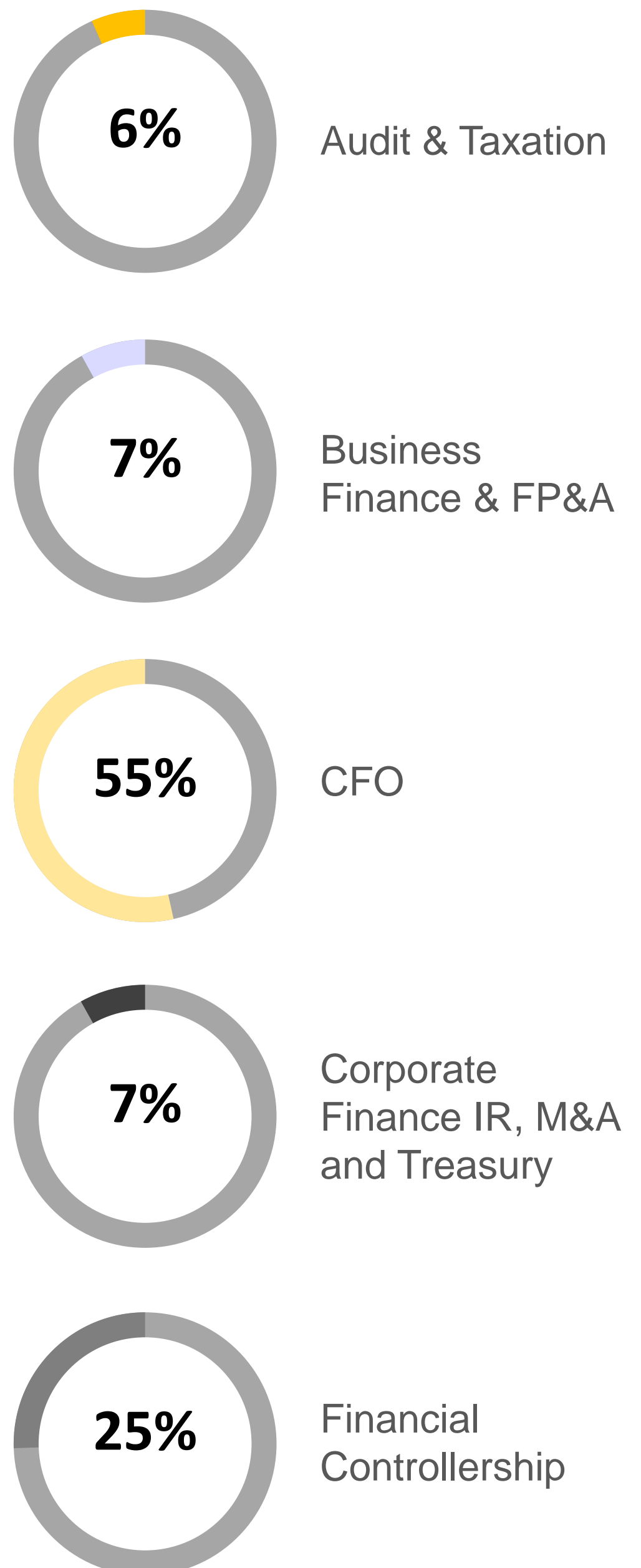
2024

### Finance talent migrations to Consumer from various sectors

42% of senior Finance talent hired within Consumer migrated from other sectors



### Functional split of Finance hire within Consumer





















# Key Finance Movements within Consumer

Native

2024

## Unlisted / PE - VC Backed

 <p>Pavan MV CFO</p> <hr/> <p>[Ex-Linde India]</p>	 <p>Anuraag Srivastava CFO &amp; Director, Finance</p> <hr/> <p>[Ex-Phoenix Mills]</p>	 <p>Sumit Mukherjee VP, Finance</p> <hr/> <p>[Ex-Sterlite Technologies]</p>	 <p>Mathew George Group CFO</p> <hr/> <p>[Ex-Medi Assist]</p>
 <p>Vikkas Mittar Girdhar CFO (Hospitality)</p> <hr/> <p>[Ex-Accor]</p>	 <p>Saurabh Gupta CFO</p> <hr/> <p>[Ex-DLF]</p>	 <p>Hemant Agarwal CFO</p> <hr/> <p>[Ex-VideoVerse]</p>	 <p>Tarun Pathria CFO</p> <hr/> <p>[Ex-Miracules]</p>
 <p>Rajesh Sethi Group CFO</p> <hr/> <p>[Ex-STER]</p>	 <p>Abhishek Gupta CFO</p> <hr/> <p>[Ex-OYO]</p>	 <p>Manohar Deeti Head, Finance</p> <hr/> <p>[Ex-Vodafone Idea]</p>	 <p>Sumit Maloo CFO</p> <hr/> <p>[Ex-Skechers]</p>
 <p>Piyush Kalra CFO - India</p> <hr/> <p>[Ex-The Good Glamm Group]</p>	 <p>Raas Taneja CFO - RPSG Publication business</p> <hr/> <p>[Ex-Warner Bros. Discovery]</p>	 <p>Anjani K Jajodia CFO</p> <hr/> <p>[Ex-Open Network for Digital Commerce]</p>	 <p>Ashish Kumar Group CFO</p> <hr/> <p>[Ex-SpiceJet]</p>
 <p>Ajay Bhat CFO</p> <hr/> <p>[Ex-Shangri-La Hotels &amp; Resorts]</p>	 <p>TC Pattabiraman Group CFO</p> <hr/> <p>[Ex-Statkraft]</p>		

