



Leadership Talent Churn Unicorns / Soonicornns

India Talent Summary

2024

Overview	3
FinTech	10
SaaS / Enterprise Tech	16
Ecommerce	21
Consumer Tech	28

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Migrations

Coverage

Talent Movements Summary 2024



173

Unicorns and
Soonicorns
analyzed



6 Skills

Engineering
Product Management
Marketing / Growth
Sales / Business (GTM)
Strategy and
Operations



4 Sectors

FinTech
Enterprise Tech / SaaS
Ecommerce
Consumer Tech

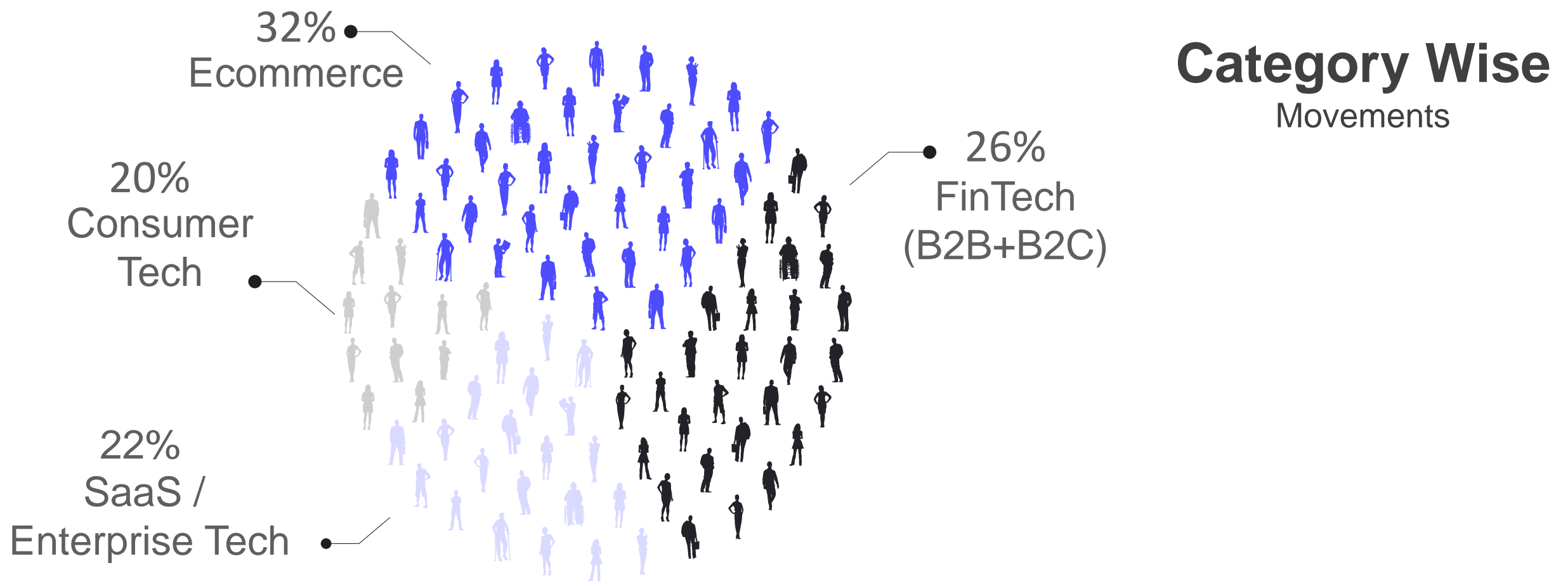


480

Senior Movements

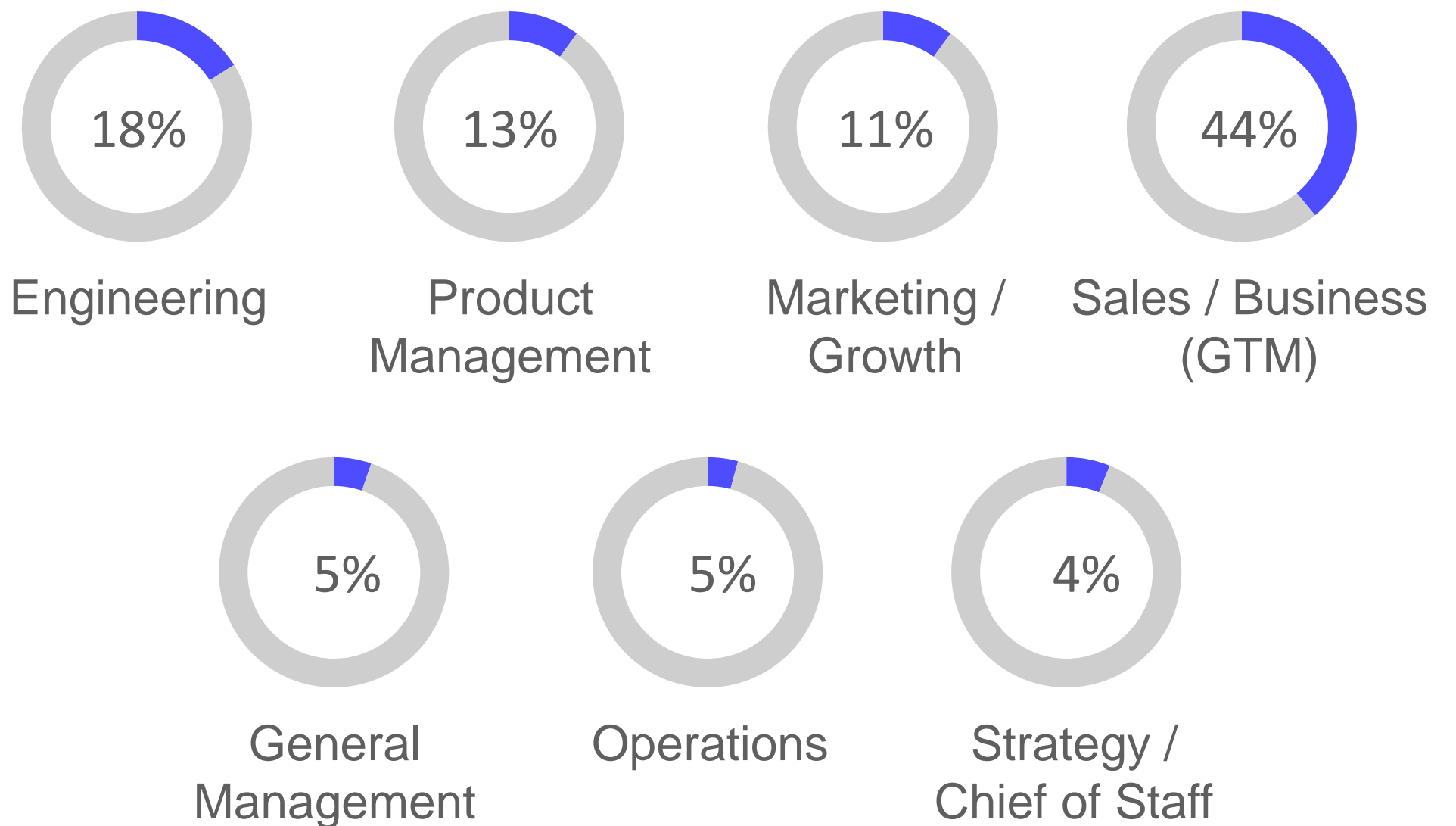
*The movements have been summarised basis data recorded across Unicorns and Soonicorns in India

2024

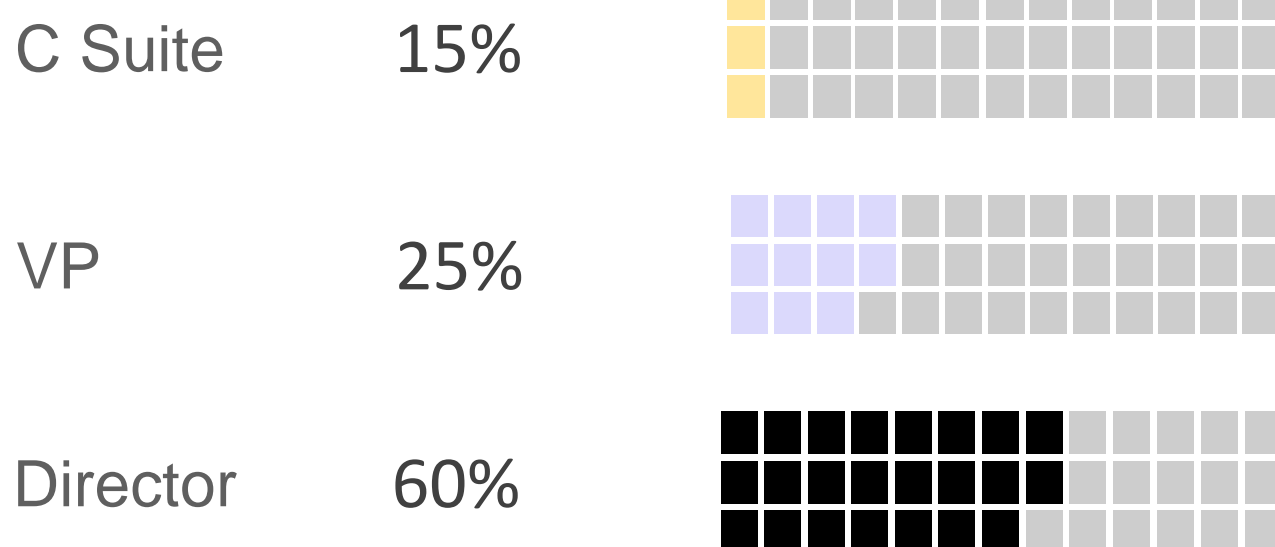


*Consumer Tech represents Logistics Tech, EdTech, Online Media, Gaming and AI Tools.

