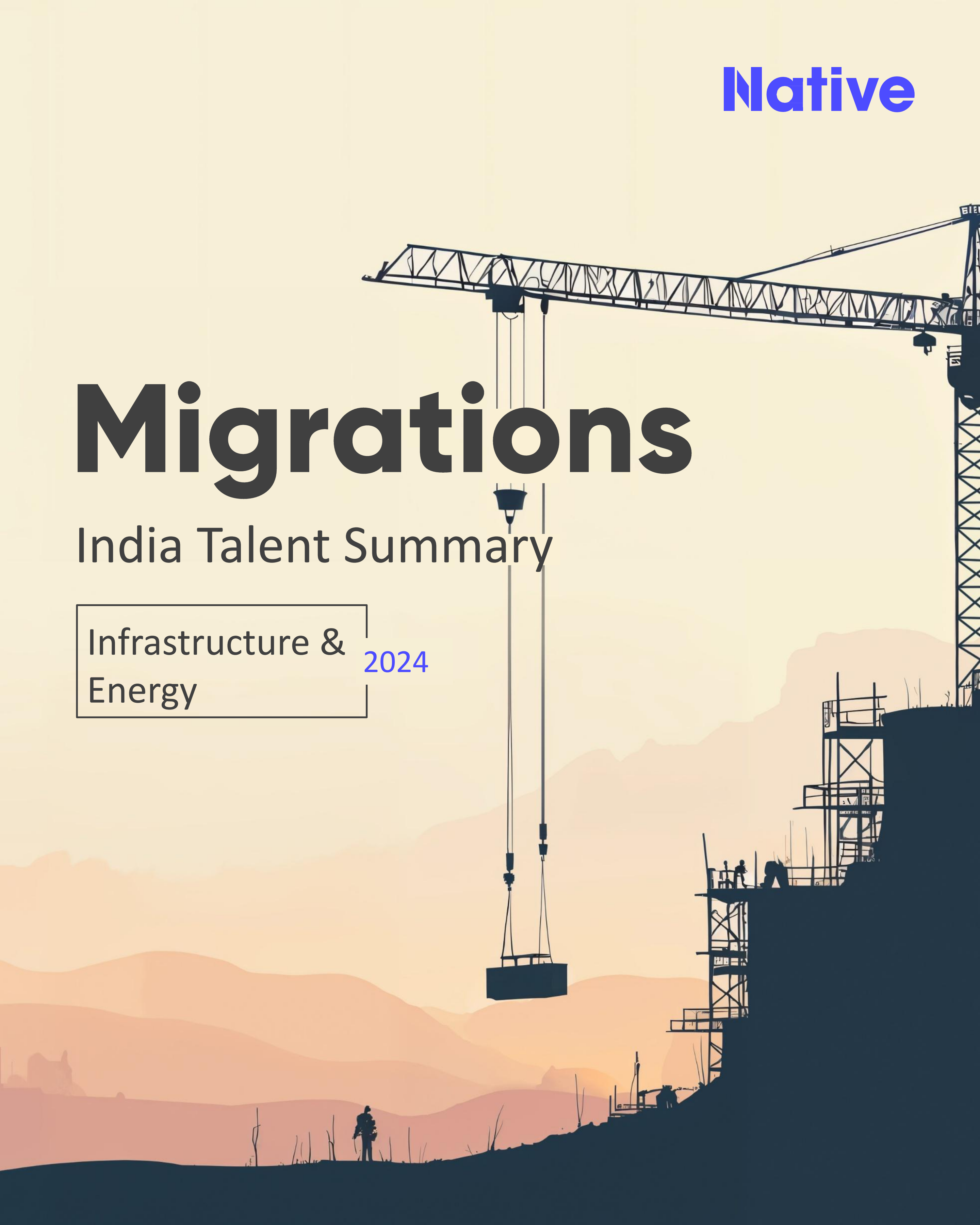


# Migrations

## India Talent Summary

Infrastructure & Energy 2024



Preface	3
Renewables & Environment	6
Construction, EPC & Roads	9
Logistics, Transportation, Trucking, Railroads	12
Oil, Gas & Power	15

## Disclaimer

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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 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

India's infrastructure sector is witnessing rapid expansion, fueled by government policies, private investments, and technology adoption. In FY 2024/25, the Indian government allocated approximately US\$134 billion to infrastructure projects, an 11% increase from the previous year. These investments span energy, roads, railways, and urban development, reinforcing the country's commitment to strengthening its infrastructure landscape.

## Key trends shaping the sector:

- **Roads & Highways:** Growth in expressway projects, PPP models, and digital tolling.
- **Renewable Energy:** Acceleration towards 500 GW non-fossil fuel capacity, with focus on solar, wind, and green hydrogen.
- **Urban Infrastructure:** Expansion of metro networks, affordable housing, and sustainable materials.
- **Manufacturing Expansion:** Traditional IPPs diversifying into module manufacturing due to the Make in India push and reduced reliance on Chinese imports.
- **Battery Energy Storage & RTC:** Utility-scale bids necessitate expertise in BESS and Round-The-Clock (RTC) power solutions.

## Talent Surge & Evolving Demand

With sustained investments, there is a high demand for senior leadership in infrastructure, despite a historically slow decade. Talent shortages are prompting companies to tap into adjacent industries for relevant expertise. In-demand skills include:



Project management, construction, O&M, and land acquisition



Civil engineers, project managers, and urban planners



AI-powered infrastructure planning, smart grids, EV infrastructure & sustainability roles

## Future Outlook

The sector's momentum remains strong, with a focus on innovation, efficiency, and resilience. As investments rise, so do opportunities, making this a promising time for both job seekers and industry players.

# Infrastructure & Energy

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## Talent Movements Summary 2024