# Key Finance Movements within Consumer

Native

2024

## Listed



Anil Somani  
CFO

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[Ex-Bata]



Pawan Nawal  
CFO

---

[Ex-NTT]



Khiroda Jena  
CFO

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[Ex-Kolte Patil Developers]



Badal Bagri  
CFO

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[Ex-Reliance Retail]



Ravi Porwal  
CFO

---


[Ex-Birla Estates]



Brajesh Palsaniya  
Chief Treasury Officer

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[Ex-Bajaj Energy]



Manish Desai  
CFO

---

[Ex-Voltas]




Hrushit Shah  
CFO, McDonald's -West &  
South India

---

[Ex-Pidilite Industries]

## Strategy, M&A & IR



Solid. Since 1910

Rabindra Basu  
Director, Investor Relations

---

[Ex-Mahindra Life spaces]



Bhavesh Gada  
Chief Investment Officer &  
Finance Strategy

---


[Ex-Phoenix Mill]



Santosh Jha  
AVP, Investments

---

[Ex-Ample Parks]



Advait Phatarfod  
Head, Investor Relations

---

[Ex-Tata Realty and  
Infrastructure]

## Diversity



Mukti Hariharan  
CFO- India & South-  
West Asia

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[Ex-Lenskart]



Suman Hegde  
CFO

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[Ex-Hindustan Unilever]



Karishma Gupta  
CFO

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[Ex-Jubilant FoodWorks]

MoëtHennessey

Khyati Maheshwari  
CFO

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[Ex-Wella Company]

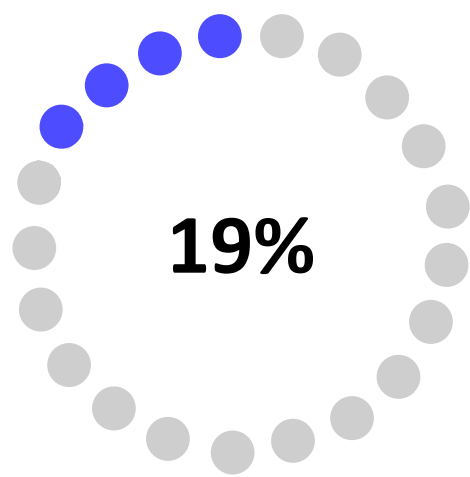
# Movement Analysis

## Finance Hiring within Industrials

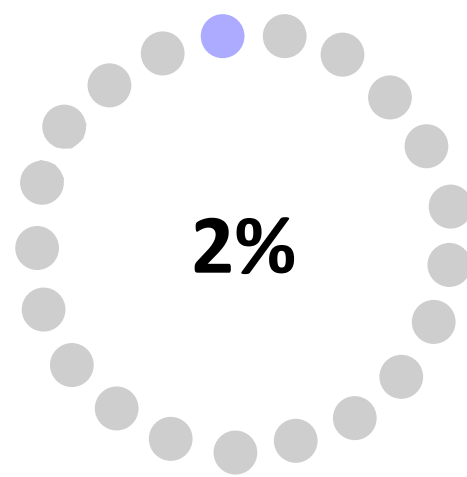
2024

### Finance talent migrations to Industrials from various sectors

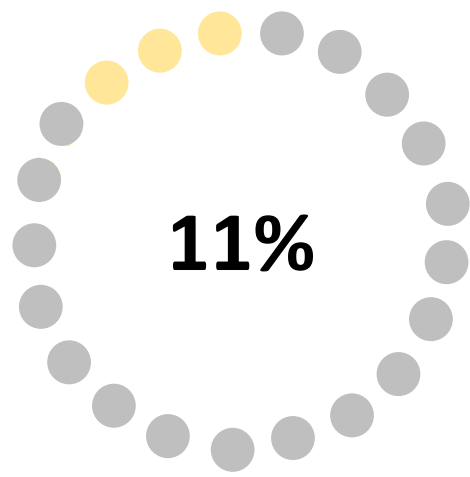
52% of senior Finance talent hired within Industrials migrated from other sectors



