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Migrations

India Talent Summary

Financial Services
Captives / GCCs

2025

FINANCIAL SERVICES – CAPTIVES / GCCs

TALENT INSIGHTS

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Financial Services Captives (GCCs) is entering a sharper maturity phase. After years of expansion-led hiring, Captives are now consolidating leadership, prioritising architectural ownership, advanced analytics capability and enterprise-aligned technology leadership rather than volume expansion.

The focus is shifting from ***capacity creation to capability ownership***.

- Overall hiring volumes slowed, but Digital & Analytics gained share
- CXO and MD-level hiring increased significantly
- GCC-to-GCC leadership movement strengthened
- Hiring from consulting and IT services declined sharply
- Technology hiring remains dominant, but its share declined
- Architecture, AI/ML, and advanced analytics roles surged

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

Financial Services – Captives / GCCs

Talent Movements Summary
2025

86%

moves within Technology across Engineering, Architecture & Infrastructure functions

41%

moves from other industries to Captives / GCCS

59%

moves within Technology vs 71% in 2024

22%

moves within Data Science vs 12% in 2024

19%

Diversity hires across Financial Service Captives / GCCs

15%

moves at MD levels vs 3% in 2024

***Note:** *The movements have been summarised basis data recorded across leading Banks, NBFCs & Fintech's in the Consumer Lending sector