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**37%**

Senior moves  
within Renewable  
Sector

**27%**

Moves at  
Department  
Head levels

**34%**

Churn within  
Projects &  
Engineering  
function

**20%**

Senior talent  
moves at CXO  
Level

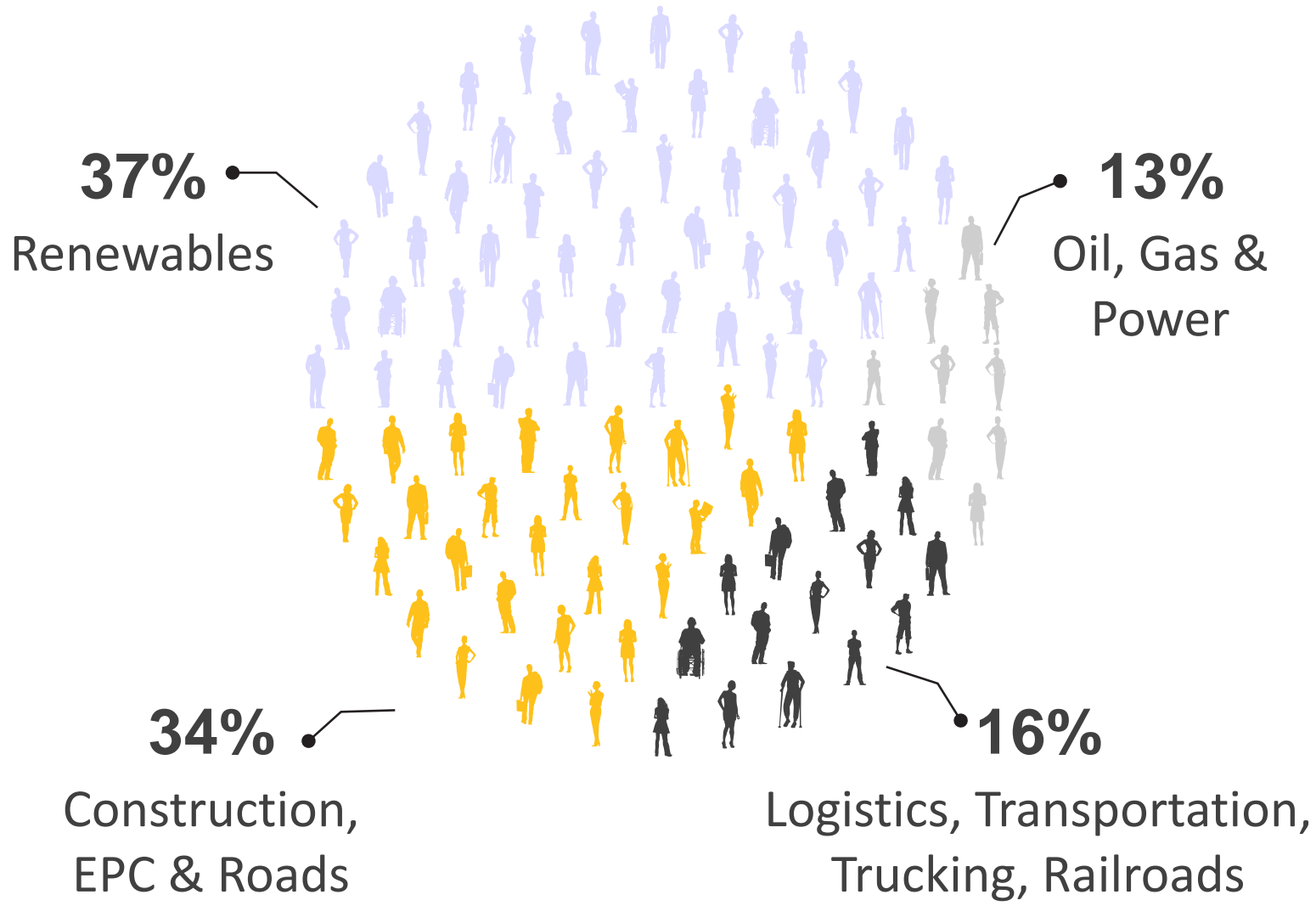
**Note:**

The data has been summarized based on 200+ senior talent movements recorded across Top 25 Infrastructure, Energy, Constructions / EPC, Oil & Gas and Transportation Companies.

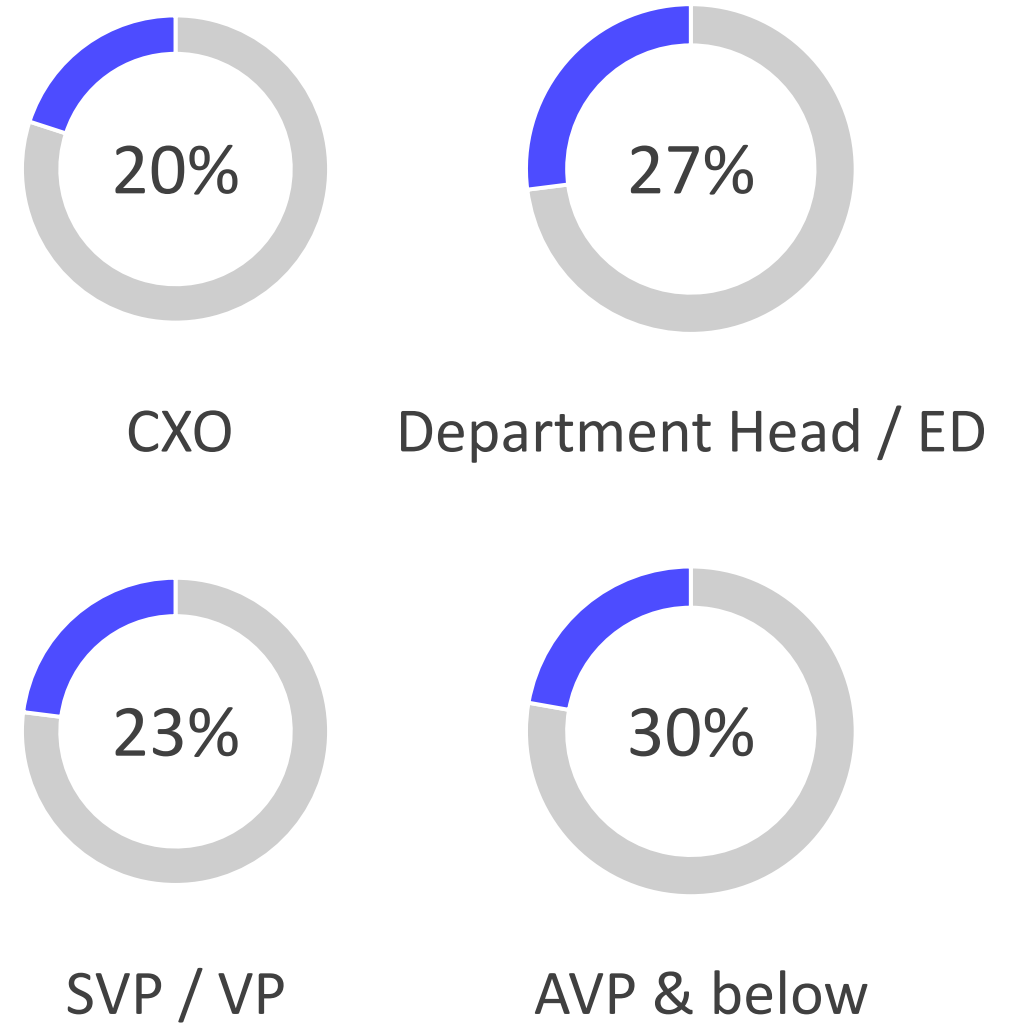
# Infrastructure & Energy Movements Analysis