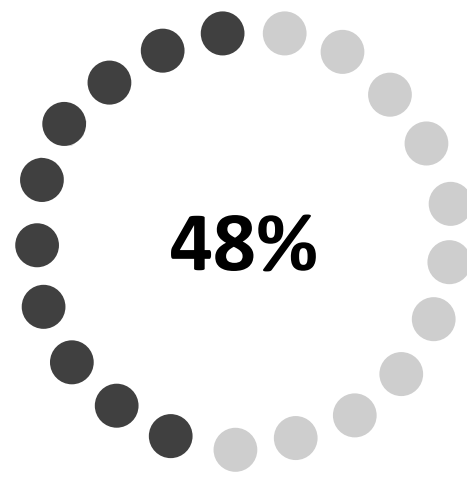
From Consumer



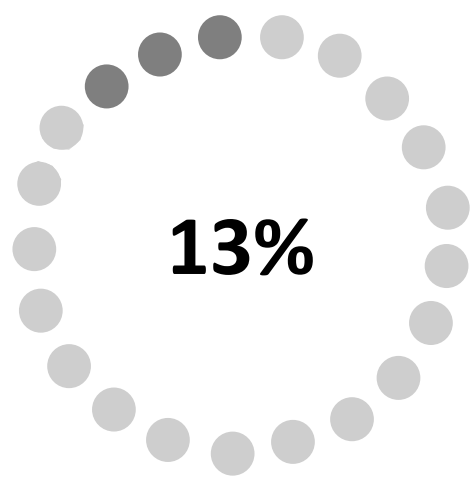
From Financial Services



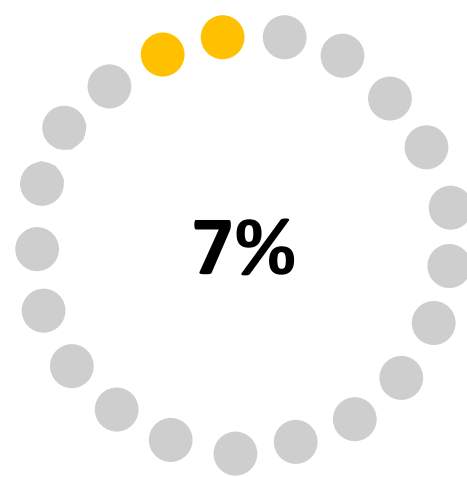
From Healthcare & Pharma



From Industrials



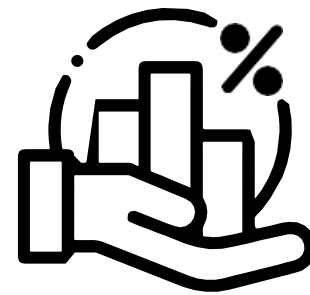
From Power & Infra



From Technology & Startups

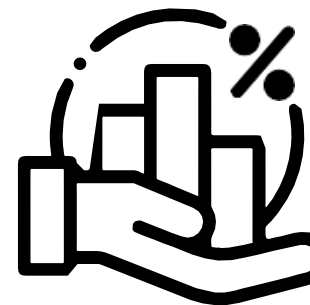
### Functional split of Finance hire within Industrials

8%



Audit & Taxation

9%



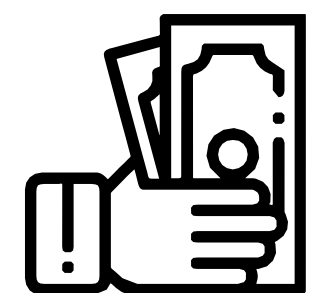
Business finance & FP&A

62%



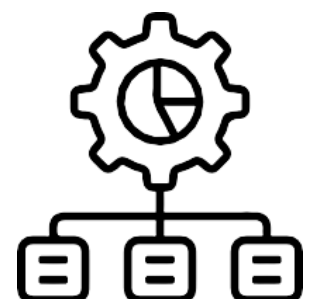
CFO

10%



Corporate Finance, IR, M&A and Treasury

11%



Financial Controllingship



# Key Finance Movements within Industrials

Native

2024

## Unlisted / PE - VC Backed



Manish Jain  
CFO

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[Ex-FNP]



Tuhin B.  
CFO

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[Ex-Reliance Industries]



Pankaj Jain  
SVP, Finance & Group  
Controller & CFO, ANEVOLVE

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[Ex-Havells India]



Pankaj Khemka  
CFO

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[Ex-NRB Bearings]



Sidharath J.  
CFO

---


[Ex-Movin]



Sharad Agarwal  
CFO

---

[Ex-Arthmate]



Pravin Rao  
CFO

---


[Ex-IPG Asia]



Nitin G  
CFO

---

[Ex-SABIC]



Anuj Madan  
CFO

---

[Ex-InterGlobe  
Enterprises]



Satya Rakesh  
CFO

---

[Ex-Deep Rooted]



Vikas Khetawat  
CFO

---

[Ex-Pernod Ricard]



Swapnil Mhatre  
CFO

---

[Ex-Pidilite Industries]



Binny Patalia  
CFO

---

[Ex-Sicer India]



Kamal Gupta  
CFO

---

[Ex-Jubilant Ingrevia]



Ashish Modak  
CFO

---

[Ex-Mahyco]



Dhiraj Tiwari  
CFO

---

[Ex-Biocon Biologics]

## Listed



Mahendra K Harit  
CFO, Pulp and Paper

---


[Ex-Ashok Leyland]



Shivam Thakkar  
CFO

---

[Ex-Crystal Group]



Indranil Sen  
CFO

---

[Ex-Biocon]



Ritesh Agrawal  
CFO

---

[Ex-Ethos Watch Boutiques]

# Key Finance Movements within Industrials

Native

2024

## Listed



Vivek Anand  
CFO

[Ex-DLF]



Varun Gupta  
President & CFO

[Ex-Hindustan Unilever]



G R Arun Kumar  
Group CFO

[Ex-Ola]

## Strategy, M&A & IR



Krishnamurthy Suryanarayan  
Head, Corporate Strategy

[Ex-Astec Lifesciences]