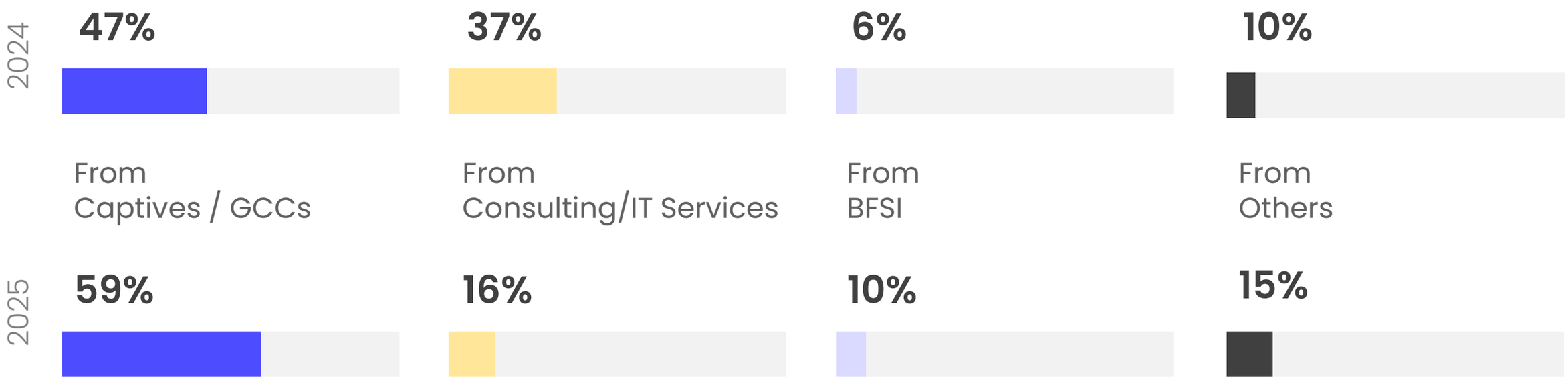
Financial Services Captives / GCCs

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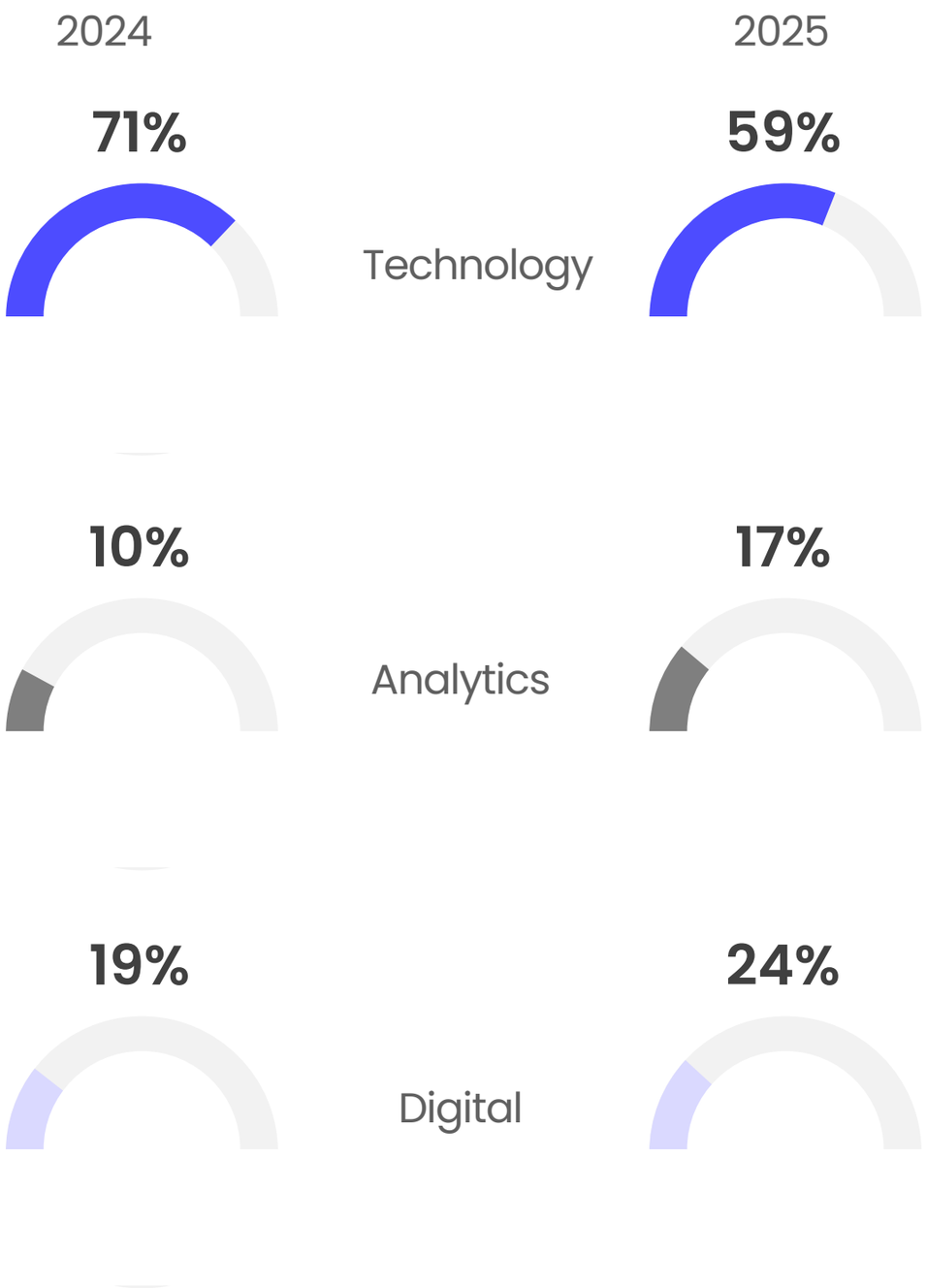
Movements Analysis