2024

## Sector wise Movements



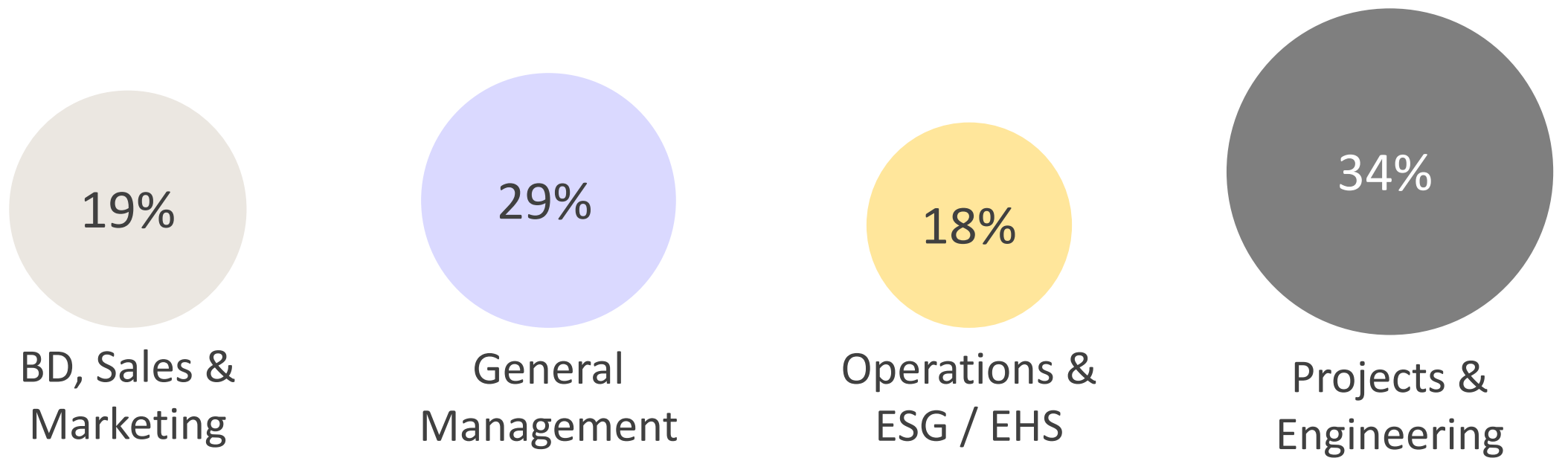
## Level wise Movements



\*AVP & below includes Director, GM & Regional Head

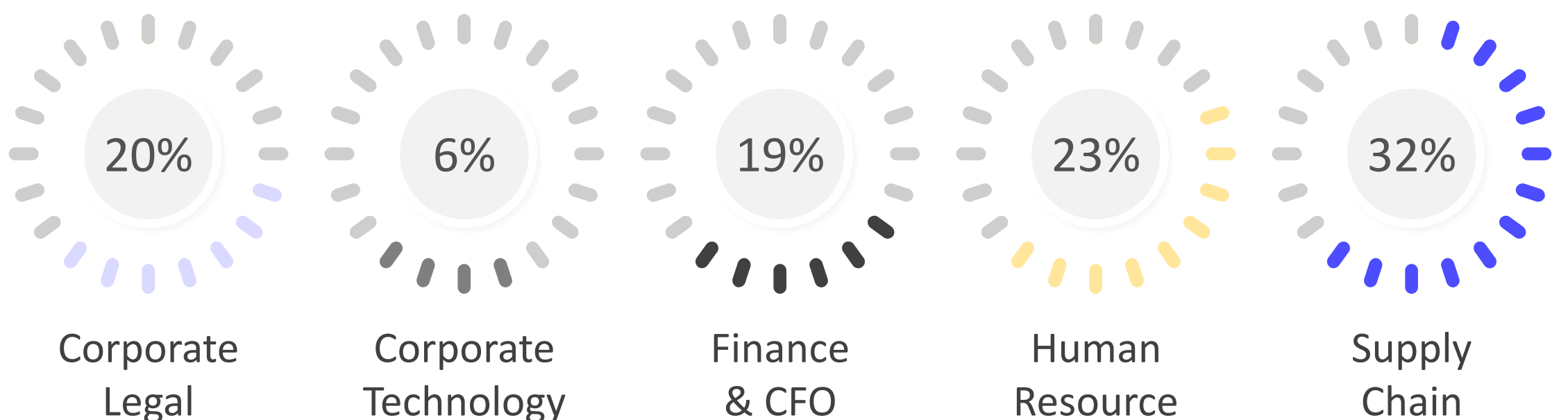
## Business Function

Hiring split

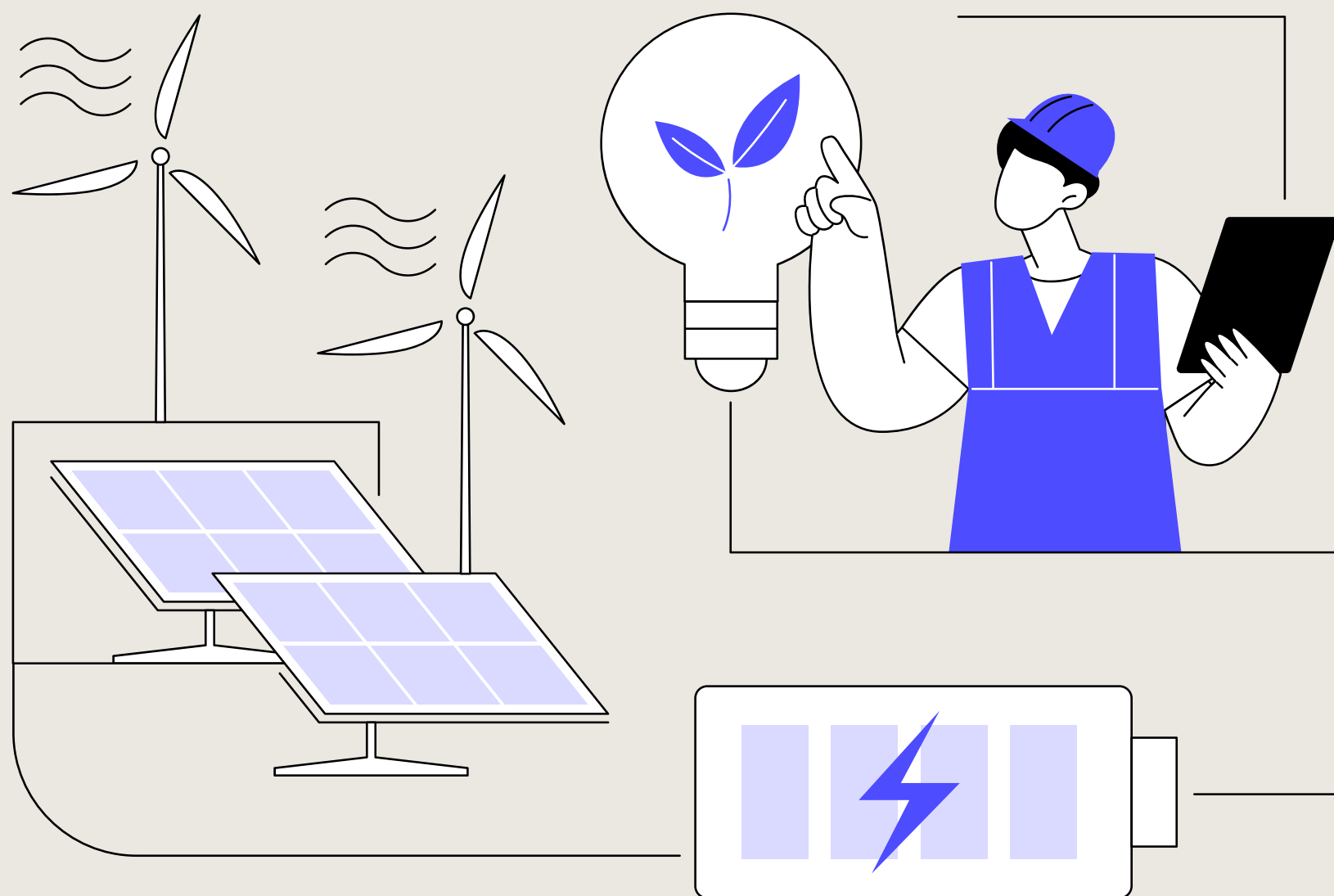


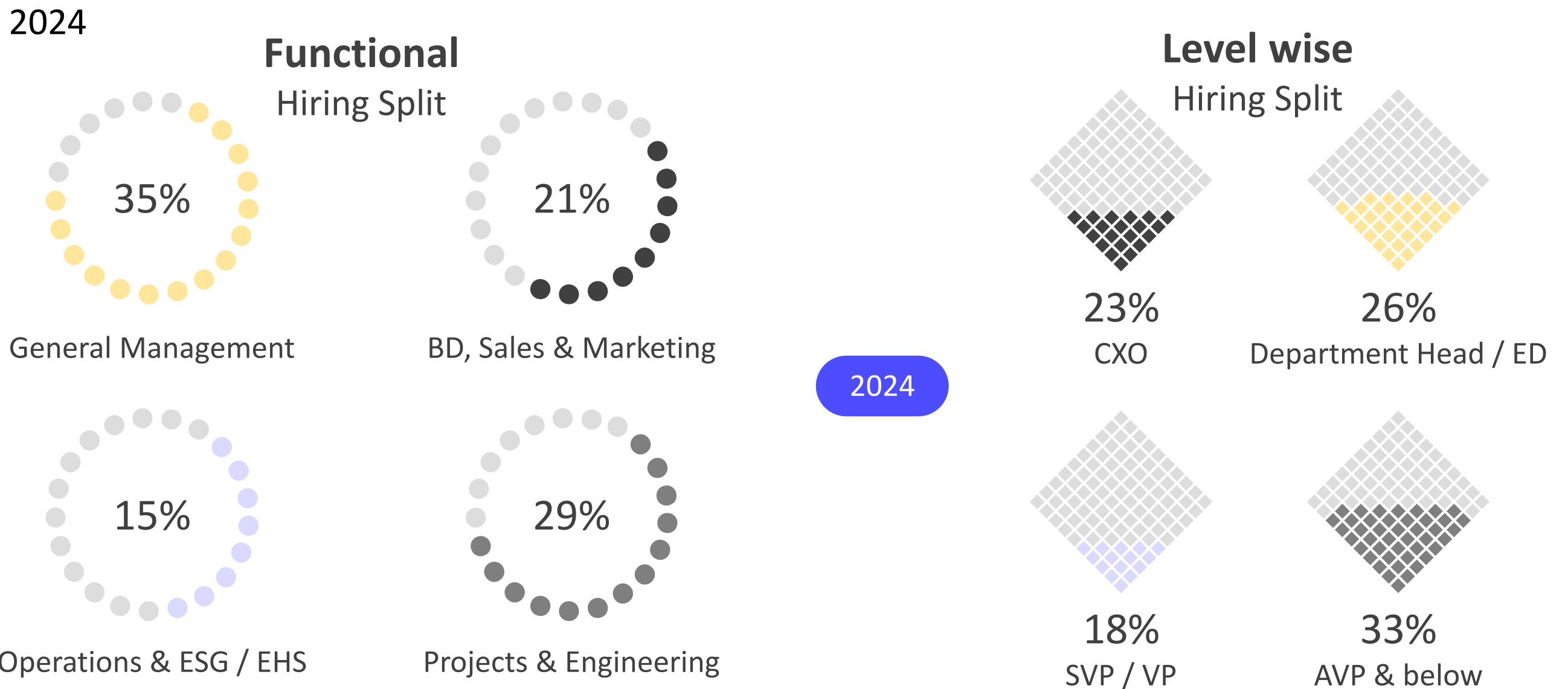
## Support Function

Hiring split



# Renewables





### General Management

**Mallikarjuna Bhuvaneshwari**  
Chief Strategy Officer

[Ex-Advait Greenergy]

**Bhupendra Singh Rawat**  
CEO

[Ex-RenewSys India]

**Shilpa Urhekar**  
CEO

[Ex-Sterling and Wilson Renewable Energy]

**Artika Thakur**  
COO

[Ex-Google]

**Shashank Adlakha**  
COO

[Ex-HYGENCO - The Hydrogen Company]

**Mayank Bansal**  
CEO

[Ex-ReNew]

**Sandeep Kashyap**  
CEO,  
Renewables Business

[Ex-ACME]

**Praveen Badiger**  
COO

[Ex-EverEnviro Resource Management]

**Gyanendra Singh**  
CEO

[Ex-Greenko Group]

**Sunil Kumar Singh**  
CEO

[Ex-KPI Green Energy]

**Sairam Prasad**  
CEO (GOMS)

[Ex-IHS Towers]





**B C Rajesh**  
CEO

[Ex-Mahindra Tego]





# Renewables

## Key Senior Movements









2024

 <p><b>Amit Paithankar</b> CEO</p> <p>[Ex-ReNew]</p>	 <p><b>Pawan Agrawal</b> CEO – IPP Business</p> <p>[Ex-Azure Power]</p>	 <p><b>Sajay K V</b> CEO</p> <p>[Ex-BrightNight]</p>	 <p><b>C Chaudhary</b> COO</p> <p>[Ex-Serentica Renewables]</p>
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### BD, Sales & Marketing

 <p><b>Rajni Bhandari</b> Director &amp; Head, Marketing, Communication &amp; Branding</p> <p>[Ex-AMPIN Energy]</p>	 <p><b>Birendra Pandey</b> Head Energy Commercialization</p> <p>[Ex-JSW Energy]</p>	 <p><b>Mayank M</b> Head, Business Development</p> <p>[Ex-Reliance Industries]</p>	 <p><b>Animesh Sharma</b> VP (C&amp;I Business)</p> <p>[Ex-Hero Future Energies]</p>
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### Operations & ESG / EHS, Projects & Engineering