Ravi Kharbada  
Head, Investor Relations

[Ex-Hero MotoCorp]



**Mahindra**

Pradeep Yadav  
Team Lead

[Ex-BCG]

**SIEMENS**

Radhika Arora  
Head Investor Relations

[Ex-UPL]



Abhishek Agarwal  
Head of Strategic Finance, IR  
and M&A

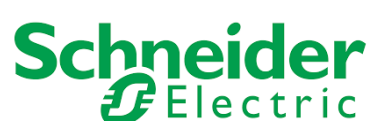
[Ex-O3 Capital]



Divyesh Chitalia  
Assistant Vice President

[Ex-Deutsche Bank]

## Diversity



Preeti Gupta Mohanty  
VP Finance & Group CFO

[Ex-Ingersoll Rand]



Sweta Agarwal  
CFO, Commercial Vehicle

[Ex-Pfizer]



Tejashree Yeole  
CFO

[Ex-Conmed]

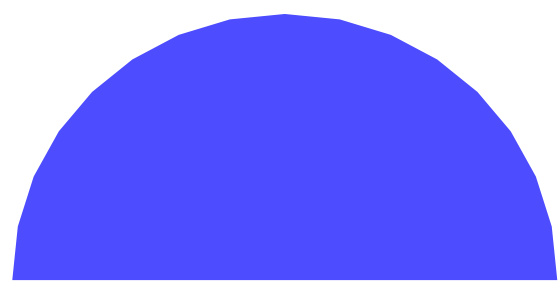
# Movement Analysis

## Finance Hiring within Power & Infrastructure

2024

### Finance talent migrations to Power & Infra from various sectors

58% of senior Finance talent hired within Infrastructure & Power migrated from other sectors



**18%**

From Consumer



**7%**

From Healthcare and Pharma



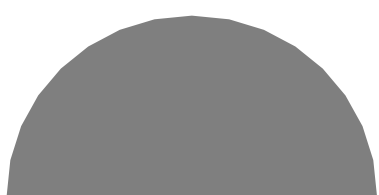
**22%**

From Industrials



**42%**

From Power & Infra



**10%**

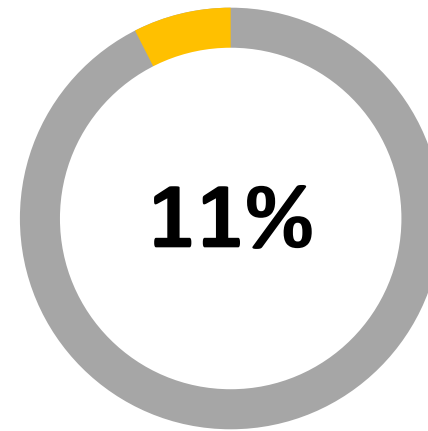
From Financial Services



**1%**

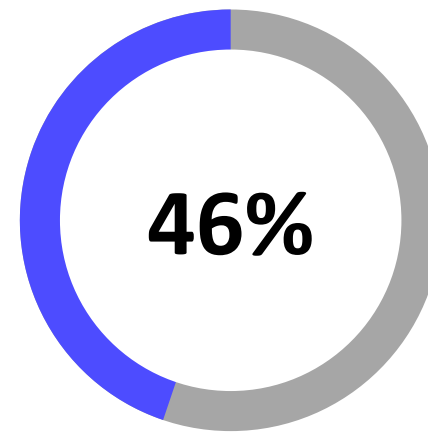
From Technology and Startups

### Functional split of Finance hire within Power & Infra



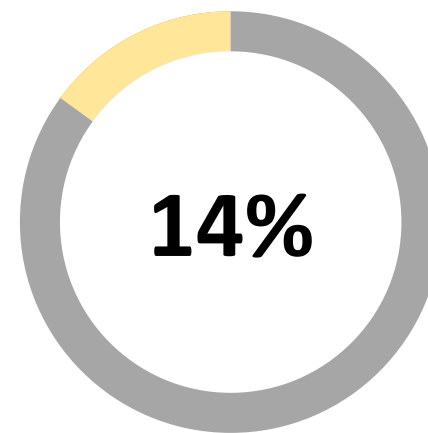
**11%**

Audit & Taxation



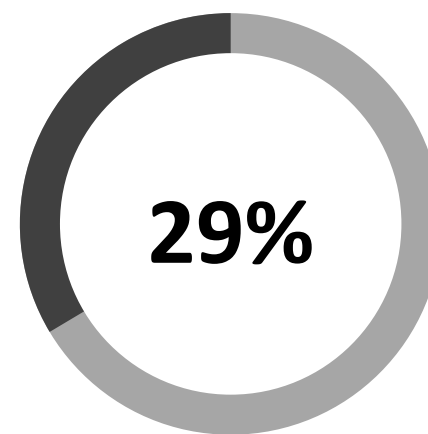
**46%**

CFO



**14%**

Corporate Finance IR, M&A and Treasury



**29%**

Financial Controllership

# Key Finance Movements within Power & Infrastructure

Native

2024

## Unlisted / PE - VC Backed



Shiva Kumar KV  
CFO

[Ex-InterGlobe Hotels]



Narayan Lodha  
CFO

[Ex-Inox Wind]