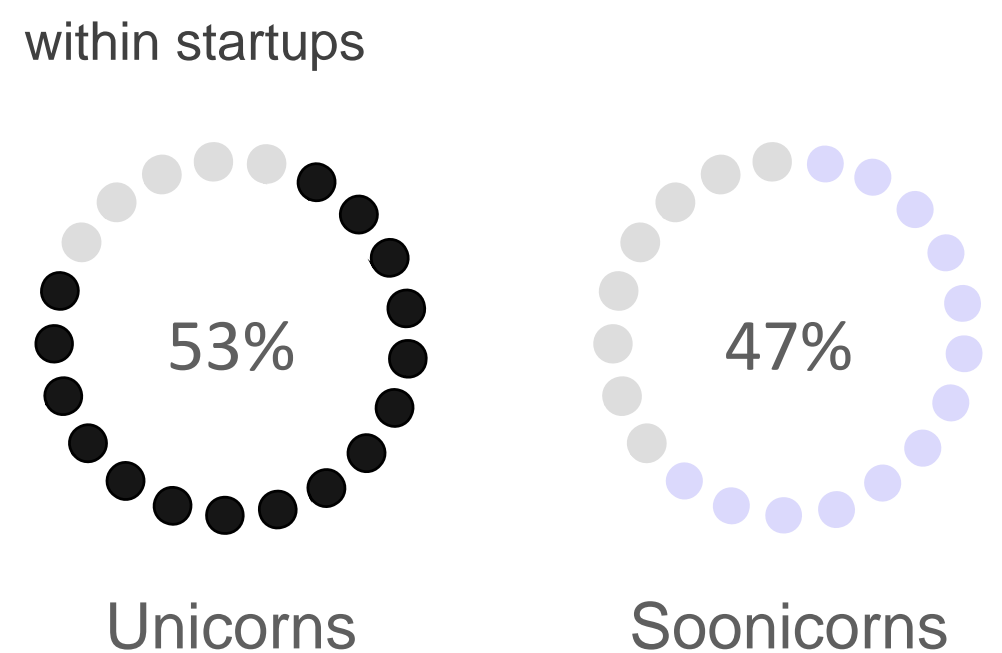
Functional Hiring Split



Level Wise Talent movements



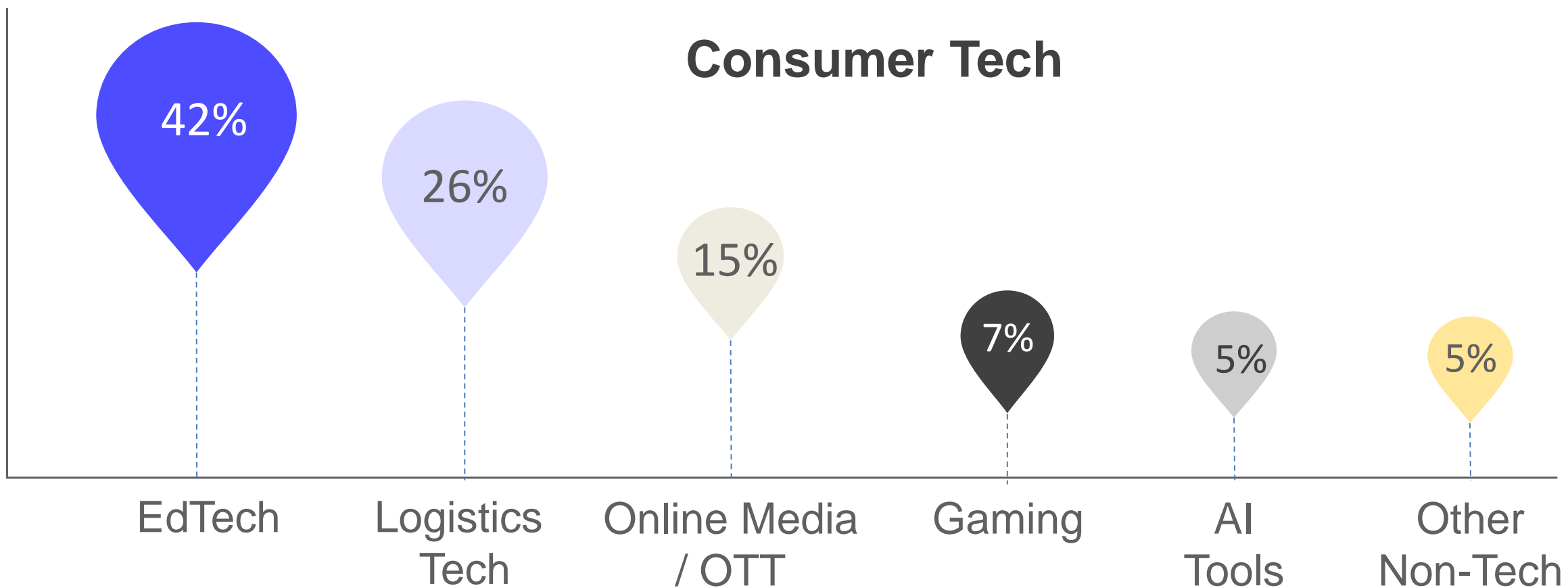
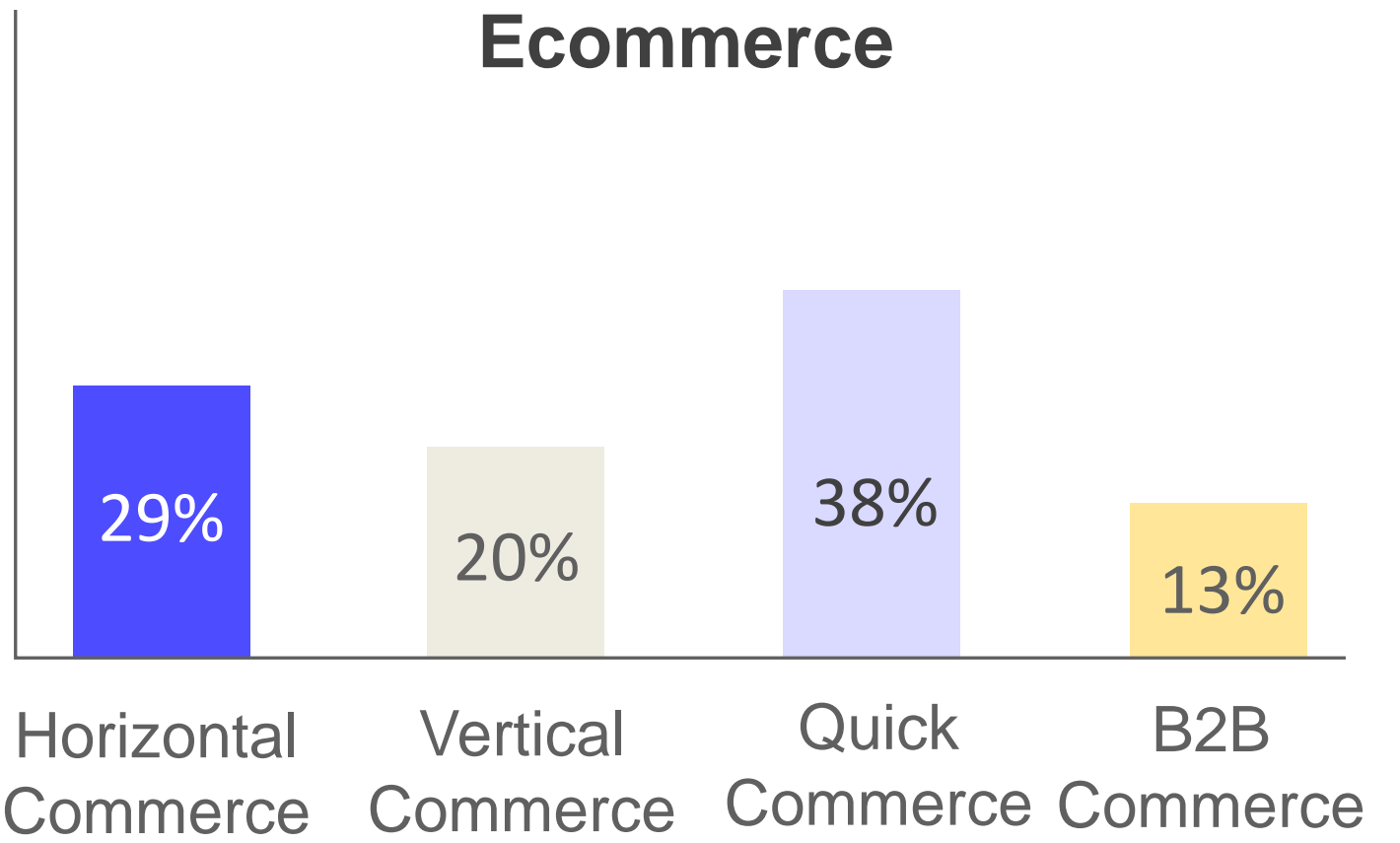
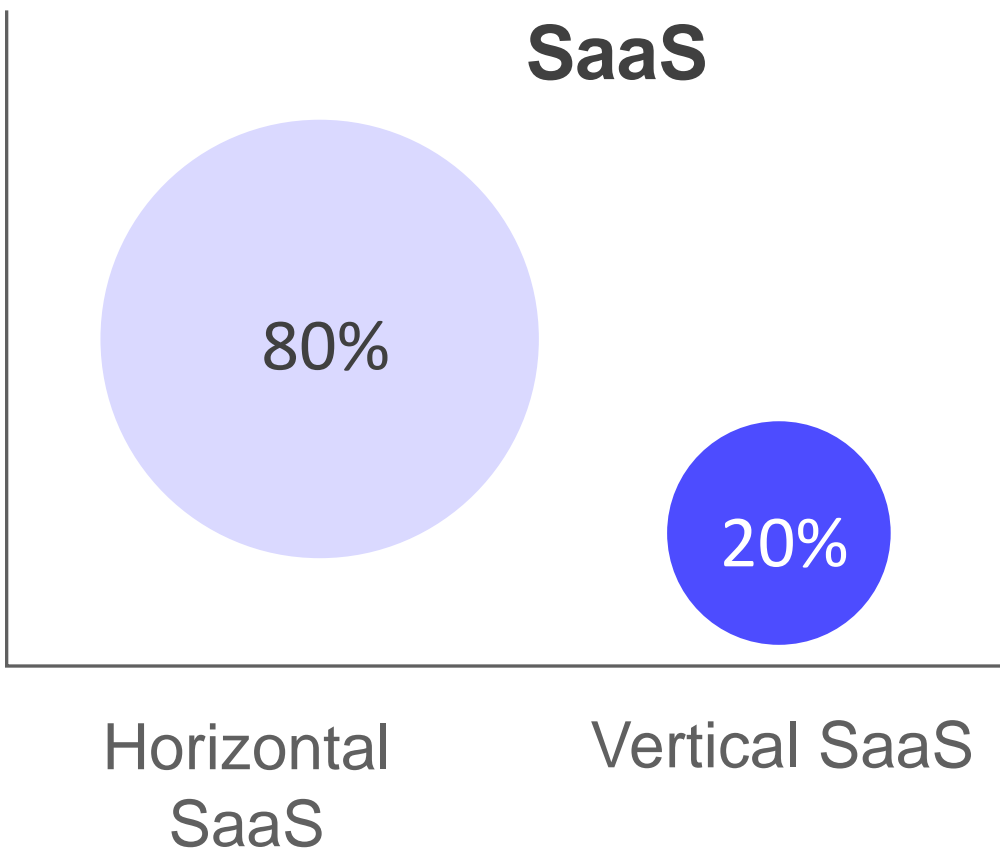
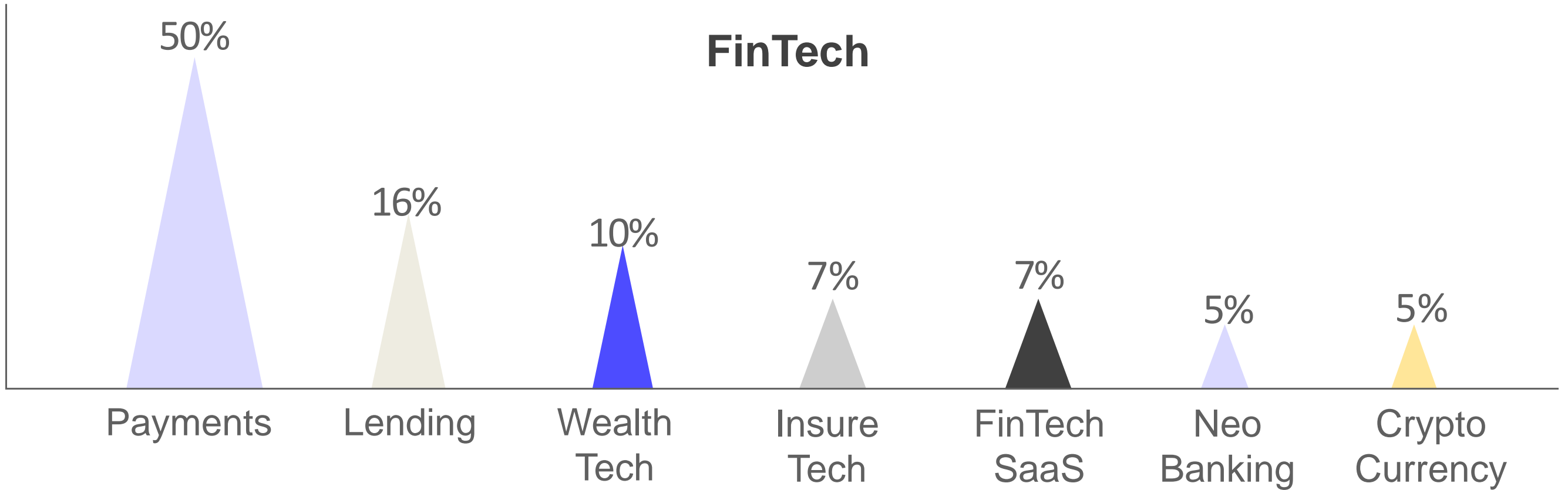
Talent Flow within startups



2024

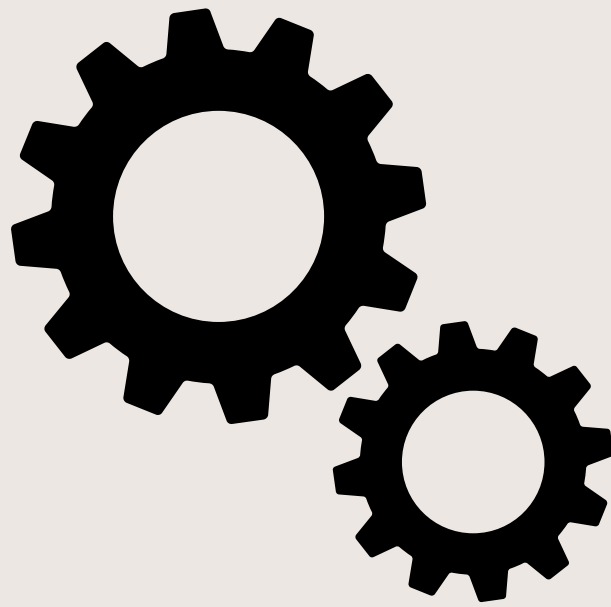
Leadership Talent Churn

Sub-Sector



Skill Wise

Leadership Talent Churn

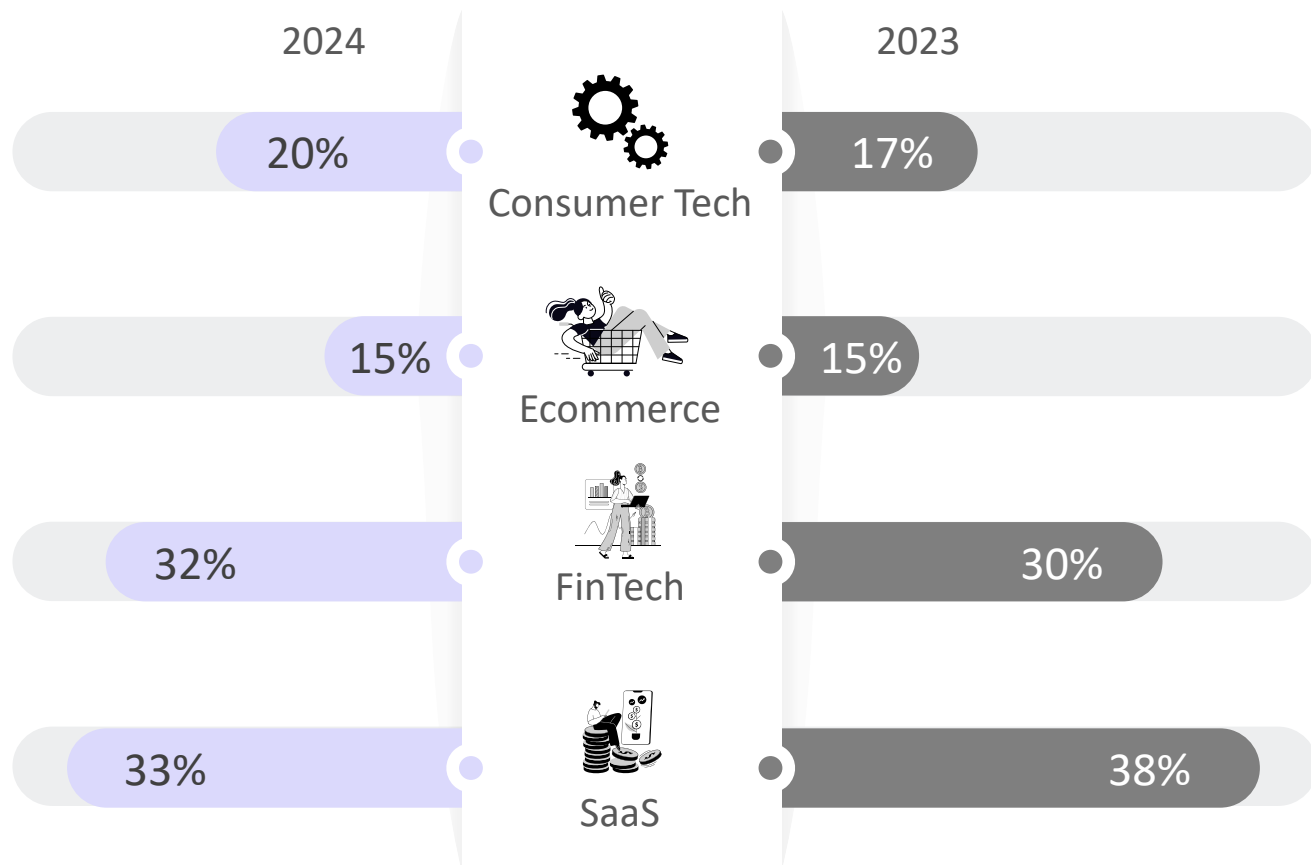


2024

Engineering

Leadership Talent Churn

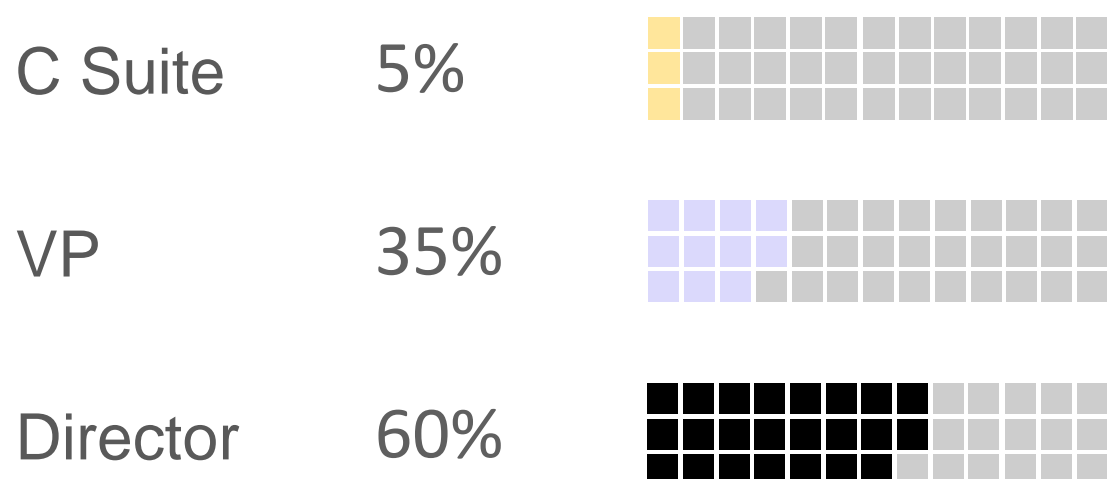
Sub-Sector Wise



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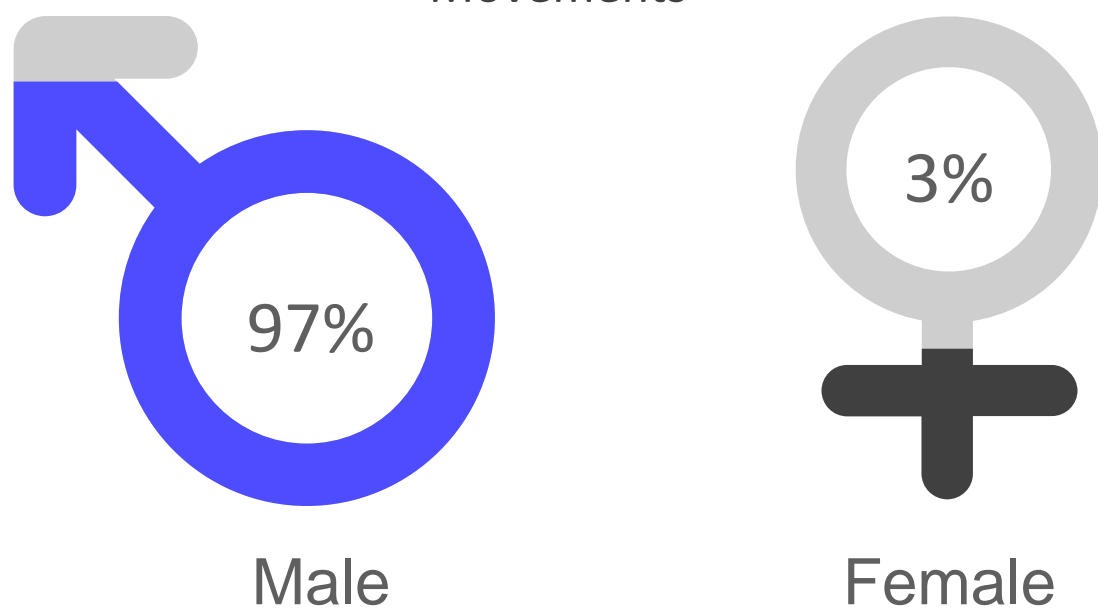
Level Wise