 <p><b>Rahul Asolkar</b> COO</p> <p>[Ex-Sterling and Wilson]</p>	 <p><b>Amit Batra</b> Head Solar</p> <p>[Ex-Frittsolar ]</p>	 <p><b>Anurag Jain</b> Head, Quality, HSE &amp; ESG</p> <p>[Ex-Avaada Energy]</p>	 <p><b>Prabhu Narayan Singh</b> Chief Sustainability Officer</p> <p>[Ex-Vikram Solar]</p>
 <p><b>Ratnakar Birajdar</b> Head, Civil</p> <p>[Ex-Indus Towers]</p>	 <p><b>Abhishek Shrivastava</b> Head, Contracts Management</p> <p>[Ex-Sterling &amp; Wilson Renewable Energy]</p>	 <p><b>Nikhil Gupta</b> Head, Construction</p> <p>[Ex-Engie India]</p>	 <p><b>Birendra Choubey</b> VP, Projects</p> <p>[Ex-G R Infraprojects]</p>



# Construction, EPC & Roads

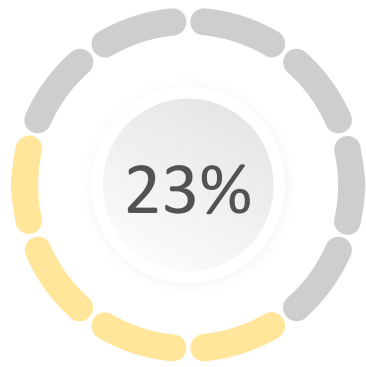


# Construction, EPC & Roads

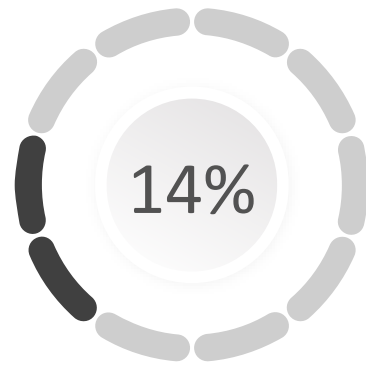
## Movements Analysis and Key Senior Movements

2024

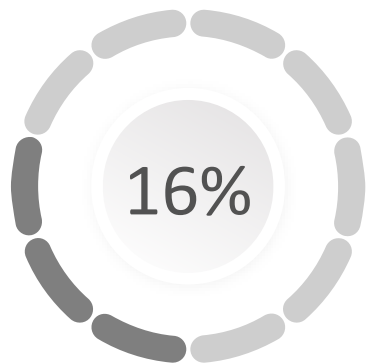
### Functional Hiring Split



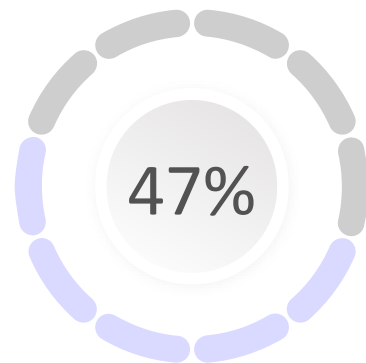
General Management



BD, Sales & Marketing

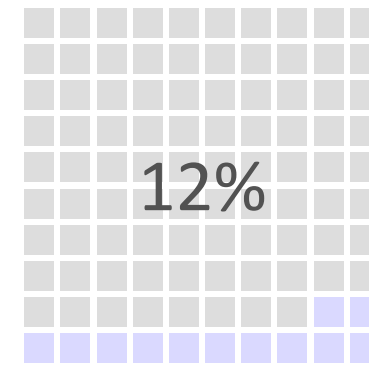


Operations & ESG / EHS

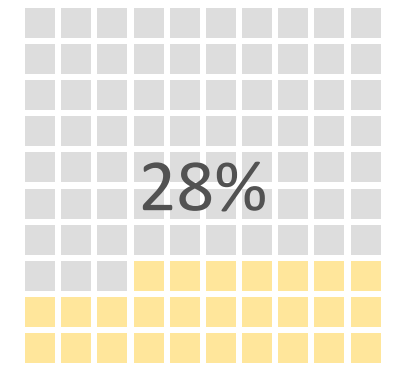


Projects & Engineering

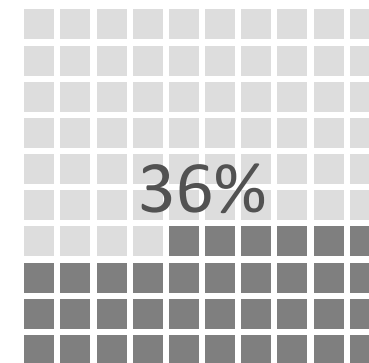
### Level wise Hiring Split



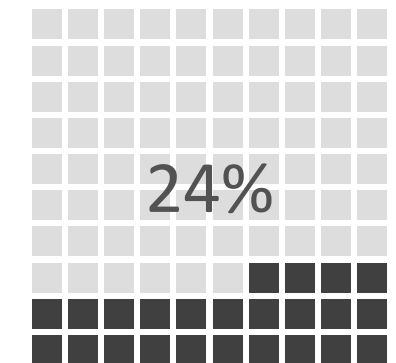
CXO



Department Head / ED



SVP / VP



AVP & below

2024

## General Management

**Krishnamurthy G**  
CEO

[Ex-ICRA]

**Om Ahuja**  
MD

[Ex-Self Employed]

**Sandeep Mehta**  
Head-,Strategy and Transformation

[Ex-DAMAC Properties]

**Siddhartha Dey**  
VP, Commercial Management

[Ex-KEC International]

**Mahesh Thakur**  
Chief Corporate Affairs Officer

[Ex-Vishvaraj Group]

**Amit Gupta**  
Country Head, Saudi Arabia

[Ex-Kalpataru Projects]

**Vishal Barfiwala**  
VP, Strategy

[Ex-Alvarez & Marsal (A&M)]

**Amitabh Jha**  
CEO, Roads

[Ex-L&T IDPL Invit]

**Manish Swaroop**  
CEO

[Ex-Z-B4 Advisory LLP]

**Hrishikesh Govindankutty**  
Head, Business Excellence


[Ex-GMR Hyderabad International Airport]

# Construction, EPC & Roads

## Key Senior Movements


**Native**

2024



**Bivabasu Kumar**  
Head, Media & Corporate  
Communication

[Ex-AFCONS  
Infrastructure]




**Naresh Sharma**  
Head, Corporate  
communications

[Ex-The ALP Group]



**Subrata Sharma**  
CBO, Industrial and  
Integrated Projects


[Ex-Lighthouse Canton]



**Rajaram Pai**  
CBO

[Ex-Mahindra Lifespace  
Developers]