Mitish Somani  
Director, Finance

[Ex-Evonith Steel]



Ashutosh Jalan  
Deputy CFO

[Ex-Neolync Solutions]



Pawan Jain  
Group CFO

[Ex-Aditya Birla Renewables]



Sumit Rathi  
CFO

[Ex-Engie]



Girish Nadkarni  
President & CFO

[Ex-Good Host Spaces]



Hitanshu Agrawal  
VP, Project Finance

[Ex-Gentari]



Sunil Jit Singh  
CFO

[Ex-Madhav KRG Group]



Umesh Rathi  
Global CFO, GSC

[Ex-Atotech]



Deepak Agarwal  
Head, Finance, Express  
Division

[Ex-Pine Labs]



Pushendra Kumar Bansal  
CFO

[Ex-Microtek International]



Vignesh Poojari  
SVP, Finance

[Ex-JioSaavn]



Rajat Gupta  
CFO

[Ex-Avaada Group]



Milind Pattarkine  
Group CFO

[Ex-Ascent Health & Wellness]

# Key Finance Movements within Power & Infrastructure

Native

2024

## Listed



Purushottam Kejriwal  
CFO

---

[Ex-Adani Group]



Bharat Goenka  
CFO

---


[Ex-Mahindra Group]



Deepak Pareek  
CFO

---

[Ex-Felix Advisory Private Limited]



Mitanshu Shah  
CFO

---

[Ex-Alembic Pharmaceuticals]



Jayant B Manmadakar  
CFO

---

[Ex-Advent International API platform]



Ganesh B.  
Vice President, Finance

---

[Ex-BL Kashyap & Sons]



Rugved Dhumale  
Group Head, Treasury

---

[Ex-Nayara Energy]

## Strategy, M&A & IR


## Diversity



Sommya Verma  
Lead, Mergers & Acquisitions

---


[Ex-Brookfield Renewables]



Tuhina Saraf  
CFO, GOMS

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[Ex-Biocon Biologics]



Sonal Shrivastava  
CFO

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[Ex-Vedanta Group]

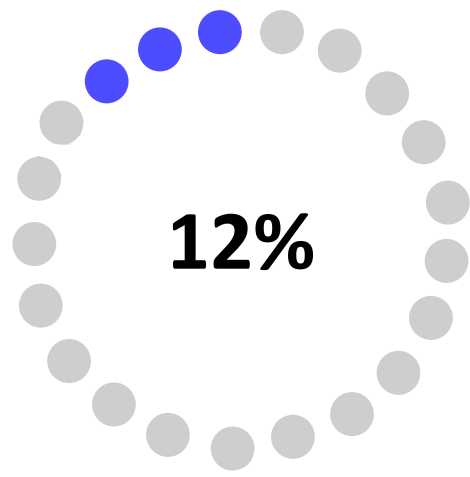
# Movement Analysis

## Finance Hiring within Pharma and Healthcare

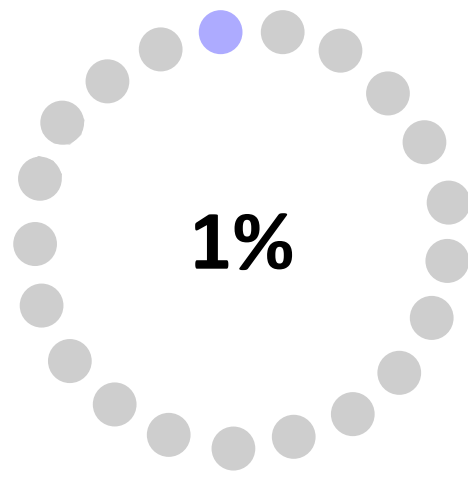
2024

### Finance talent migrations to Healthcare & Pharma from various sectors

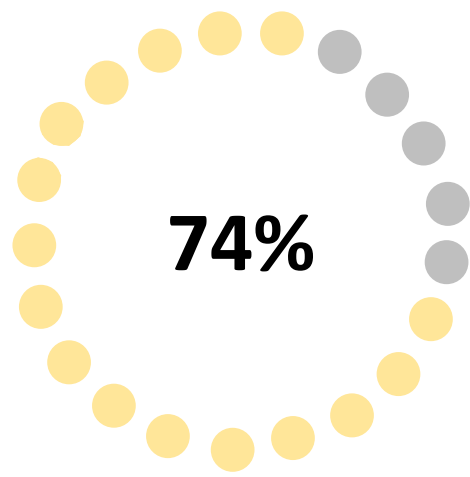
26% of senior Finance talent hired within Pharma & Healthcare migrated from other sectors