Hiring Split



Diversity

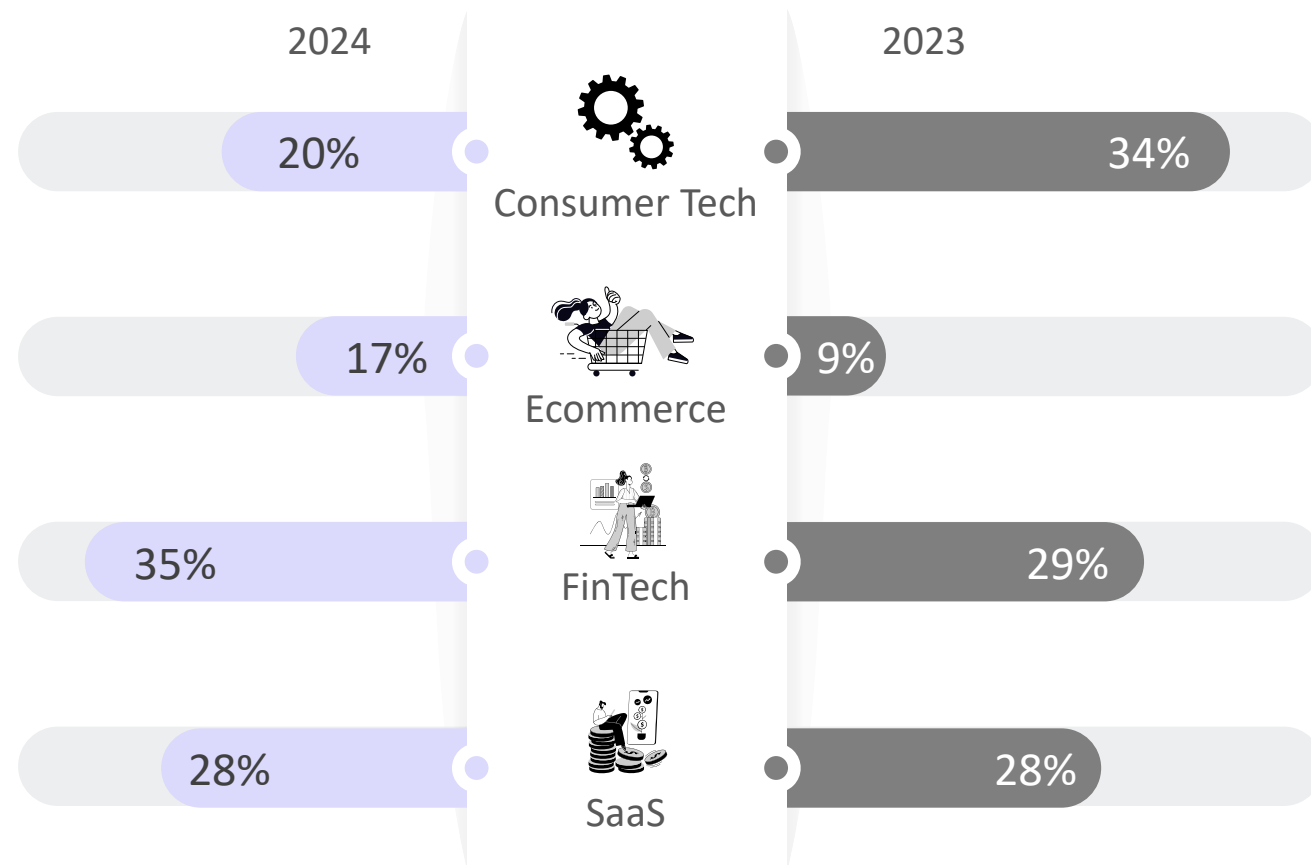
Movements



Product Management

Leadership Talent Churn

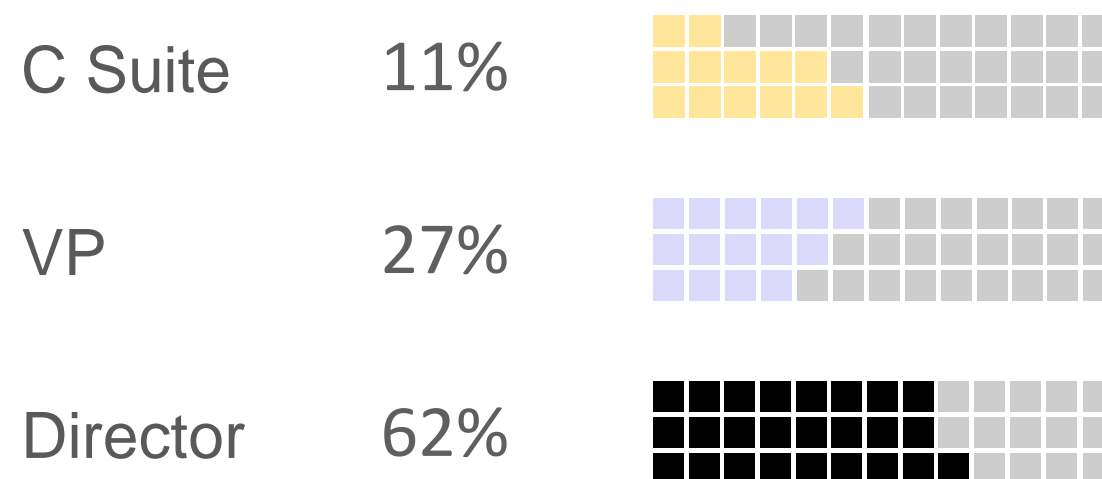
Sub-Sector Wise



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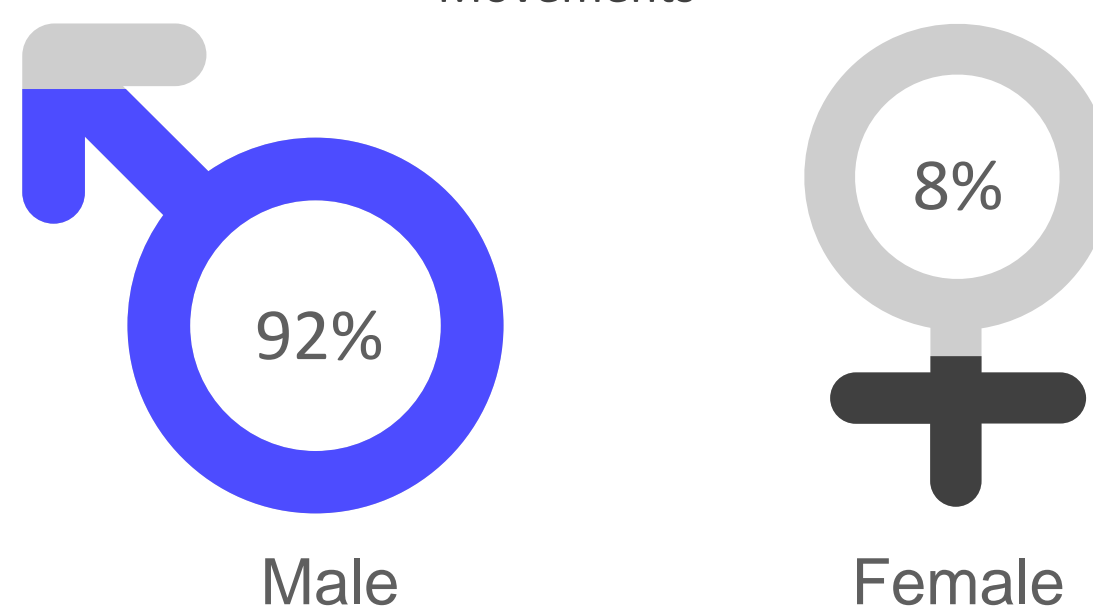
Level Wise

Hiring Split



Diversity

Movements



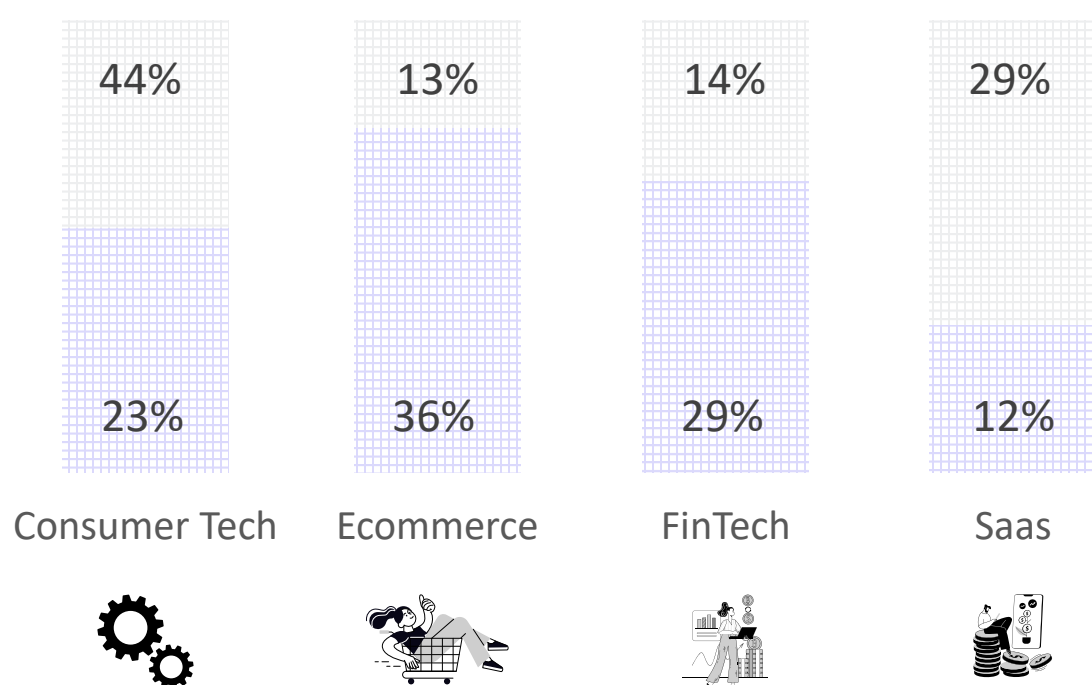
2024

Marketing / Growth

Leadership Talent Churn

Sub-Sector Wise

2024 2023



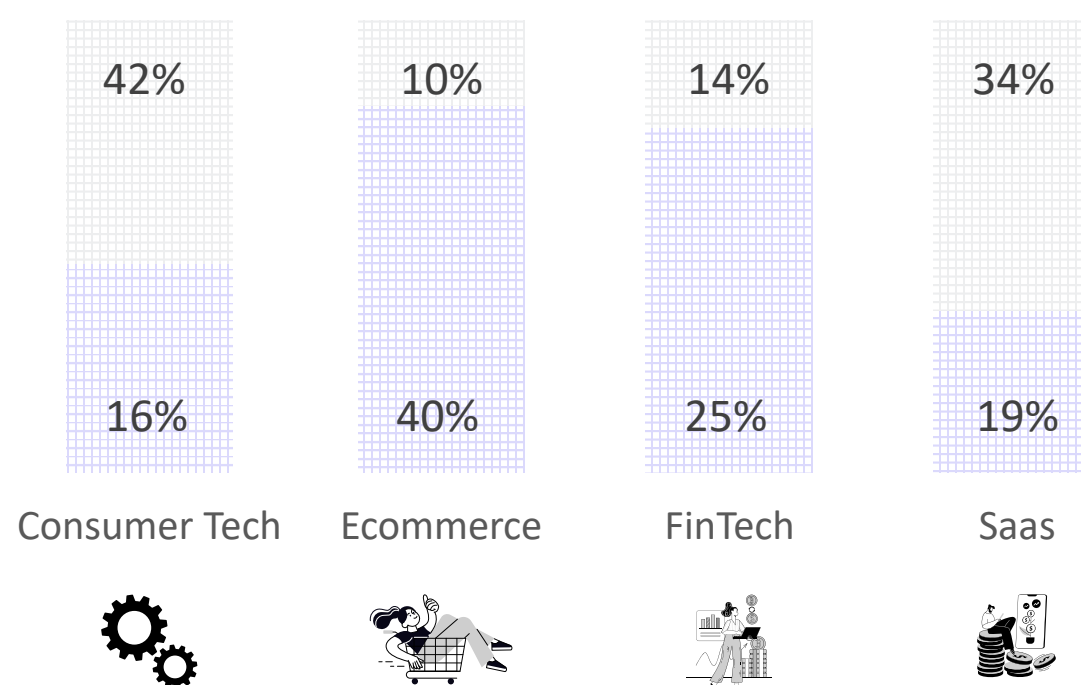
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Sales / Business (GTM)

Leadership Talent Churn

Sub-Sector Wise

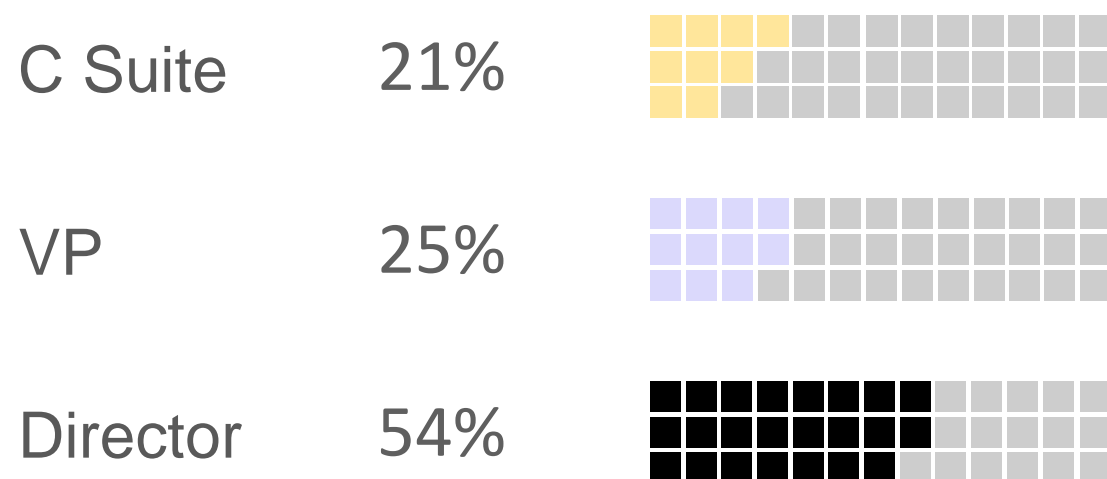
2024 2023



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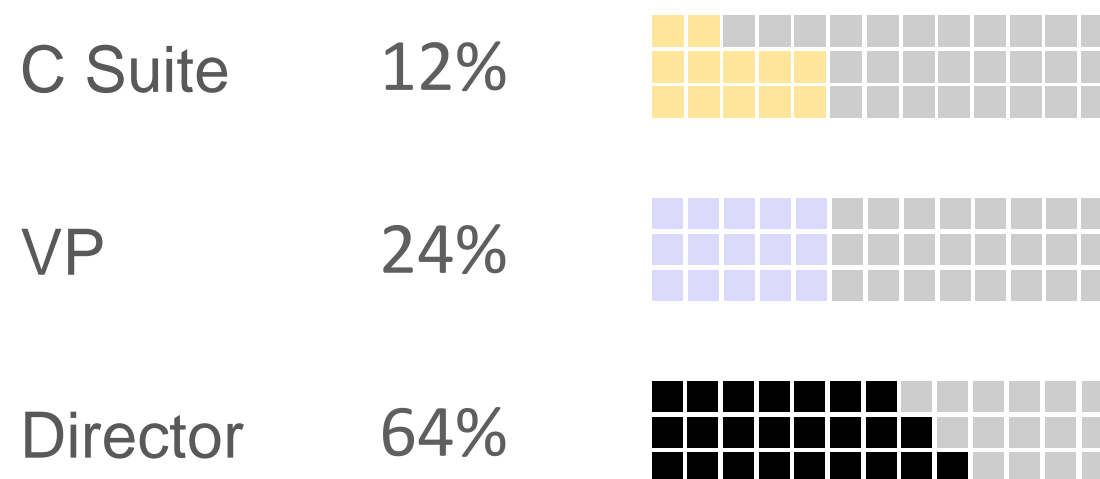
Level Wise