### Operations & ESG/EHS




**Nandkumar Bisure**  
AVP, Contracts

[Ex-Tata Projects]




**Krishna Mohan Dixit**  
Head, Country  
Operations, Railways

[Ex-Patel Infrastructure]



**Renukaradhya M S**  
COO


[Ex-Shapoorji Pallonji  
Group]



**Arun Kumar Singh**  
VP (C&I Business)


[Ex-Shapoorji Pallonji  
Real Estate]

### Projects & Engineering



**Ajay Laxmanrao Karmore**  
Head, Projects

[Ex-FL Smidth]




**Ramakrishnan Seshadri**  
COO

[Ex-RSB Arch Project  
Consultants]



**Vipin Kumar Gupta**  
SVP, Projects

[Ex-J Kumar  
Infraprojects]



**Shiv Sharan Kaushik**  
SVP, Contracts

[Ex-TATA Projects]



**Arun Kumar Singh**  
Chief Manager, Execution

[Ex-Punj Lloyd]



**Vinay Kumar Katukuri**  
Chief Manager, Project  
Execution

[Ex-TS Genco]



**Bipin Padhy**  
GM / Project Director,  
Construction

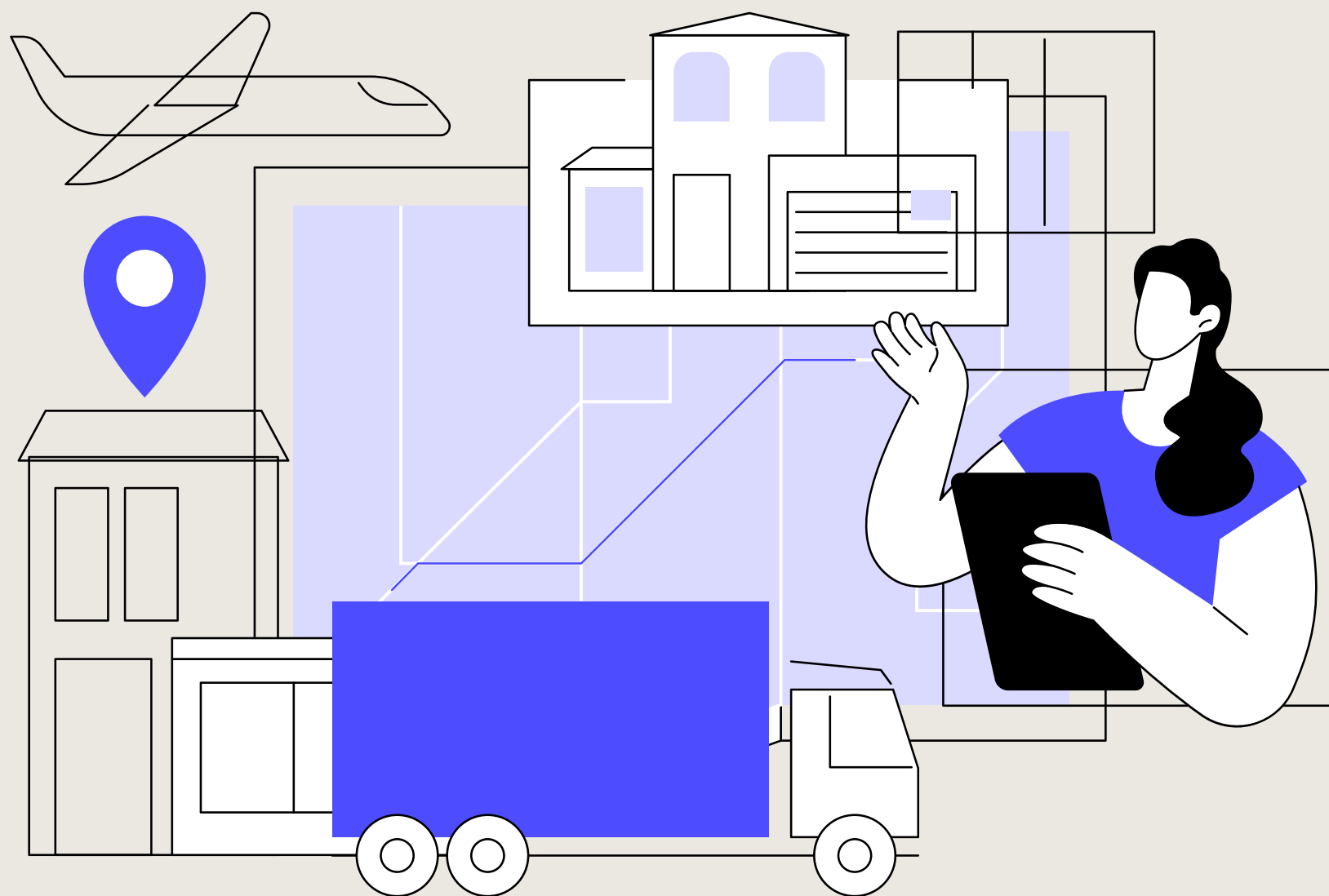
[Ex-ArcelorMittal]



**Er. Kamalakar Sastry**  
GM, Project Management  
and Control - EV Cell  
Manufacturing

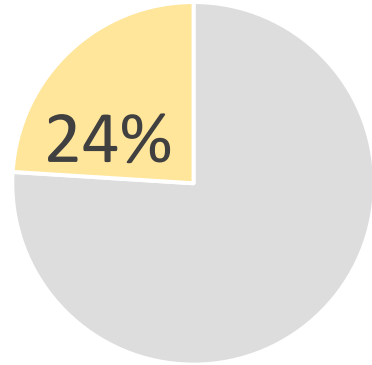
[Ex-Ola Electric]