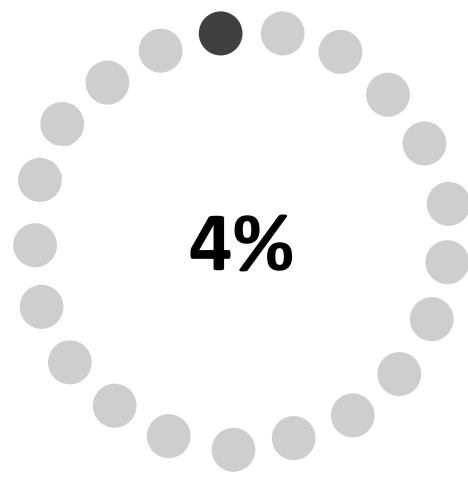
From Consumer



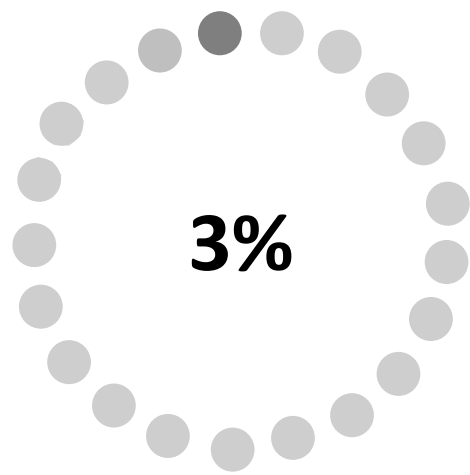
From Financial Services



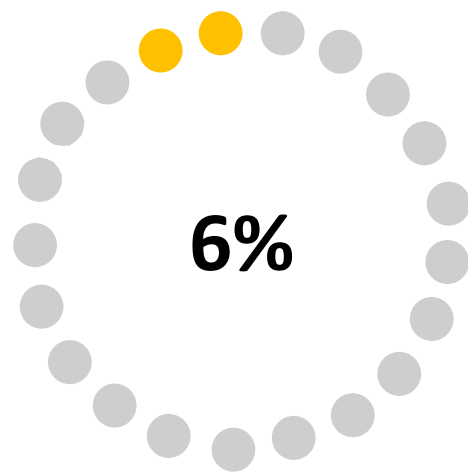
From Healthcare & Pharma



From Industrials



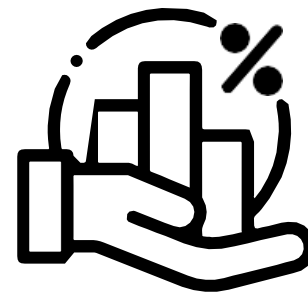
From Power & Infra



From Technology & Startups

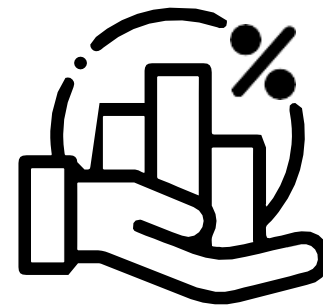
### Functional split of Finance hire within Healthcare & Pharma

5%



Taxation

15%



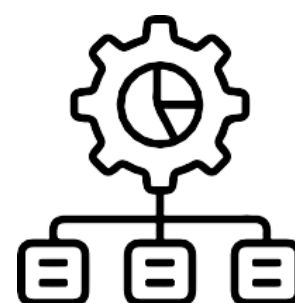
Business finance & FP&A

50%



CFO

30%



Financial Controllership

# Key Finance Movements within Pharma and Healthcare

Native

2024

## Unlisted / PE - VC Backed



Akshay Tiwari  
CFO

---

[Ex-Gleneagles Hospitals]



Vikas Mandora  
CFO

---

[Ex-Metropolis India]



Lokkesh Dhamaniya  
CFO

---

[Ex-Narayana Health]



Sudeep Dhariwal  
Group CFO

---


[Ex-Cepheid]



Kshitiz Gadodia  
CFO

---

[Ex-Lupin]



Anil Suneja  
CFO

---

[Ex-Baxter International]



Sandeep Narang  
CFO

---

[Ex-Alkem Laboratories]



Amol Lone  
President & CFO

---


[Ex-Fermenta Biotech]



Ashoke Roy  
CFO

---

[Ex-Edence Lifesciences]



Anurag Bhagania  
CFO

---

[Ex-Kirloskar Oil Engines]



Darshan Bhawsar  
CFO

---

[Ex-Kenvue]



Aditya Yellajosyula  
CFO

---


[Ex-CK Birla Hospitals]



Amit Khandelia  
Global CFO

---

[Ex-Alkem Laboratories]



Piyush Sampat  
Director, Finance –  
APAC & Japan

---

[Ex-Viatris]



Nilesh Devare  
Group CFO

---

[Ex-Tulip Diagnostics]



Chirag Gandhi  
CFO

---

[Ex-Motherhood Hospital and  
Midas Touch Cosmetic Center]

# Key Finance Movements within Pharma and Healthcare

Native

2024

## Listed



Nitin Agrawal  
CFO

[Ex-Sahajanand Medical  
Technologies]



Suresh Kumar  
Group CFO

[Ex-AI Hayat International  
Hospital]



J.B. CHEMICALS &  
PHARMACEUTICALS LTD.