Hiring Split



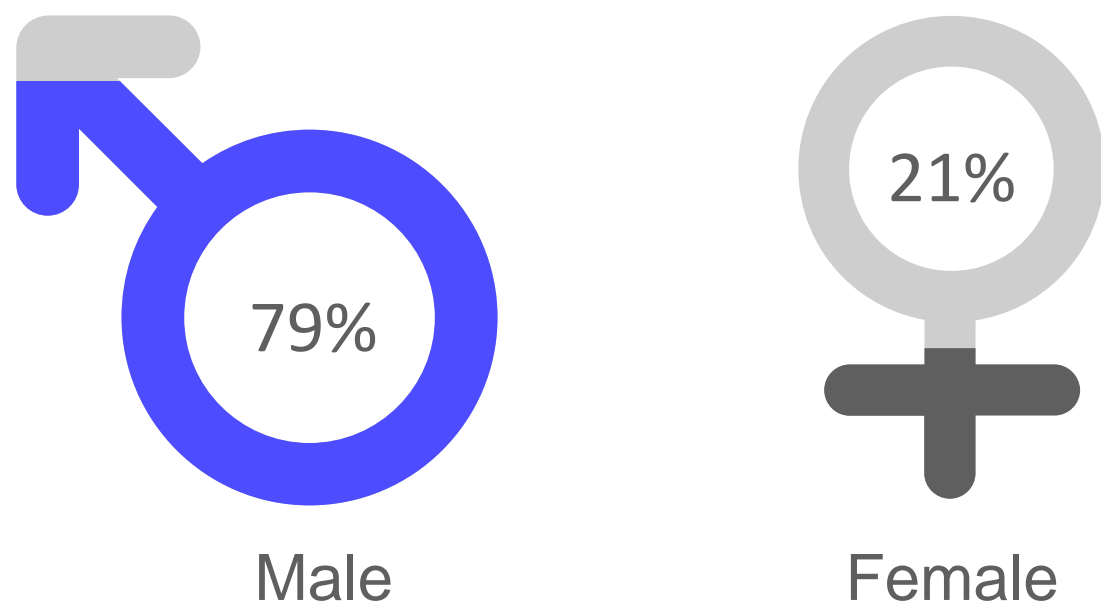
Level Wise

Hiring Split



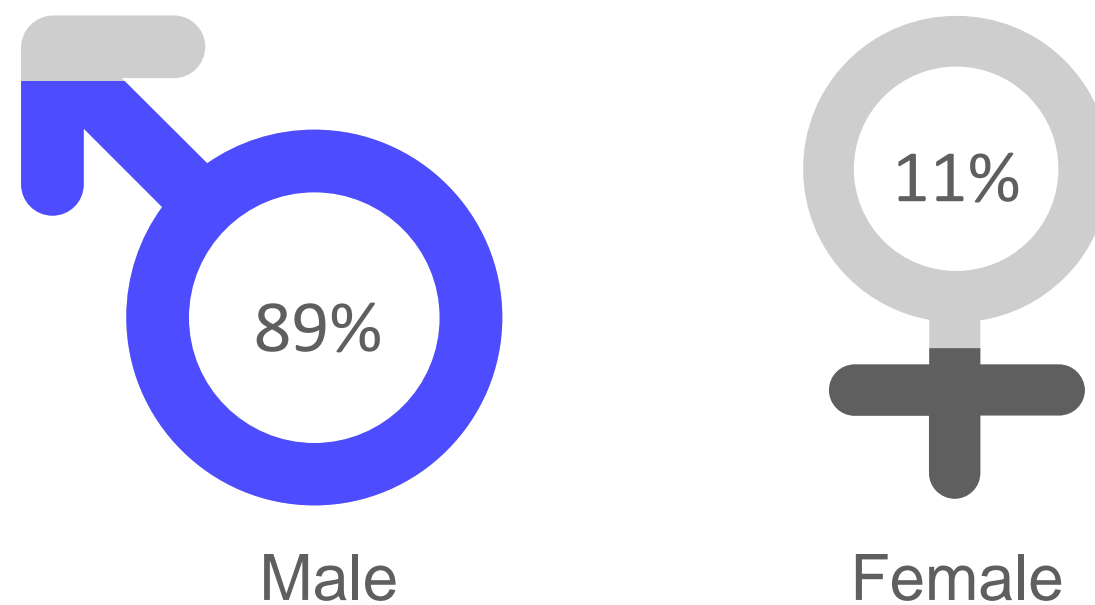
Diversity

Movements



Diversity

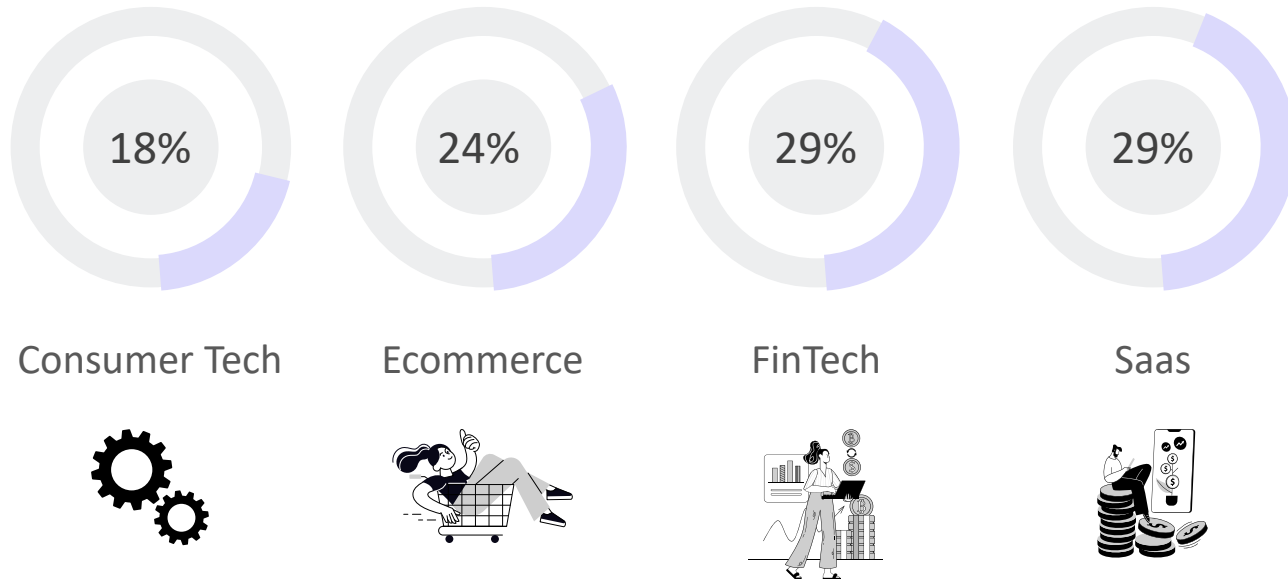
Movements



2024

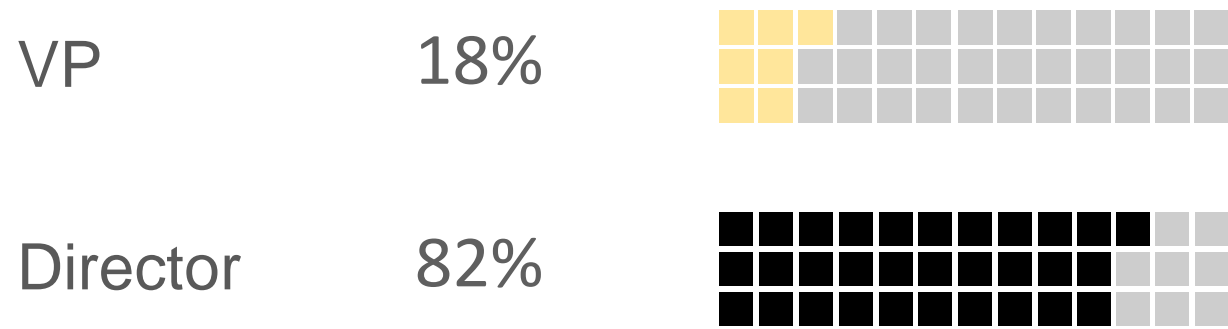
Strategy / Chief of Staff

Leadership Talent Churn Sub-Sector Wise

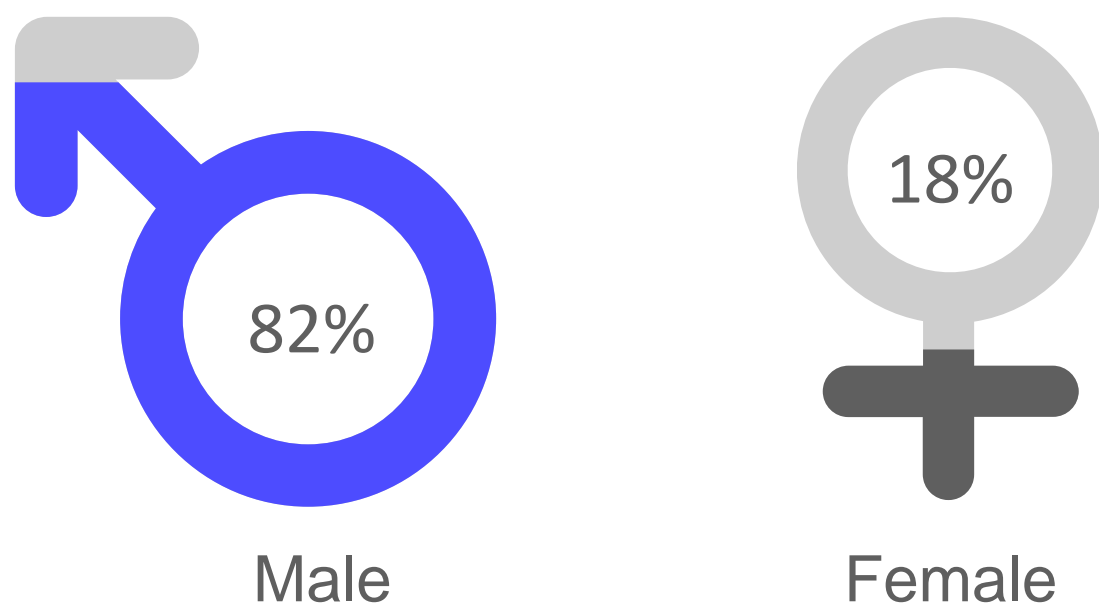


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Level Wise Hiring Split

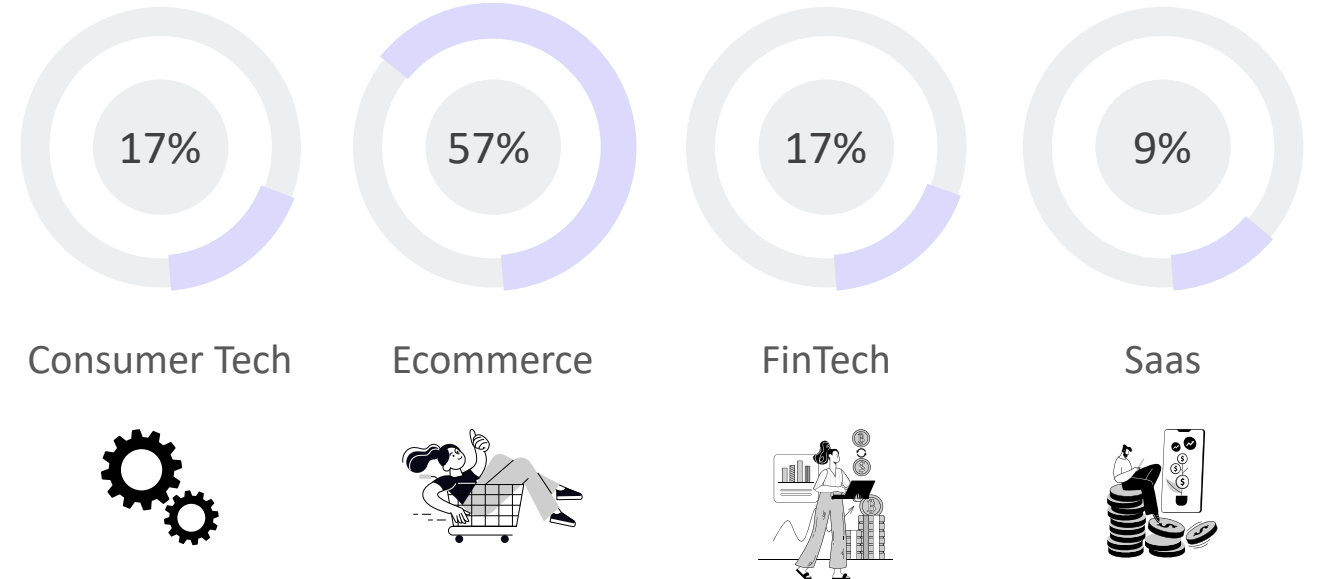


Diversity Movements



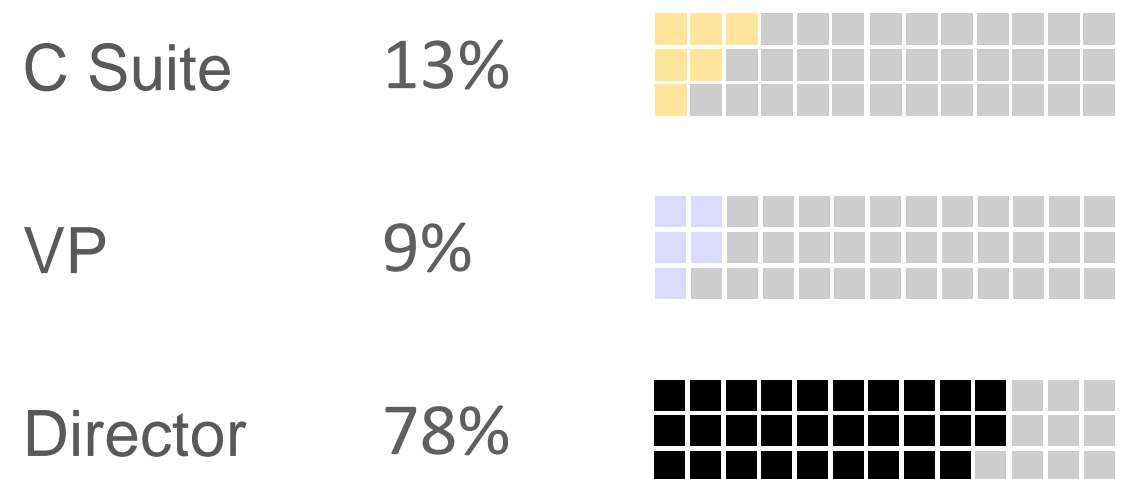
Operations

Leadership Talent Churn Sub-Sector Wise

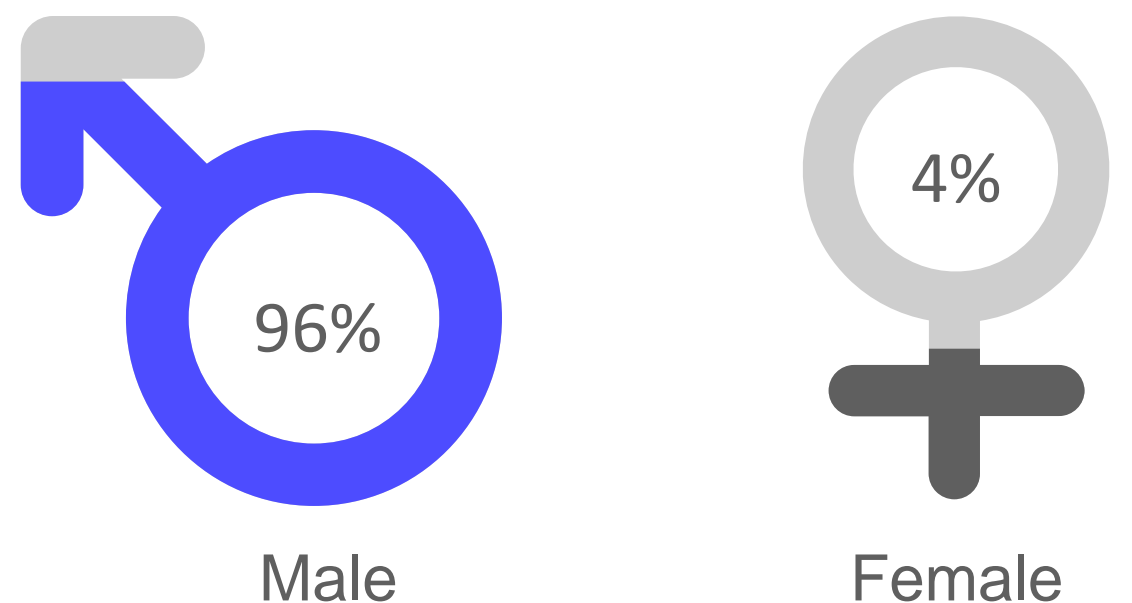


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Level Wise Hiring Split



Diversity Movements



FinTech

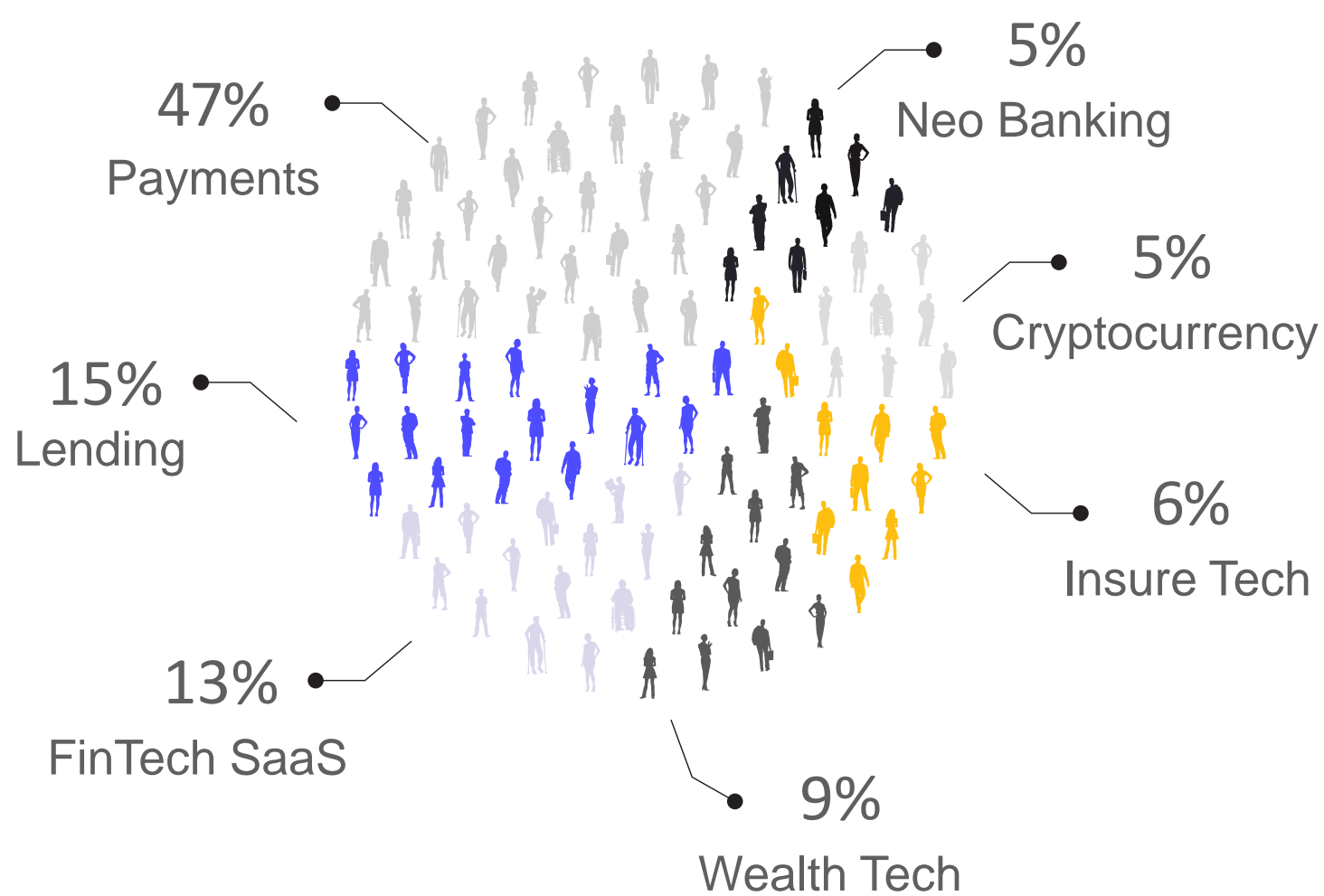
Leadership Talent Churn



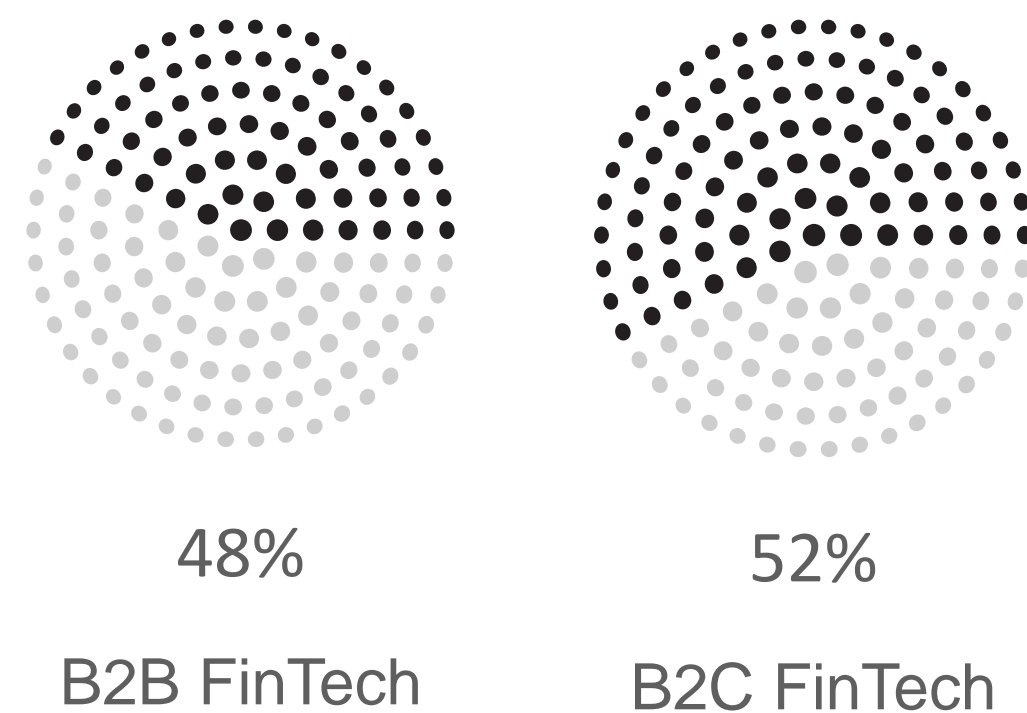
2024

Leadership Talent Churn

Sub-Sector Wise

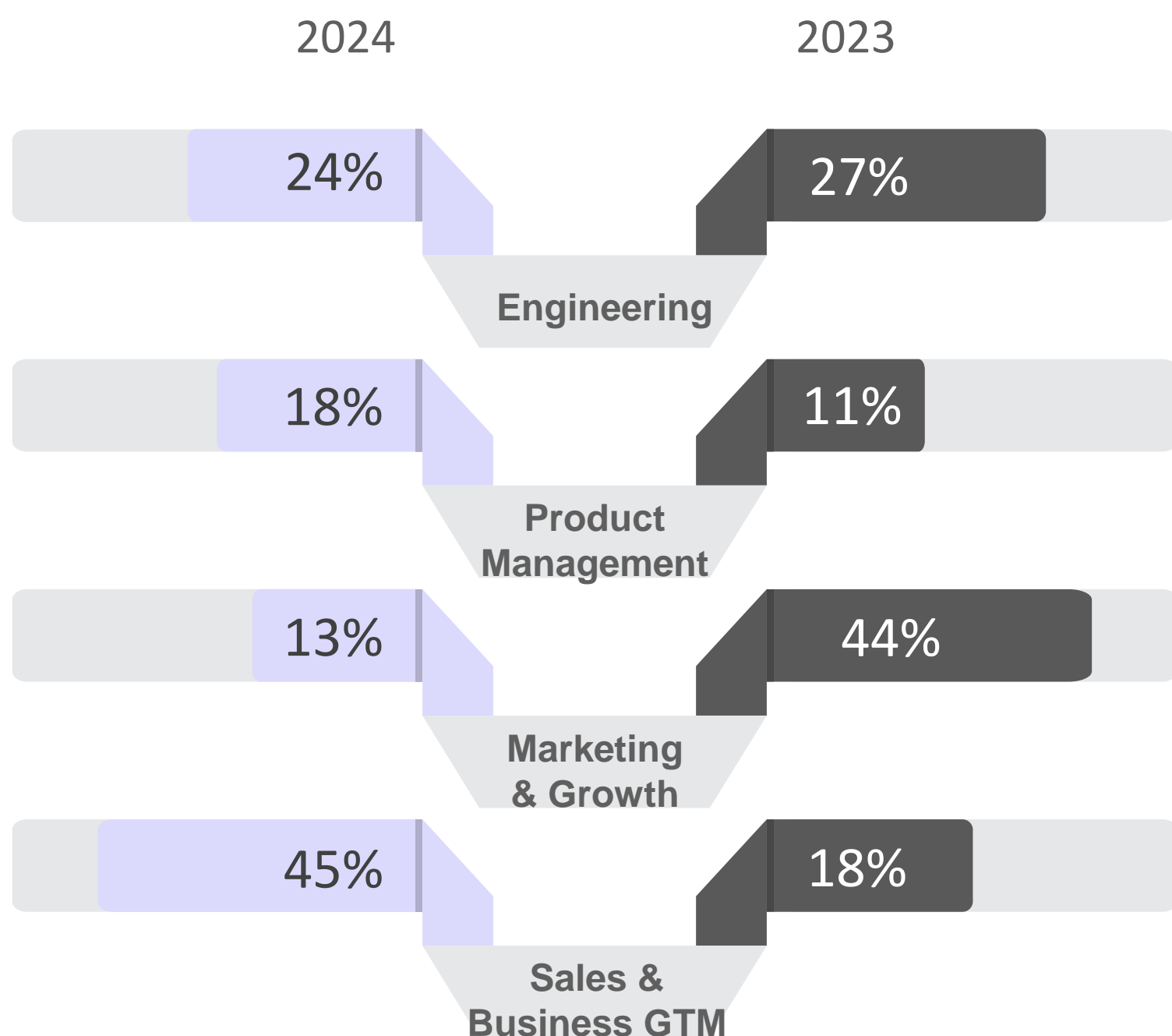


Business Category Wise