# Logistics / Transportation / Trucking / Railroad

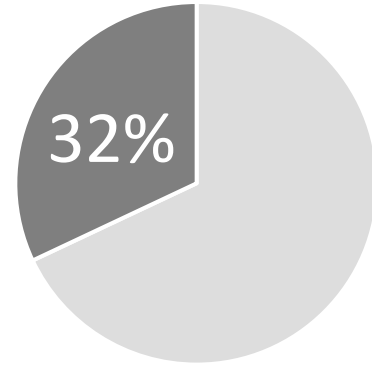


2024

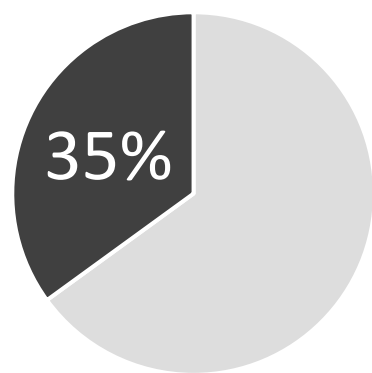
## Functional Hiring Split



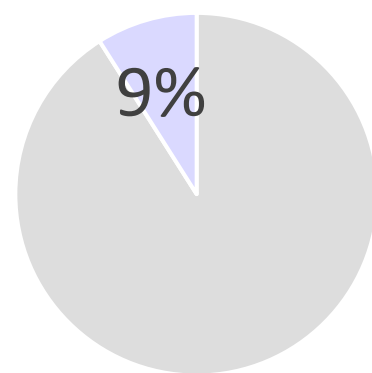
General Management



BD, Sales & Marketing

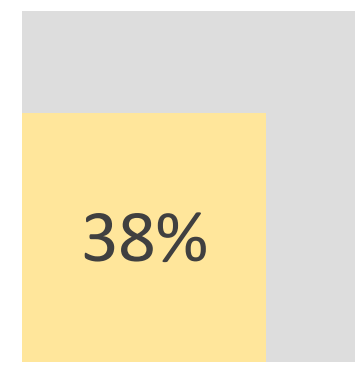


Operations & ESG / EHS

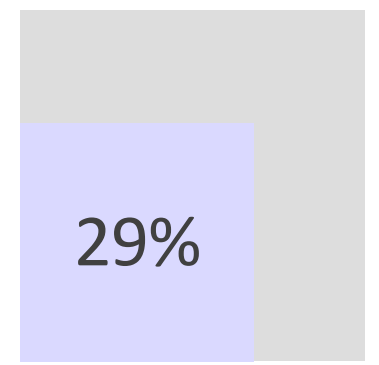


Projects & Engineering

## Level wise Hiring Split

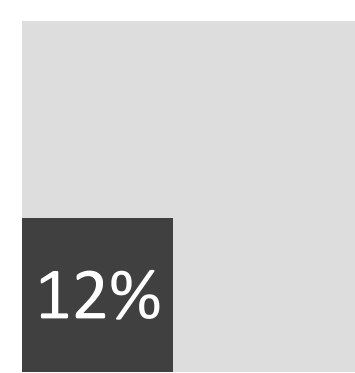


CXO

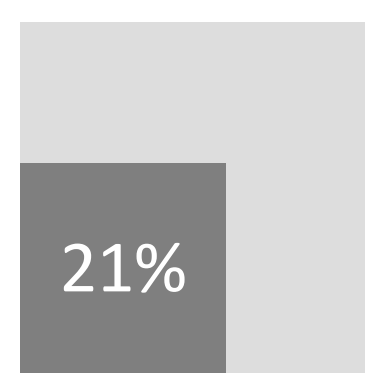


Department Head / ED

2024



SVP / VP



AVP & below

## General Management

**Amit Grover**  
CEO, City Side Development, Airport Business  
[Ex-DLF Ltd]

**Soumov Kundu**  
President  
[Ex-DHL Supply Chain]

**Subrata Ghosh**  
COO  
[Ex-Enphase Energy]

**Raman Ranganathan**  
Deputy MD  
[Ex-Samunati]

## BD, Sales & Marketing

**Dipanjyoti Banerjee**  
CCO  
[Ex-Ecom Express]


**Krishna Kumar Kabra**  
CBO  
[Ex-Lake Oil Group]

**Khevan Tanna**  
Director, Strategic Sales - South Asia, Middle East & Africa  
[Ex-Bollere Logistics]

**Jitendra Kapoor**  
Sr. Director, SCO - Rail & Inland Terminals  
[Ex-A.P. Moller - Maersk]


2024

### Operations & ESG/EHS




**Rita Verma**  
National Head, Sales

[Ex-Stellar Value Chain Solutions]




**Akanksha Sharrma**  
Chief Sustainability Officer /  
VP - Middle East, North Africa  
& Indian Subcontinent

[Ex-Sterlite Technologies]




**Ravinder Mohan Rana**  
Director, Rail & Inland  
Terminals

[Ex-DP World Multimodal Logistics]




**Puneet Mathur**  
Country Head, India

[Ex-CH Robinson]




**Capt. Alpesh Abhay Sharma**  
COO

[Ex-DP World]




**Gurjot Singh Bhalla**  
COO

[Ex-Ola]




**Syed Hossain**  
Head, Express Operations  
- East & South Zone

[Ex-Mahindra Logistics]



**Dilip Sharma**  
COO

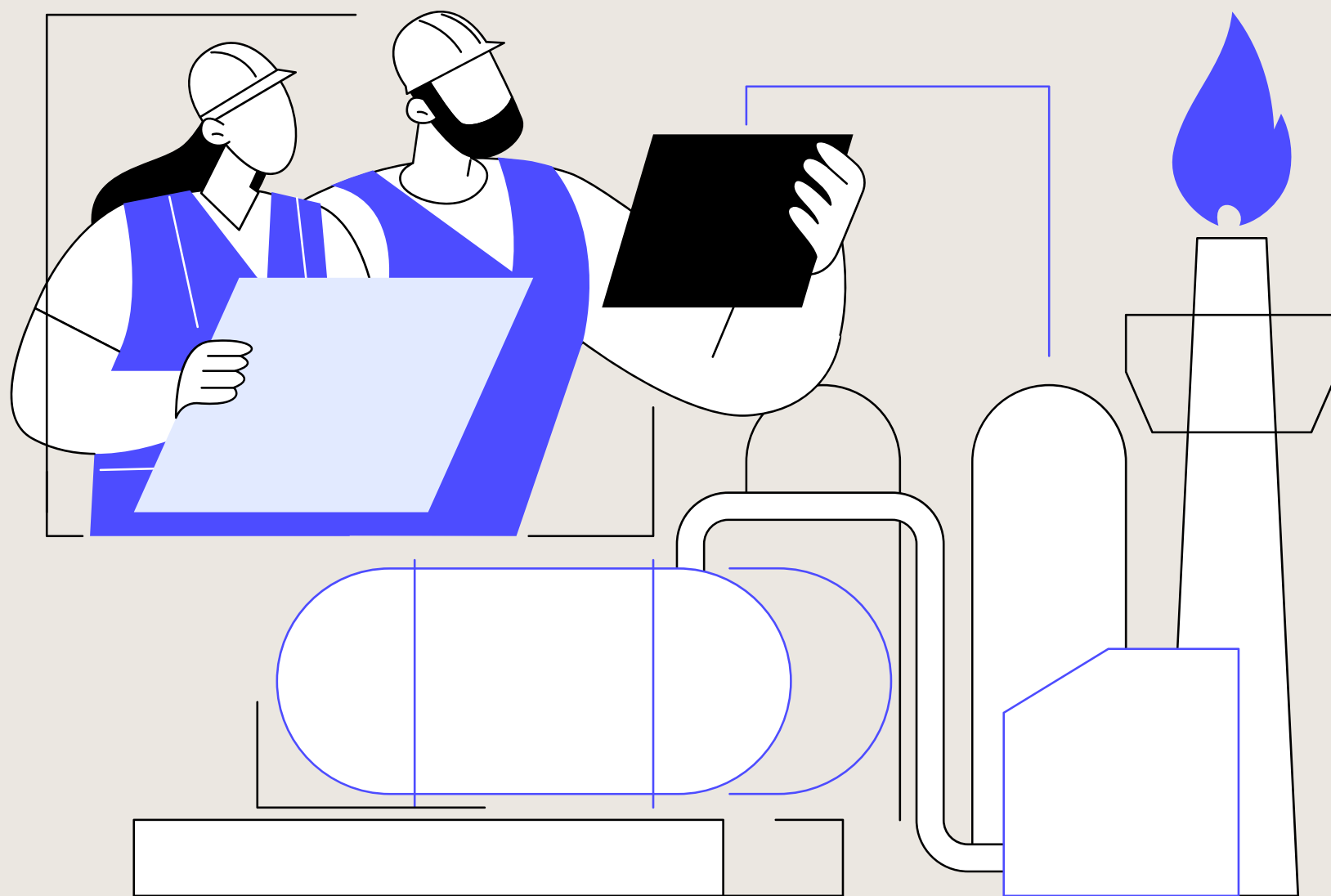
[Ex-LUMIC Logistics]