Narayan Saraf  
CFO

[Ex-Hygienic Research  
Institute]



Amit Agarwal  
CFO

[Ex-Unilever]



Wriju Ghosh  
Head, Finance

[Ex-NTT]



Sonu Goyal  
Group Chief Financial  
Controller

[Ex-ART Fertility Clinics]

## Strategy, M&A & IR

## Diversity



Robin Sen  
VP, Strategic Finance

[Ex-Sun Pharma]



Nikeeta Dantara  
CFO

[Ex-Johnson & Johnson]



Alka Saxena  
CFO

[Ex-HCAH India]



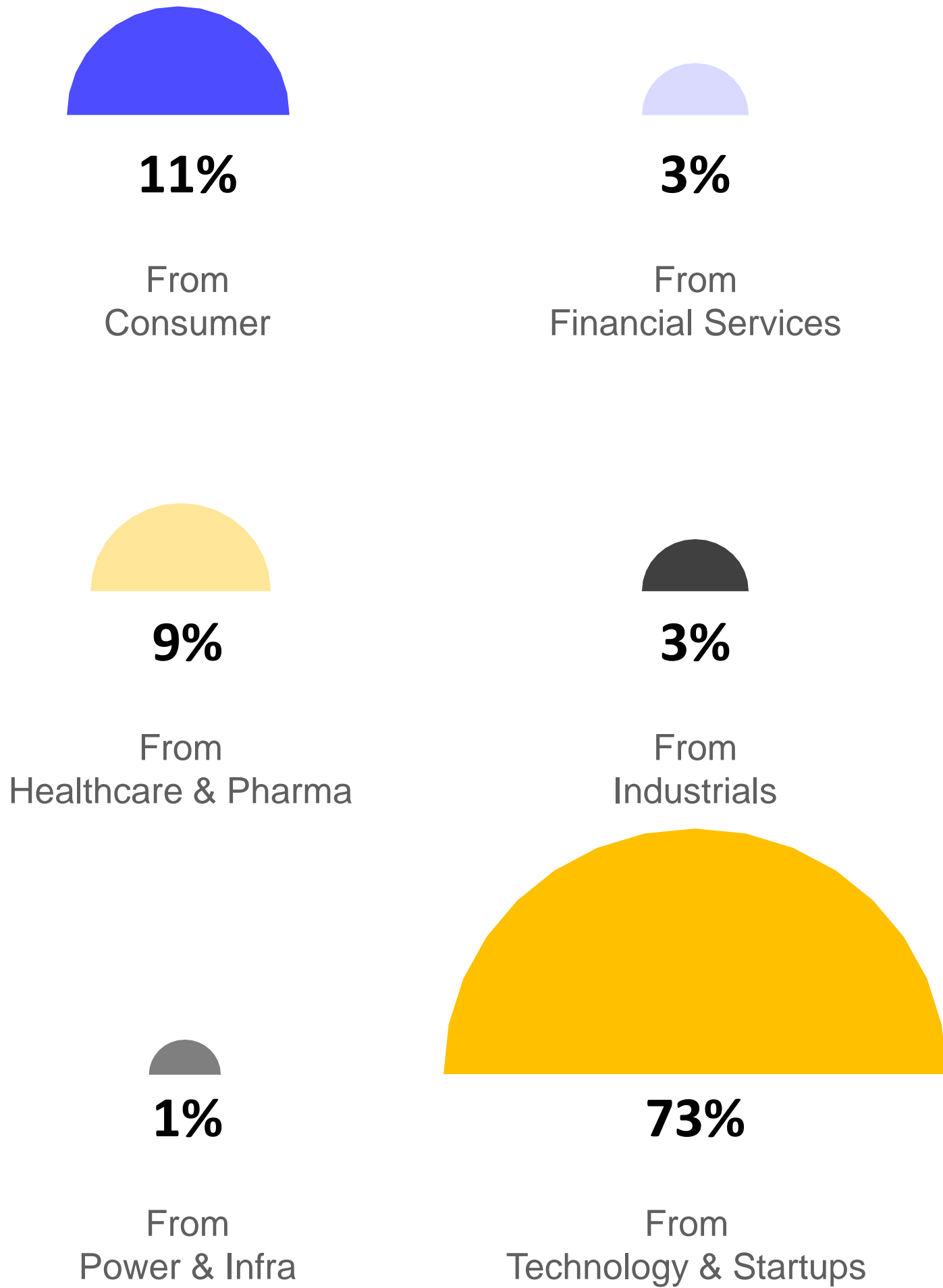
# Movement Analysis

## Finance Hiring within Technology and Startups

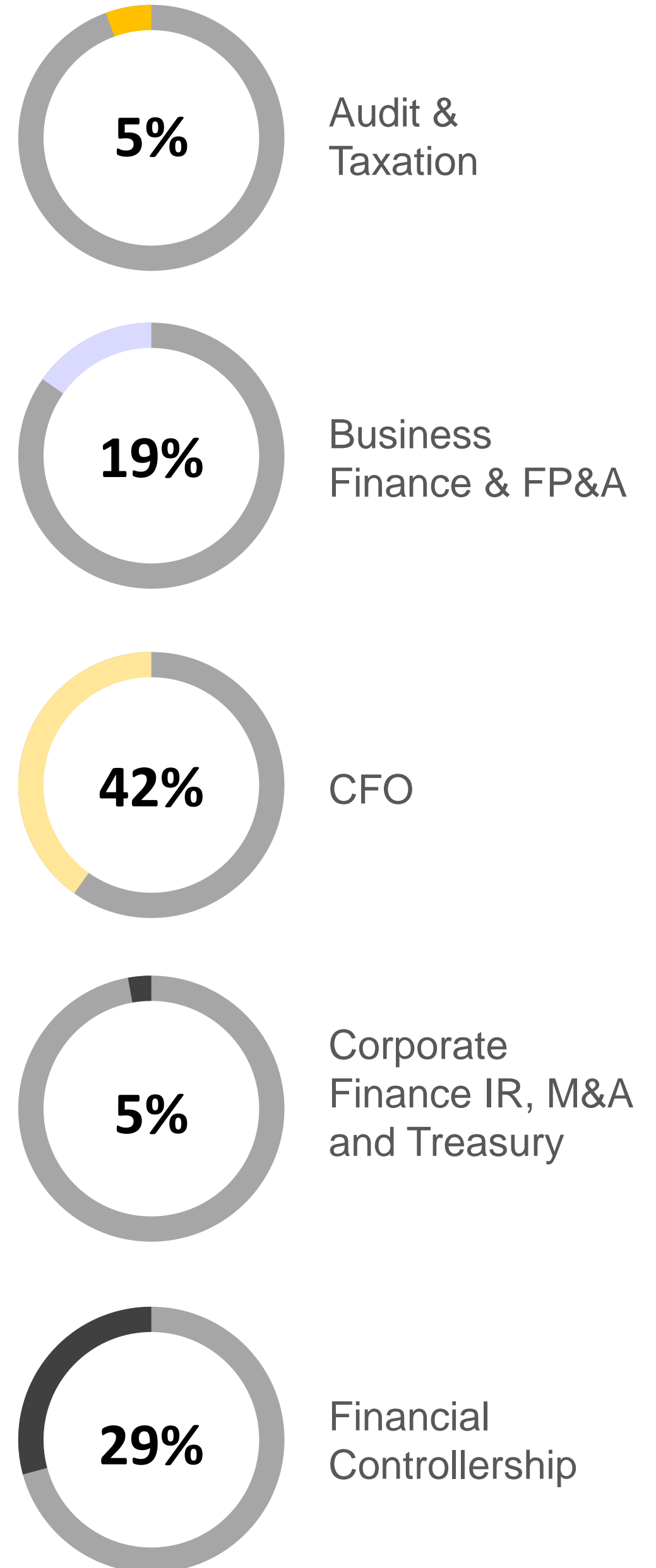
2024

### Finance talent migrations to Technology & Startup from various sectors

58% of senior Finance talent hired within Technology and Startups migrated from other sectors



### Functional split of Finance hire within Technology & Startup



# Key Finance Movements within Technology and Startups

Native

2024

Unlisted / PE - VC Backed

**ACT**  
FIBERNET

Arunkumar Nath  
Group CFO

[Ex-Reliance Retail]

**Battery  
Smart**

Amit Bhardwaj  
CFO

[Ex-Shiprocket]

**betterplace**

Kushal Budhia  
CFO

[Ex-PepperFry]

**blinkit**

Vipin Kapooria  
CFO

[Ex-Flipkart]

**CAPPELLA**

Rahul Jain  
CFO

[Ex-Bizongo]

**CarDekho**

Neelesh Talathi  
Group CFO

[Ex-Mensa Brands]

**CoinDCX**

Abhinav Jain Ranka  
CFO

[Ex-PharmEasy]

**darwinbox**

Rajesh Agarwal  
CFO

[Ex-InMobi Ads]

**elasticrun**  
Pioneering Access. Transforming Lives.

Ankit Gadia  
CFO

[Ex-Cipla]

**head<sup>p</sup>**  
digital works  