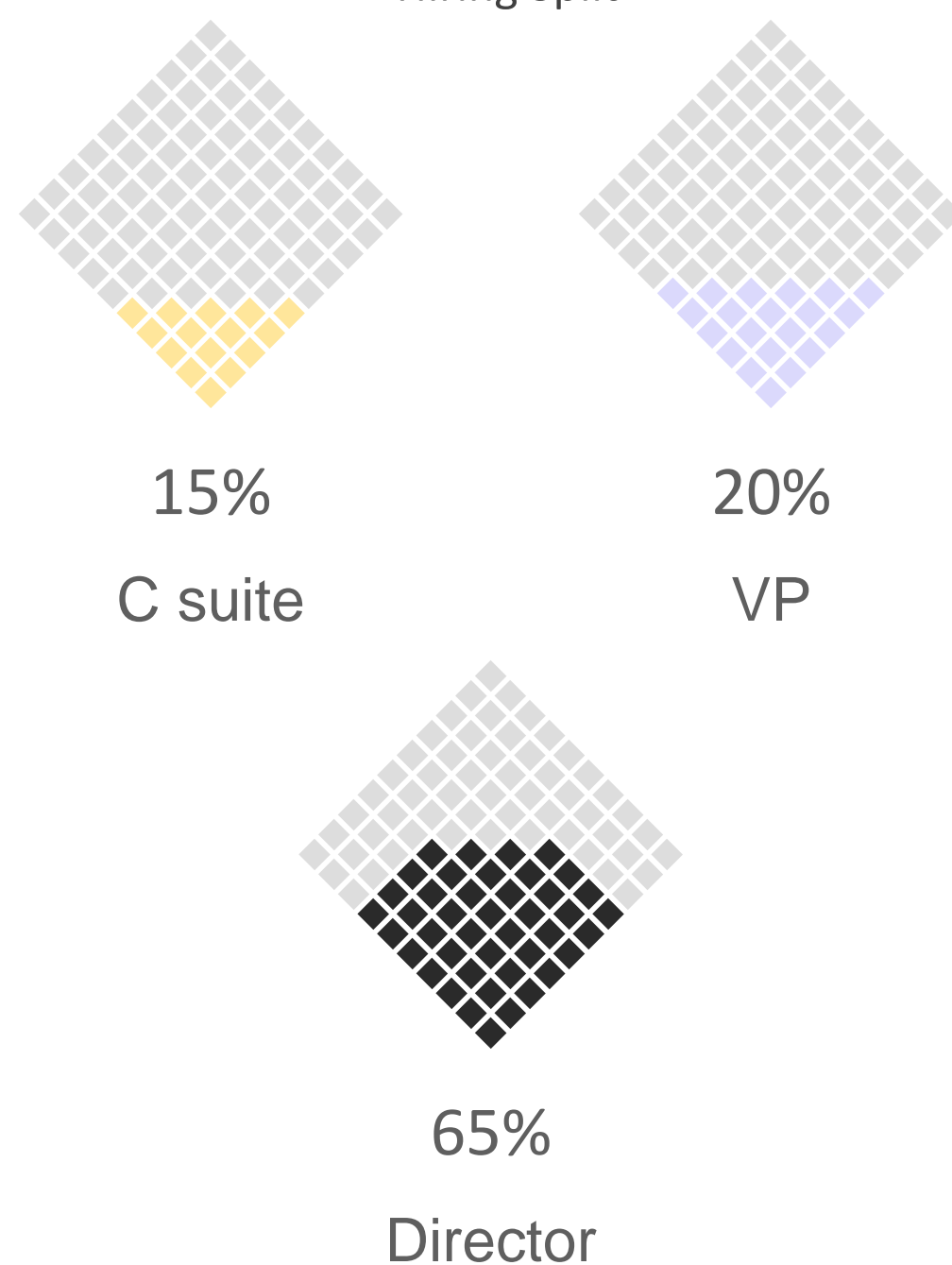
Skill Wise

Movements



Level Wise

Hiring Split



2024

Engineering

<p>Saurav Ghosh Head - Data Science</p> <p>[Ex-Paytm]</p>	<p>Suvesh Malhotra CTO</p> <p>[Ex-Hike]</p>	<p>Apoorva Gaurav SVP Engineering</p> <p>[Ex-Yellow.ai]</p>	<p>Shirish Surti Sr. Director - Engineering</p> <p>[Ex-Google]</p>
<p>Krishna S L VP - Engineering</p> <p>[Ex-Zeta]</p>	<p>Anand Mahalingam VP - Data Science</p> <p>[Ex-HDFC Life]</p>	<p>Alok Srivastava Head – Machine Learning</p> <p>[Ex-Victoria's Secret & Co]</p>	<p>Bhaskar Gopalan VP - Engineering</p> <p>[Ex-Razorpay]</p>
<p>Sukhinesh Pallath Gopalan Sr. Director - Engineering</p> <p>[Ex-Infosys]</p>	<p>Tara Agarwal Sr. Director - Engineering PMO</p> <p>[Ex-Walmart Global Tech]</p>	<p>Dhiraj Naik Head of Analytics</p> <p>[Ex-Angel One]</p>	<p>Vishweshwara Kulur VP - Engineering</p> <p>[Ex-Stealth Mode Startup]</p>
<p>Akshay Shukla Sr. Director - Solution Engineering</p> <p>[Ex-HSBC]</p>			