**Snehasish Dutta**  
COO & Director

[Ex-Adani Airpol holdings]

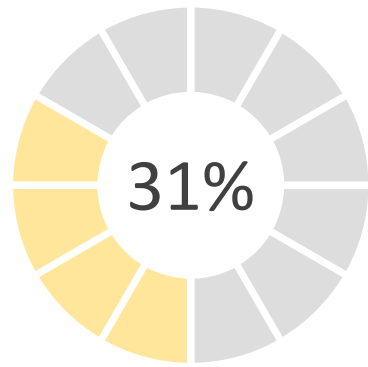
# Oil, Gas & Power



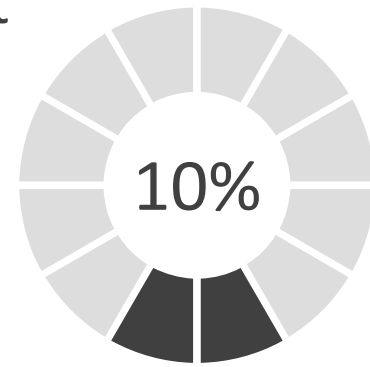
# Oil, Gas & Power Movements Analysis

2024

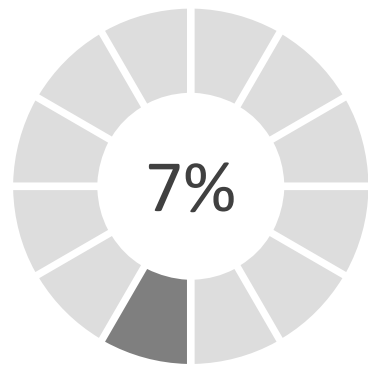
## Functional Hiring Split



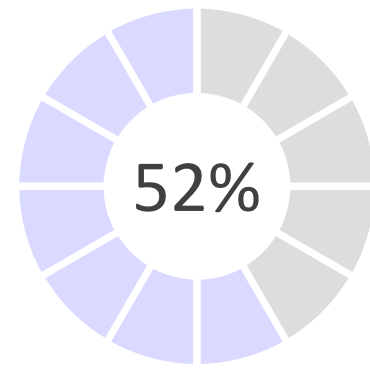
General Management



BD, Sales & Marketing

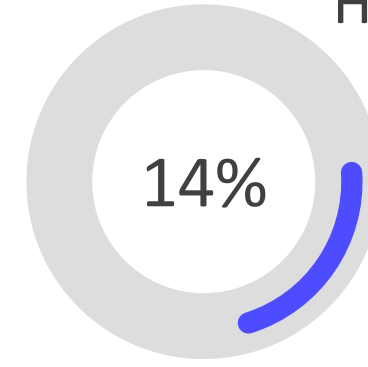


Operations & ESG / EHS

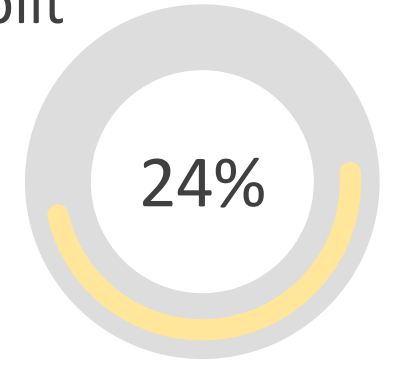


Projects & Engineering

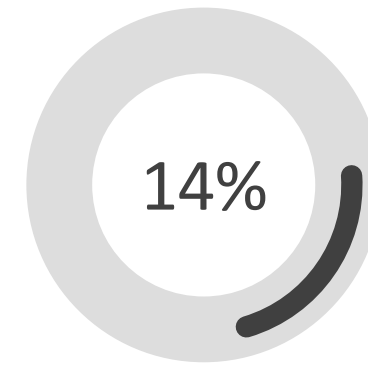
## Level wise Hiring Split



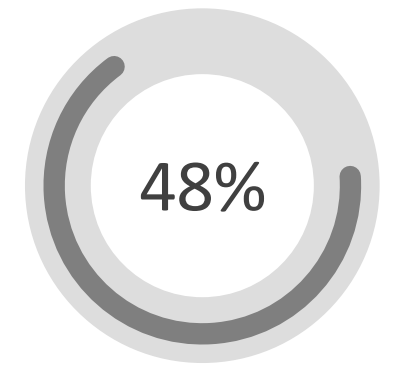
CXO



Department Head / ED



SVP/VP



AVP & below

2024

## Key Senior Movements

**Giri Januarya**  
COO

[Ex-Iraq Oil Fields]

**Vikas Gupta**  
CEO

[Ex-Veedol Engine Oils]

**Vinod Nambiar**  
COO

[Ex-YBA Kanoo WLL]

**Sabyasachi Jha**  
Associate Chief Manager,  
Subcontracting

[Ex-Technip Energies]

**Manoj Jain**  
MD

[Ex-Hindustan Petroleum Corporation]

**Apurva Agrawal**  
Head, Key Accounts

[Ex-Vodafone Idea]

**Santosh Bhosale**  
Head of Operations (EPC)

[Ex-Saipem]

**Amitava Bose**  
Director, Projects

[Ex-Dhamra LNG Terminal]

**Harshal Bharambe**  
DGM (Instrumentation)

[Ex-Nayara Energy]

**Jayaselvan Poiyamozhi**  
Head, Projects

[Ex-Inside Exploration Technologies]

**Kunal Sashte**  
Associate Chief Engineer

[Ex-Worley]



## Mumbai

AWFIS, Adani Inspire,  
3rd Floor, Unit No.4,  
Bandra Kurla 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



## Infrastructure Native



Varun Sidana

Partner



Chhavi Mishra

Associate  
Director



Stuti Pathak

Principal

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**