more and beyond

Amit Kumar  
CFO

[Ex-BrightChamps]

**LEAD**  
SCHOOL

Arpit Jain  
CFO

[Ex-Marico]

**PHYSICSWALLAH**

Amit Sachdeva  
CFO

[Ex-IGT Solutions]

**Sahamati**

Ravi Vishwanath  
CFO

[Ex-Quess Corp]

**upGrad**

Venkatesh Tarakkad  
CFO

[Ex-Dealshare]

**unacademy**

Pratik Dalal  
CFO, Unacademy Centres

[Ex-Cred]

# Key Finance Movements within Technology and Startups

Native

2024


## Listed



Niraj Sanghvi  
CFO

---

[Ex-Kolte Patil Developers]



Aravind Viswanathan  
CFO

---

[Ex-Hindustan Unilever]



Sakshi Mittal  
CFO

---

[Ex-Birla Estates]




Vinit Teredesai  
CFO

---

[Ex-Voltas]

## Strategy, M&A & IR



Prashant Gawai  
Head, Corp Dev, M&A and IR

---


[Ex-TBO.com]



Vikas Jadhav  
Head, Investor Relations

---


[Ex-Coforge]



Akhilesh Chauhan  
Head, Strategy, IR & Revenue

---

[Ex-Eightfold]



Vinay Kalingara  
Head Investor Relations

---

[Ex-LTI Mindtree]



Dhaval Sheth  
Head, Strategic Initiatives  
(Founder' Office)

---

[Ex-Kiddopia]



**Varun Sidana**

Partner



**Chhavi Mishra**

Associate Director  
West



**Deepa Krishnan**

Principal  
South



**Ranjan Dua**

Principal  
North

# Contact Us

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**Native**

## Mumbai

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

## Gurgaon

Office No GRA135,  
WeWork Platina Tower,  
Bristol Chowk, MG Road,  
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**