2024

Product Management

Hemanth Kota
CPO

[Ex-Myntra]

Rohan Khara
CPO

[Ex-FairMoney]

Nitin Pulyani
SVP –
Product Management

[Ex-Jupiter]

Nivesh Seth
CPO –
PayU Finance

[Ex-Google]

Krishna Chaitanya
SVP – Product

[Ex-Paytm]

Karan Talwar
SVP – Product

[Ex-Qwikilver by
Pine Labs]

Diinesh Singh
Head –
Product Design

[Ex-Freshworks]

Marketing / Growth

Kumar Anubhav
Head –
Digital Marketing

[Ex-ZestMoney]

Ramesh Karra
SVP - Marketing

[Ex-BYJU'S]

Ashish Arya
CMO

[Ex-Disney+Hotstar]

Satish Roy
Head –
Digital Marketing














[Ex-Navi]

Sidharth Shakhder
CMO &
Business Head

[Ex-OLA]

2024

Sales / Business (GTM)

 <p>Arief Mohamad CBO – Direct Business</p> <p>[Ex-Flipkart]</p>	 <p>Rijish Raghavan CBO – PoS Solutions</p> <p>[Ex-Zillion]</p>	 <p>Harsh Gupta Chief Revenue Officer</p> <p>[Ex-Razorpay]</p>	 <p>Rohit Katyal Head – Enterprise Sales</p> <p>[Ex-Phi Commerce]</p>
 <p>Vikas Rajan VP – Retail Business Lending</p> <p>[Ex-Capital Float]</p>	 <p>Jasmeet Arora Chief Growth Officer</p> <p>[Ex-Paytm]</p>	 <p>Manish Goel VP – Enterprise Business</p> <p>[Ex-Stashfin]</p>	 <p>Sricheta Das VP - Digital Lending</p> <p>[Ex-KreditBee]</p>
 <p>Sushant Kandwal AVP – Business Development</p> <p>[Ex-Nielsen IQ]</p>	 <p>Ankush Jain Chief Business Officer</p> <p>[Ex-OfBusiness]</p>	 <p>Aparna Bihany CBO – Lending</p> <p>[Ex-Paytm]</p>	 <p>Sridhar Narayan CBO</p> <p>[Ex-Adobe]</p>
 <p>Abhishek Pandey Head - EDC Business</p> <p>[Ex-Rupeek]</p>			

2024

Sales / Business (GTM)

<p>Vineet Suneja Chief Revenue Officer at Credit+</p> <p>[Ex-Razorpay]</p>	<p>Shashank A VP - Corporate Sales</p> <p>[Ex-Practo]</p>	<p>Sandeep Sharma Head – Lending Partnership</p> <p>[Ex-Lendingkart]</p>	<p>Kunal Gothivarekar Head – Offline Business</p> <p>[Ex-Fiserv]</p>
<p>Balakrishnan Kameswaran Sr. Director - Strategic Product Sales</p> <p>[Ex-DigitalOcean]</p>	<p>Vipul Mahajan Chief Business Officer</p> <p>[Ex-TransUnion CIBIL]</p>		

General Management / Strategy

<p>Yatish Saxena COO</p> <p>[Ex-Udaan]</p>	<p>Ankur Jaipuria CEO - Lending</p> <p>[Ex-Paytm]</p>	<p>Rakesh Singh MD & CEO</p> <p>[Ex-Fisdom]</p>	<p>Ritesh Pai CEO – International Payments</p> <p>[Ex-TerraPay]</p>
<p>Anand Raisinghani CEO - Setu</p> <p>[Ex-SAP]</p>	<p>Rohit Sardana VP - Strategy</p> <p>[Ex-RBC]</p>		

SaaS / Enterprise Tech

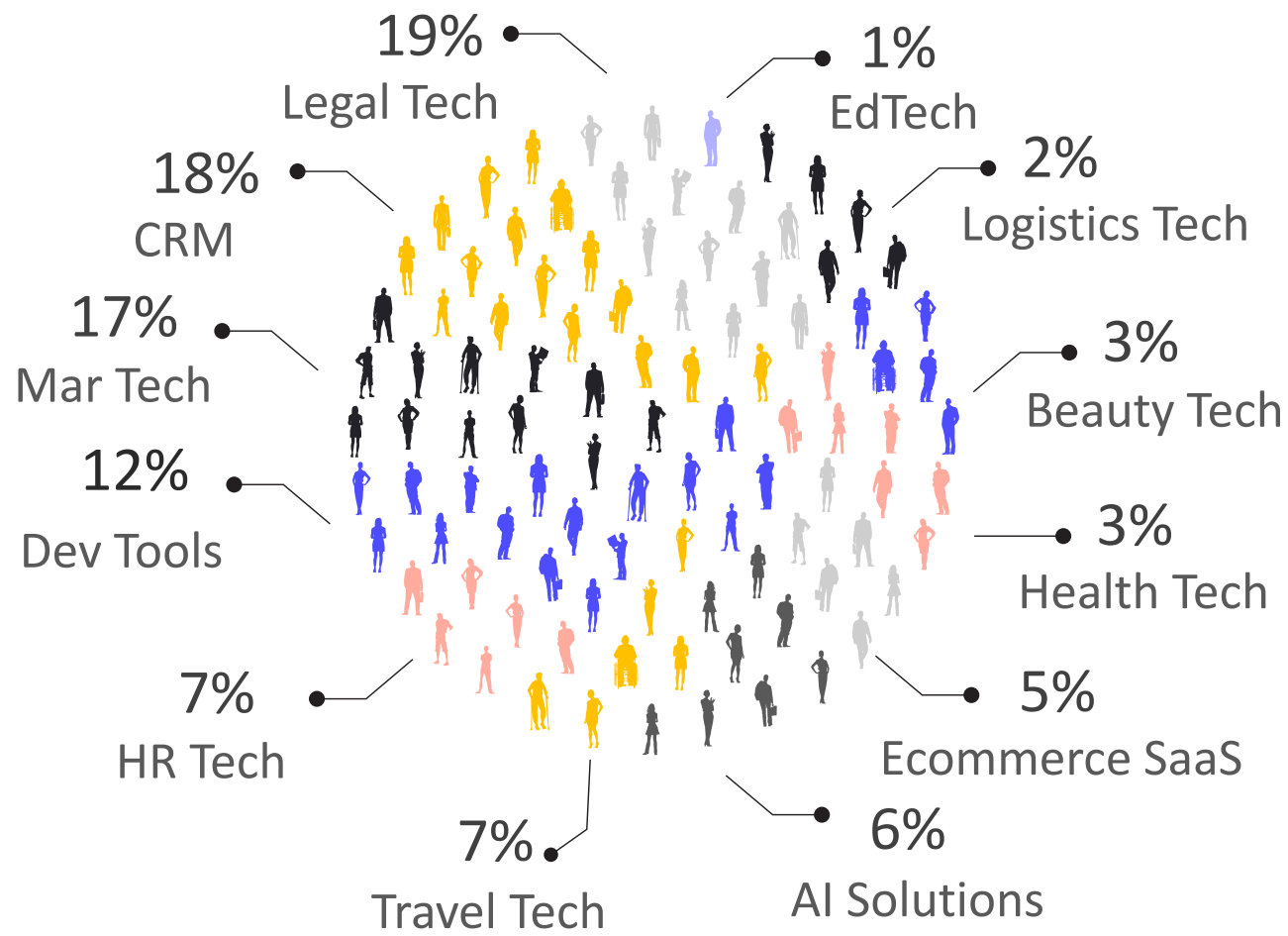
Leadership Talent Churn



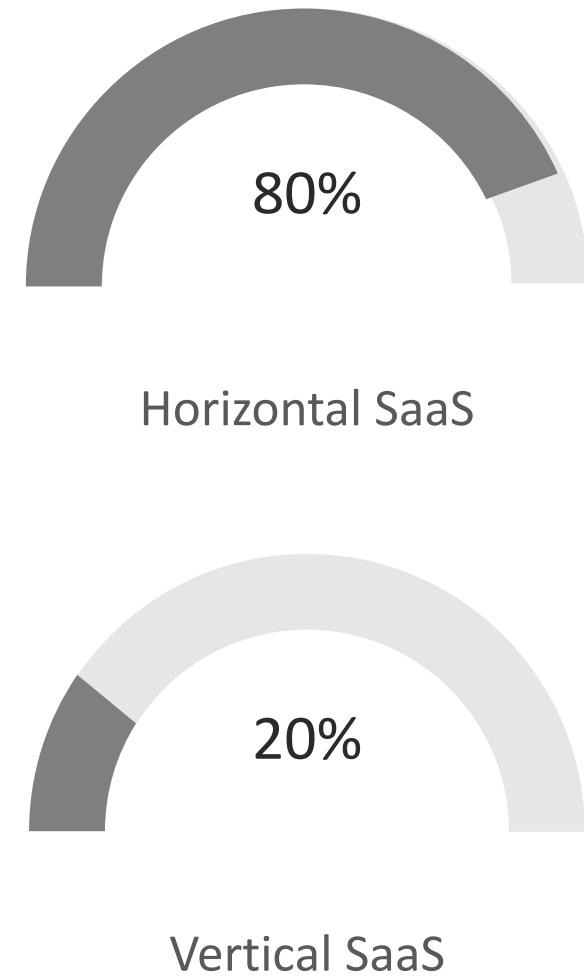
2024

Leadership Talent Churn

Sub-Sector Wise

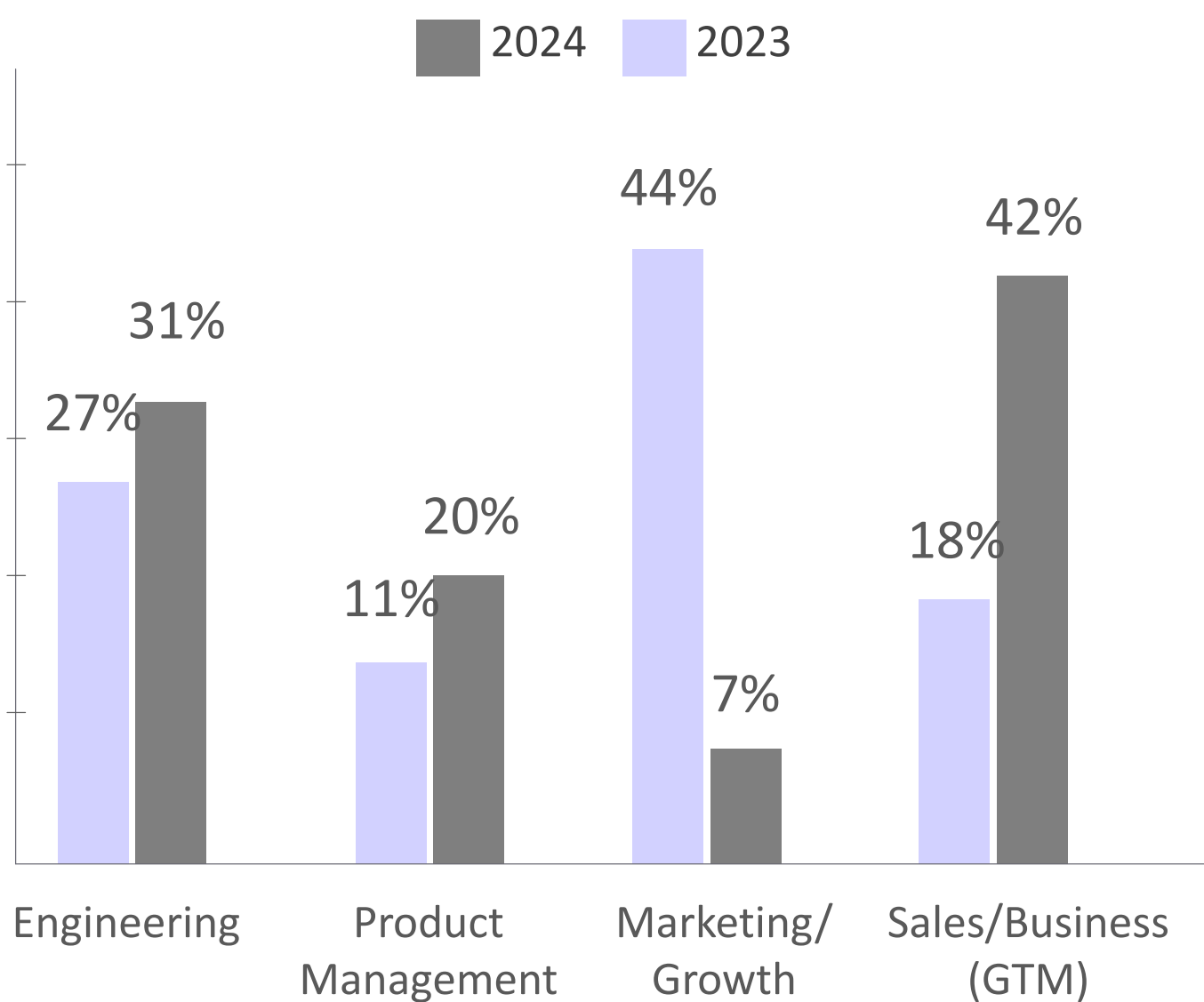


Business Category Wise



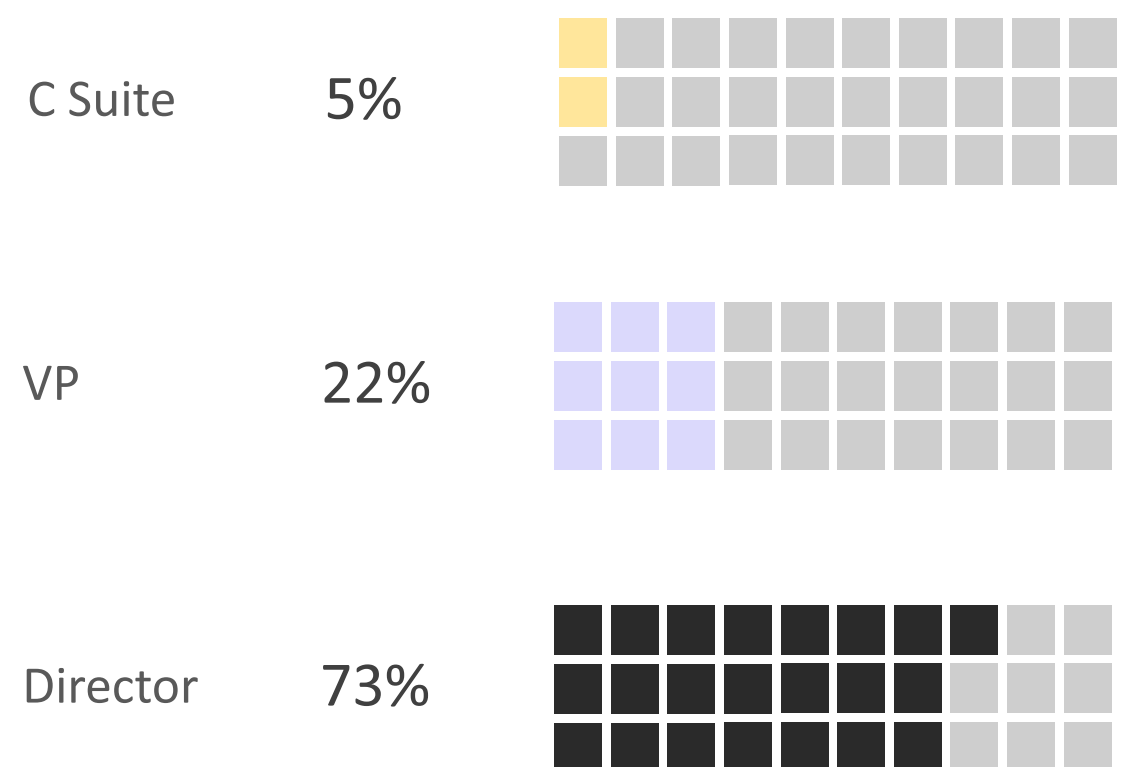
Skill Wise

Movements



Level Wise

Hiring Split



2024

Engineering

CommercelQ

Harish Raghav
Head of
Customer Support

[Ex-AWS]

freshworks

Gaurav Singh
Sr. Director -
Engineering
(Cloud Platforms)

[Ex-Microsoft]

glance

Satyen Abrol
VP - Machine Learning

[Ex-Rakuten]

Hevo

Amit Gupta
VP - Engineering

[Ex-Jivoxt]

Icertis

Aditya Shanker
VP - AI R&D

[Ex-Verint]

Icertis

Vanita Choudhari
Sr. Director -
Platform
Engineering

[Ex-Qualys]

innovaccer

Sumit Adlakha
Sr. Director -
Engineering

[Ex-Rapipay FinTech]

leadSquared

Navin Kumar
VP - Engineering

[Ex-Goldman Sachs]

mEngage

Rohit Garodia
Sr. Director -
Engineering

[Ex-Glance]

OBSERVE.AI

Bhupendra Singh
Sr. Director -
Engineering

[Ex-Palo Alto
Networks]

RateGain[®]

Vibhor Sharma
SVP - Engineering

[Ex-Chegg]

Marketing / Growth

freshworks

Suman Hangal Karthik
Head –
Digital Marketing

[Ex-ServiceNow]

sirion

Uday Tekumalla
CMO

[Ex-BrowserStack]

2024

Product Management

darwinbox

Deepika Reddy
AVP –
Product Management

[Ex-Salesforce]

eightfold.ai

Siddhartha Garg
Sr. Director –
Product Management

[Ex-Workable]

eightfold.ai

Vineet Gandhi
Sr. Director –
Product Management

[Ex-HackerRank]

Icertis

Pavan Chandra Boggarapu
VP –
Product Management

[Ex-UpGrad]

moengage

Ashwin Srinivasan
VP - Product

[Ex-Paytm]

sirion

Aravind Aluri
Chief Product Officer

[Ex-BrowserStack]

sirion

Arun Palatty
AVP - Product

[Ex-Eightfold]

zenoti

Chethan Manja
Sr. Director –
Product Management

[Ex-LeadSquared]

Strategy / Operations

BrowserStack

Radhika Katyal
Director - Business
Operations & Strategy

[Ex-Mettl]

Hevo

Krishna Prem Sharma
Director - Strategy &
Operations

[Ex-FireCompass]

Icertis

Anand Subbaraman
COO

[Ex-Browserstack]

inMOBI

Abishek Deshmukh
VP - Corporate
Strategy

[Ex-Xto10x]


innovaccer

Richa Varma
Sr. Director - Operations
and Strategy

[Ex-Nykaa]


2024

Sales / Business (GTM)

 **darwinbox**


Ketan Bhagat
Sr. Director - Sales

[Ex-LinkedIn]

 **exotel**


Arun Raveendran
VP - Global Partnerships

[Ex-Whatfix]

 **freshworks**


Mohit Patle
Sr. Director - Sales

[Ex-ServiceNow]

 **GoKwik**


Sandeep Kumar Rastogi
SVP - Financial Services

[Ex-Rapipay FinTech]

 **Icertis**


Neeraj Athalye
VP - Head APAC & Middle East

[Ex-SUSE]

 **Icertis**


Kalyan Roy
Sr. Director - Partnership & Alliances

[Ex-SAP]

 **keka**


Tapan Acharya
Chief Revenue Officer

[Ex-CleverTap]

 **leadSquared**


Lalit Khosa
VP - Sales (Financial Services)

[Ex-Exotel]

 **moengage**


Sourabh Mahajan
Sr. Director - Sales

[Ex-AppsFlyer]

 **moengage**

Anup Ostwal
Sr Director - Sales (New Products)

[Ex-Fingerprint]

 **Netcore**

Varun Sodhi
AVP - Key Accounts

[Ex-LeadSquared]

Ecommerce

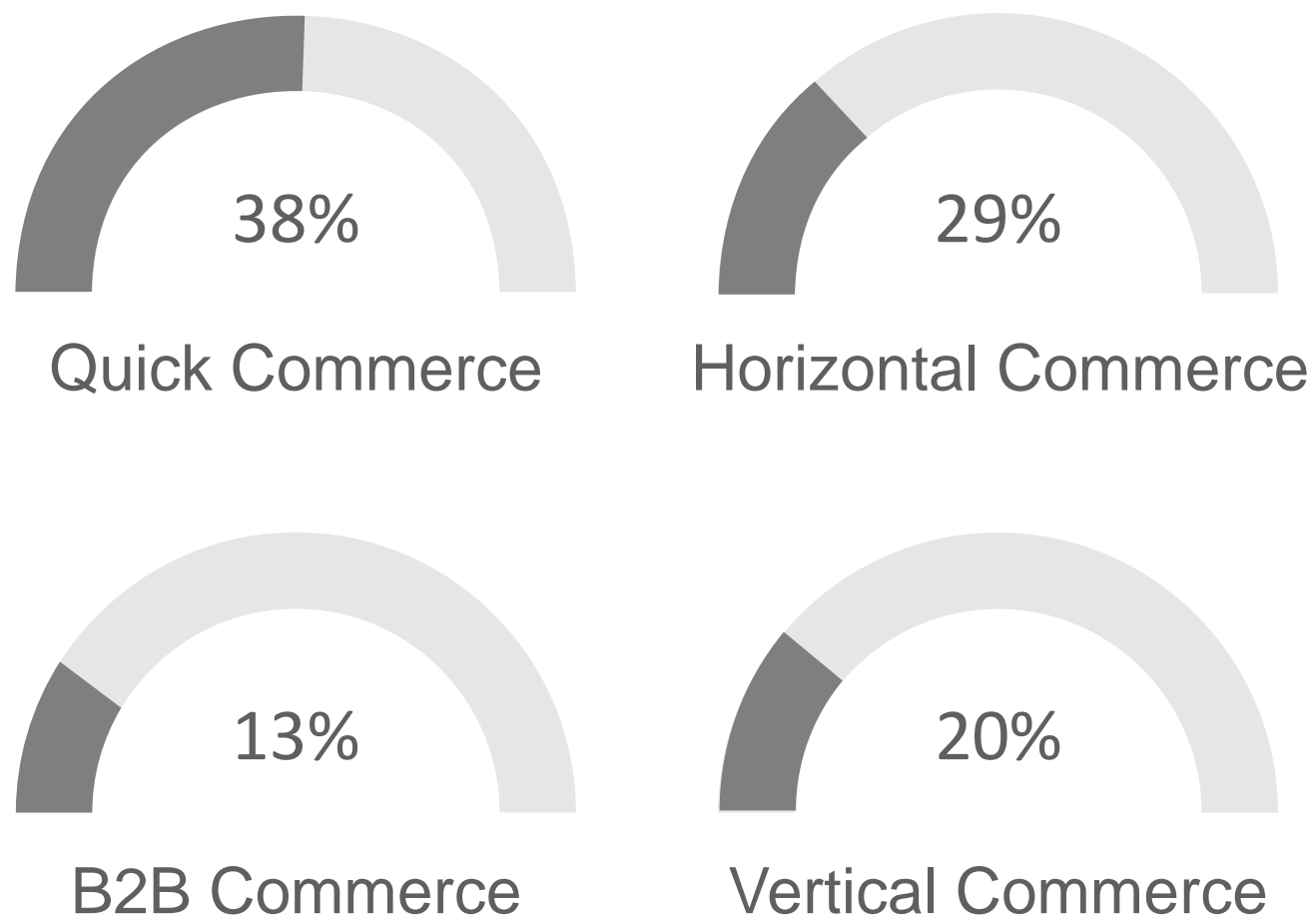
Leadership Talent Churn



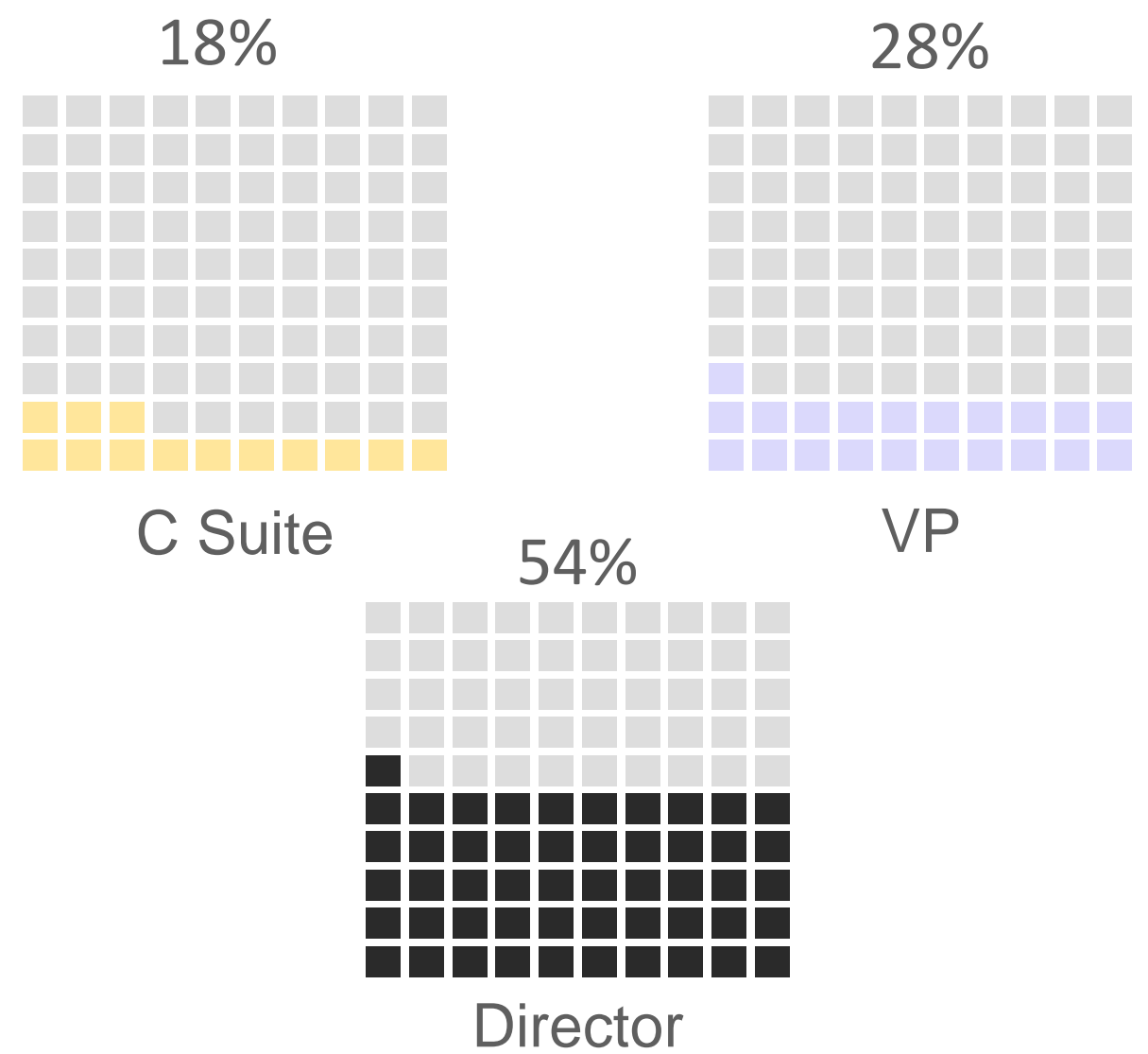
2024

Leadership Talent Churn

Sub-Sector Wise

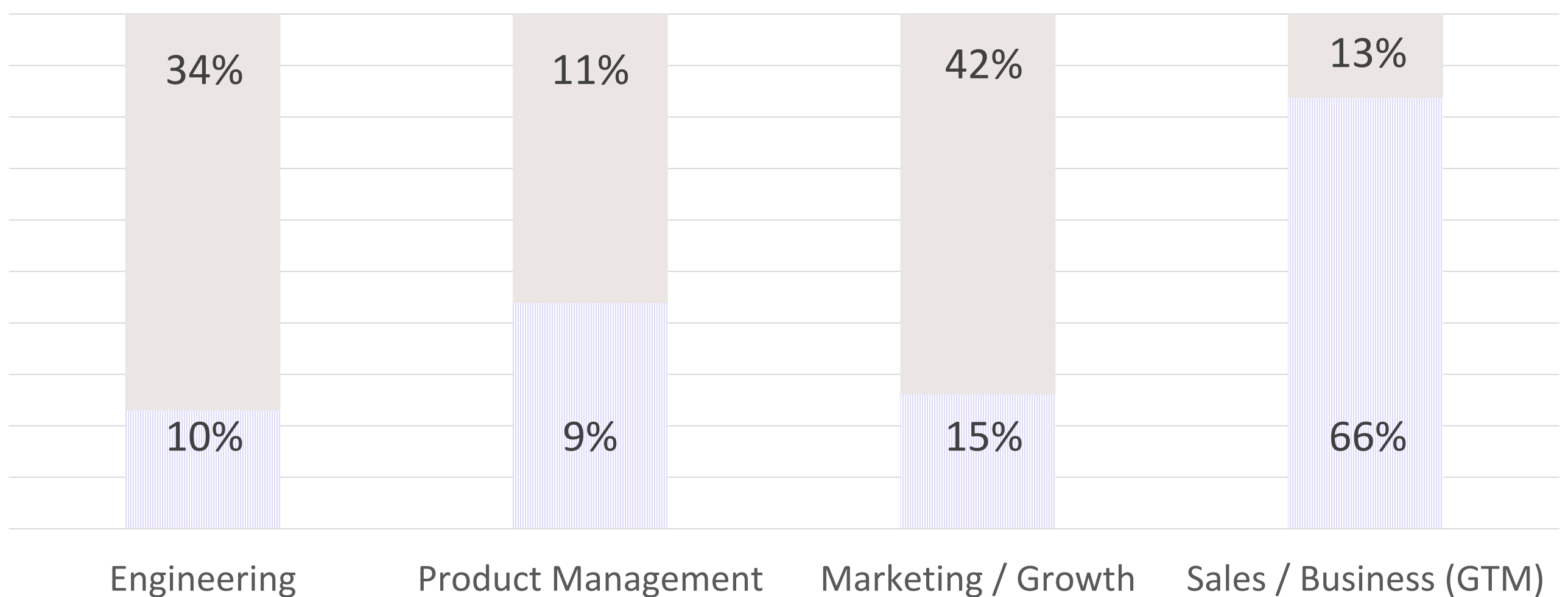


Level Wise



Skill Wise


Movements





● 2024
 ● 2023


2024


Engineering



Karan Agarwal
CPTO
[Ex-Delhivery]


Somesh Singh
VP - Engineering
[Ex-Tokopedia]



Neelmani Gupta
VP - Data Science & Analytics
[Ex-Gojek]



Kuldeep Singh
SVP - Engineering
[Ex-Gojek Tech]



Shourya Roy
SVP - Data Science
[Ex-Flipkart]


Debargho Chatterjee
VP - Engineering
[Ex-Paytm]


Product Management



Mohit Rajani
CPO
[Ex-Carta]


Snehal Kumar
VP - Product
[Ex-Unacademy]


Gagan Chaudhary
VP - Product
[Ex-ConfirmTkt]









Himavant Srikrishna Kurnala
SVP - Product Management (Instamart)
[Ex-Reliance JioMart]


Suravi Shome
Sr. Director – Product, Search & Recommendations
[Ex-Walmart]





Joy Banerjee
VP - Product Design
[Ex-Cleartrip]

2024

Marketing / Growth

 Ujjwal Sinha Head of Marketing [Ex-Cars24]	 Jaimit Doshi Global Marketing Head and CEO - Hustlr [Ex-Aditya Birla Sun Life Insurance]	 Arvind Ramachandran CMO [Ex-Unilever]	 Shubbam Sharrma Chief Growth Officer [Ex-ImpactGuru]
 Mayur Hola VP - Brand [Ex-Culinary Brands]	 Kunal Dubey CMO [Ex-Cleartrip]	 Vivek Prasad SVP - Private Brands [Ex-Foodpanda]	

Operations

 Rrajshesh Matte AVP – Corporate Operations [Ex-FCm Travel Solutions]	 Sairam Krishnamurthy COO, Instamart [Ex-More Retail]	 Kunal Khambhati Founder & COO - Zomato Live [Ex-BookMyShow]
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2024

Sales / Business (GTM)

<p>Rahul Rajan CBO</p> <p>[Ex-Flipkart]</p>	<p>Rahul Sood VP – Growth</p> <p>[Ex-Paytm]</p>	<p>Sudarshan Sarma CBO - New Auto</p> <p>[Ex-Flipkart]</p>	<p>Charanraj Moger Head of Presales</p> <p>[Ex-Ninjacart]</p>
<p>Avik Choudhuri VP - Merchandising & Selling</p> <p>[Ex-IFB]</p>	<p>Punit Puri CBO – Business Travel</p> <p>[Ex-FCM]</p>	<p>Sayali Karanjkar CBO</p> <p>[Ex-PaySense]</p>	<p>Harsh Chaudhary VP - Growth</p> <p>[Ex-Meesho]</p>
<p>Rahat Patel VP</p> <p>[Ex-Amazon]</p>	<p>Prathyusha Agarwal Business Head, Shopsy</p> <p>[Ex-BYJU'S]</p>	<p>Vishal Gahlaut CBO</p> <p>[Ex-Cure.fit]</p>	<p>Hitendra Dhiman VP - Sales</p> <p>[Ex-Reliance Retail]</p>
<p>Sreejith Chellappan VP - Growth</p> <p>[Ex-Flipkart]</p>	<p>Parul Batra VP – Content Commerce</p> <p>[Ex-LinkedIn]</p>	<p>Bedanta Dutta Sr. Director Marketplace</p> <p>[Ex-Zepto]</p>	


2024

Sales / Business (GTM)


<p>Sumit Bansal Sr. Director, Category (P&L Head) – Men's Apparel Business</p> <p>[Ex-Flipkart]</p>	<p>Venkat Thalluri Sr. Director and Business Head (AP&T)</p> <p>[Ex-Reliance Retail]</p>	<p>Sukhleen Aneja SVP - Business Head</p> <p>[Ex-The Good Glamm Group]</p>	<p>Swapan Sen VP - Sales</p> <p>[Ex-Save Max Real Estate]</p>
<p>Luv S SVP - Channel Sales (Sourcing)</p> <p>[Ex-CarDekho]</p>	<p>Anirban Roy VP - Category, Revenue & Growth (Instamart)</p> <p>[Ex-Amazon]</p>	<p>Manu Sasidharan AVP - FMCG (Instamart)</p> <p>[Ex-Cleartrip]</p>	<p>Supriya Shankar VP Business Head, Swiggy Scenes</p> <p>[Ex-Lenskart]</p>
<p>Rahul Aggarwal VP - India Business</p> <p>[Ex-Park+]</p>	<p>Nitin Chugh Chief Commercial Officer</p> <p>[Ex-PharmEasy]</p>	<p>Divya Sreenivas VP & Business Head - Beauty</p> <p>[Ex-Nykaa]</p>	<p>Chirantan Banik Sr. Director - Category</p> <p>[Ex-Agoda]</p>
<p>Anirban Palit Sr. Director - Category</p> <p>[Ex-Meesho]</p>	<p>Suneet Dehran Head – Payment Partnerships</p> <p>[Ex-RoundGlass]</p>	<p>Ajay Singh Building District by Zomato</p> <p>[Ex-Paytm]</p>	

2024


General Management / Strategy


Srinivasan Gopalan
CEO


[Ex-ArisUnitem
RE Solutions]


Mayank Aggarwal
CEO


[Ex-Flipkart]


Dinesh Kumar Kotha
CEO - Ixigo Trains
and ConfirmTkt


[Ex-ConfirmTkt]


Dinesh Lodha
Group CEO

[Ex-TI Medical]


Amitesh Jha
CEO - Instamart

[Ex-Flipkart]


Chandan Rungta
CEO - Relish

[Ex-Spinny]

Consumer Tech

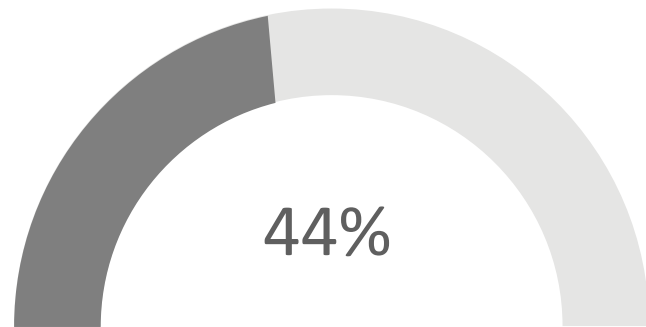
Leadership Talent Churn



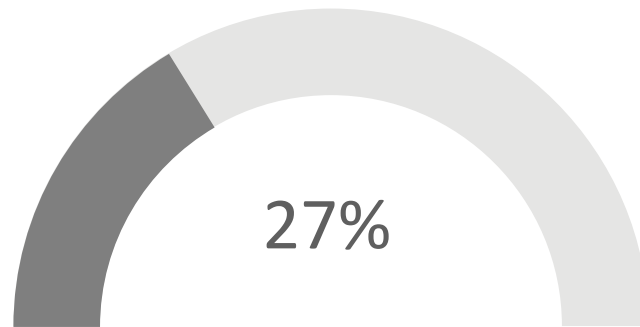
2024

Leadership Talent Churn

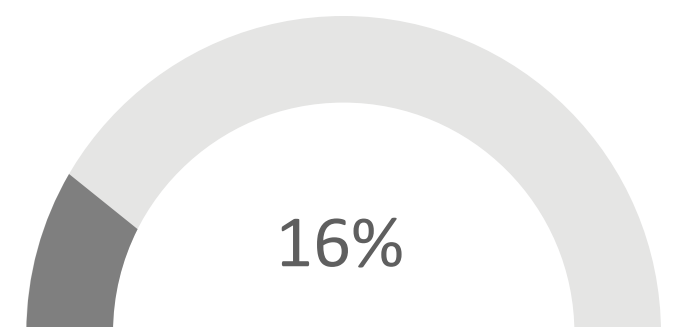
Sub-Sector Wise



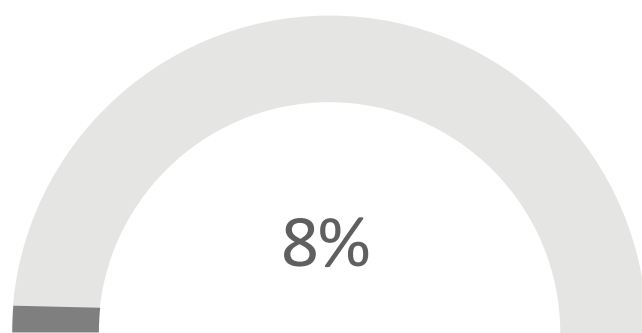
EdTech



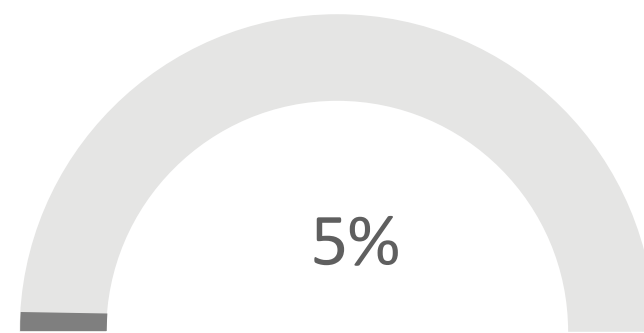
Logistics Tech



Online Media / OTT



Gaming

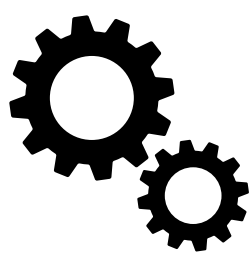


Chatbots

*Consumer Tech represents Logistics Tech, EdTech, Online Media, Gaming, AI Tools.

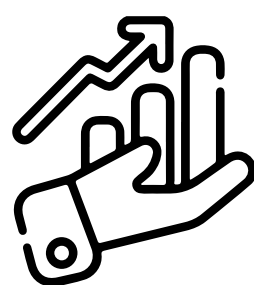
Skill Wise

Movements



23%

Engineering



18%

Product Management



14%

Marketing / Growth



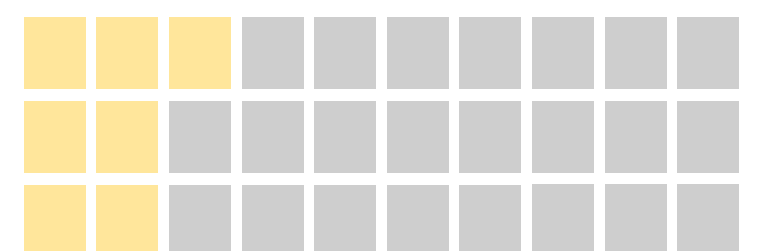
45%

Sales / Business (GTM)

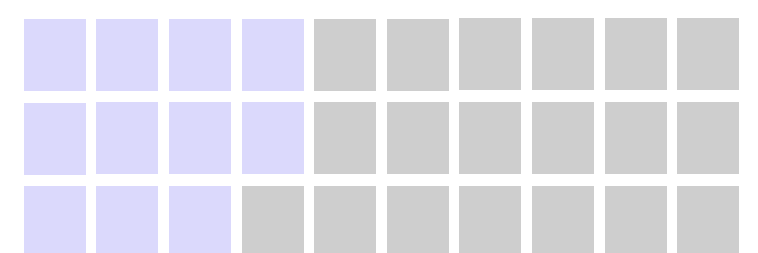
Level Wise

Hiring Split

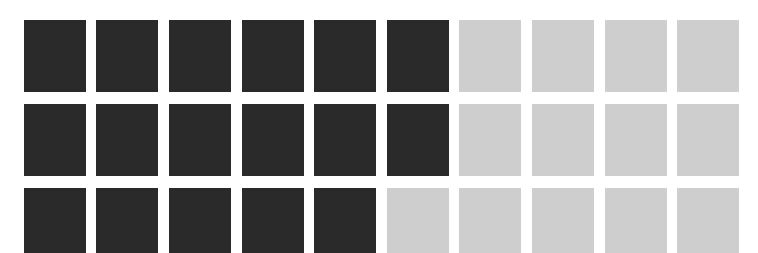
C Suite 19%



VP 26%




Director 55%



2024

Engineering




Sagar Gaonkar
CTO

[Ex-ShareChat]




Sayak Rana
Head of Engineering

[Ex-Entero Healthcare]



Vijayasankar
Head –
Enterprise Applications


[Ex-Kimberly-Clark]



Umesh Bude
SVP and Head of
Engineering


[Ex-Unacademy]

Product Management




Pankaj K
Head of Product
(Design, Analytics
and AI)

[Ex-Microsoft]




Bharath Ram
CPO

[Ex-Flipkart]




Rana Hazarika
VP –
Product Management

[Ex-Paytm]




Akansha Kumari
Head of Product

[Ex-Jupiter]



Krishna Mohan Gadi
Head of Product

[Ex-Vedantu]



Sarmad Mehraj
SVP - Product

[Ex-BYJU'S]

2024

General Management / Strategy

Bimaljeet Singh Bhasin
CEO - Skilling & Higher Education Business

[Ex-NIIT]

Gautam Julka
Zonal CEO – North India & Middle East

[Ex-eduThinker]

Ankur Nyati
President

[Ex-Amala Earth]

Asheesh Sharma
President

[Ex-BYJU'S]

Diwakar Agrawal
Senior Director - Growth Strategy

[Ex-Navi]

Marketing / Growth

Ashok Sharma
Head - Brand, Media & Growth Marketing

[Ex-Paytm]

Bhumika Nirmal
VP Marketing

[Ex-Purple]

Arvind Singhal
Chief Growth Officer

[Ex-Vedantu]

Vineet Singh
VP - Brand Marketing & Communications

[Ex-BYJU'S]

Swati Pincha
Vice President, India Content

[Ex-CoinSwitch]

Abhijeet Dutta
AVP – Growth, Germany

[Ex-Mondelēz International]

2024

Sales / Business (GTM)

<p>Ammit M AVP- Business Development</p> <p>[Ex-BYJU's]</p>	<p>Gunjan Lalchandani CBO – Revenue Growth</p> <p>[Ex-Hero Vired]</p>	<p>Ram Pratap Singh Senior Director - Global Operations</p> <p>[Ex-GEODIS]</p>	<p>Jitender Jain Chief Business Officer</p> <p>[Ex-Nextra by Airtel]</p>
<p>Pallavi Tyagi CMO & Digital Sales</p> <p>[Ex-Airtel Business]</p>	<p>Irshad Ali AVP Sales</p> <p>[Ex-ALO Logistics]</p>	<p>Piara Singh Gambhir Head of Partnerships Strategy</p> <p>[Ex-Paytm]</p>	<p>Karthik Kailash Chief Sales Officer (CSO)</p> <p>[Ex-Unacademy]</p>
<p>Kavita Singh Head – University Partnership</p> <p>[Ex-Univo Edtech]</p>	<p>Abhishek Srivastava AVP Business Development</p> <p>[Ex-Builder.ai]</p>	<p>Kartik Patiar Senior Director - Business</p> <p>[Ex-Disney+Hotstar]</p>	<p>Raj Kumaran Head - COCO Stores</p> <p>[Ex-Unacademy]</p>
<p>Shrimn Nishit SVP, Business Head</p> <p>[Ex-WhiteHat Jr]</p>	<p>Parag Raheja Executive Vice President</p> <p>[Ex-Spinny]</p>		



Supreet Singh
Managing Partner



Sai Gopal
Partner
Engineering and Digital



Shujat Ali
Director
Consumer Tech



Chirag Thakkar
Associate Director
Enterprise Tech / SaaS



Vikas Sharma
Associate Director
Corporate Technology



Ujjwal Singh
Associate Director
Consumer Tech - North

Mumbai

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

Gurgaon

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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