2025

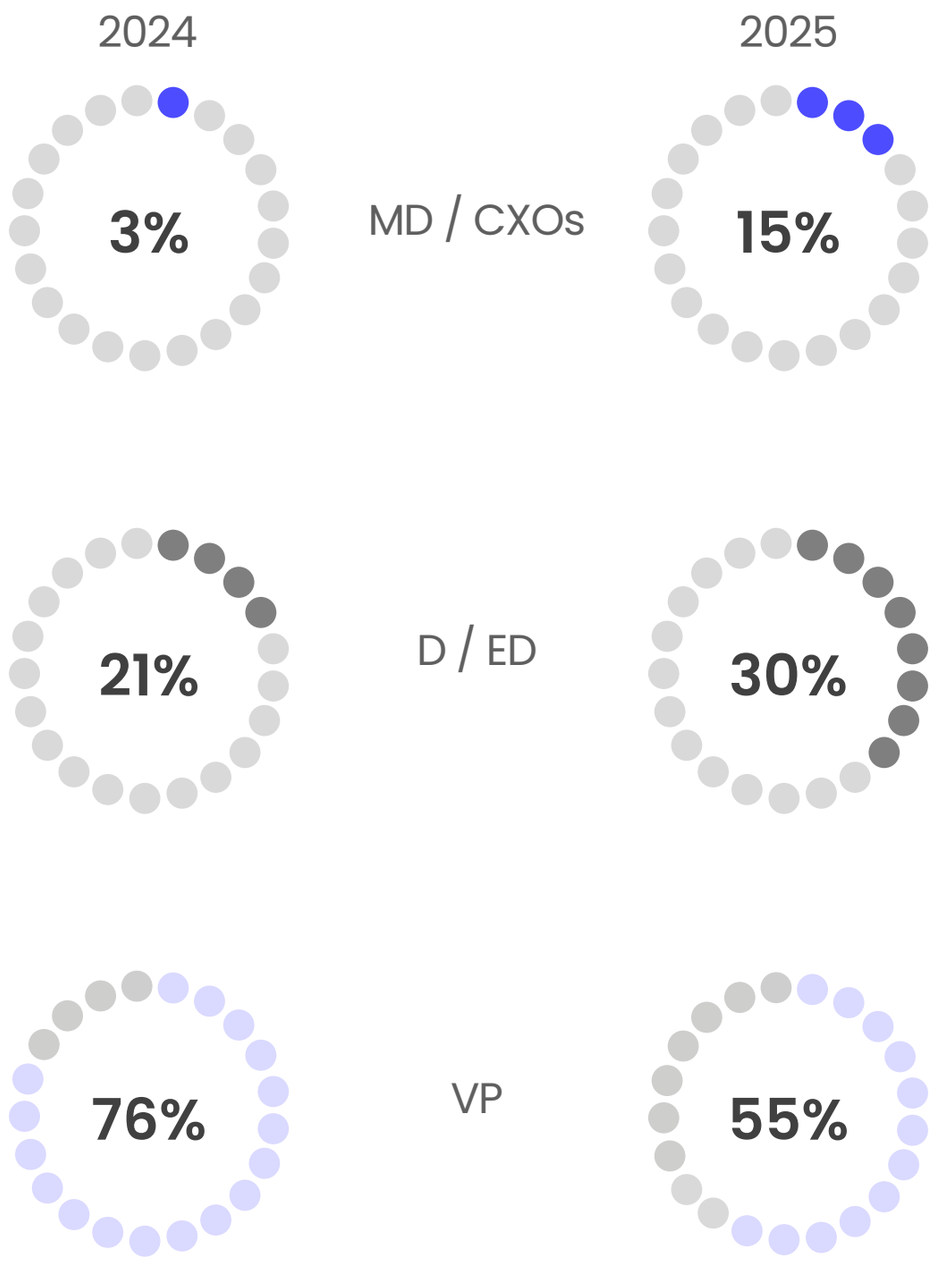
Senior Talent Migrations to Captives / GCCs



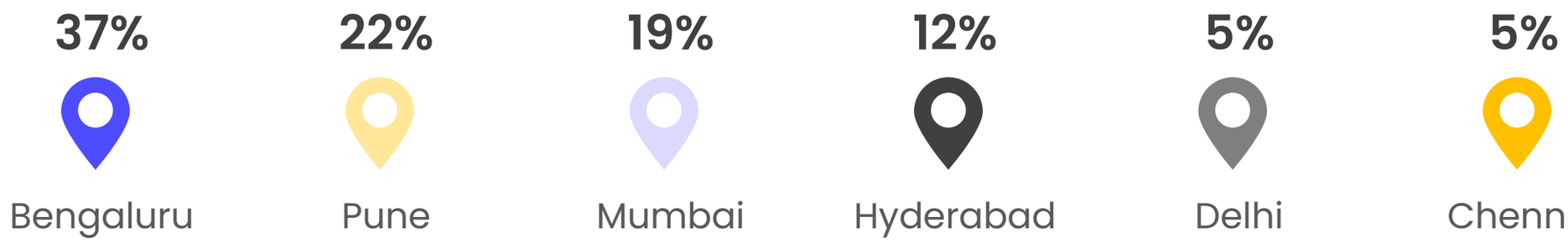
Functional Hiring Split



Level Wise Hiring



Hiring Hotspot



Bangalore and Pune continue to be the preferred destination for tech talent migrations to Captives / GCCs.

Financial Services Captives / GCCs

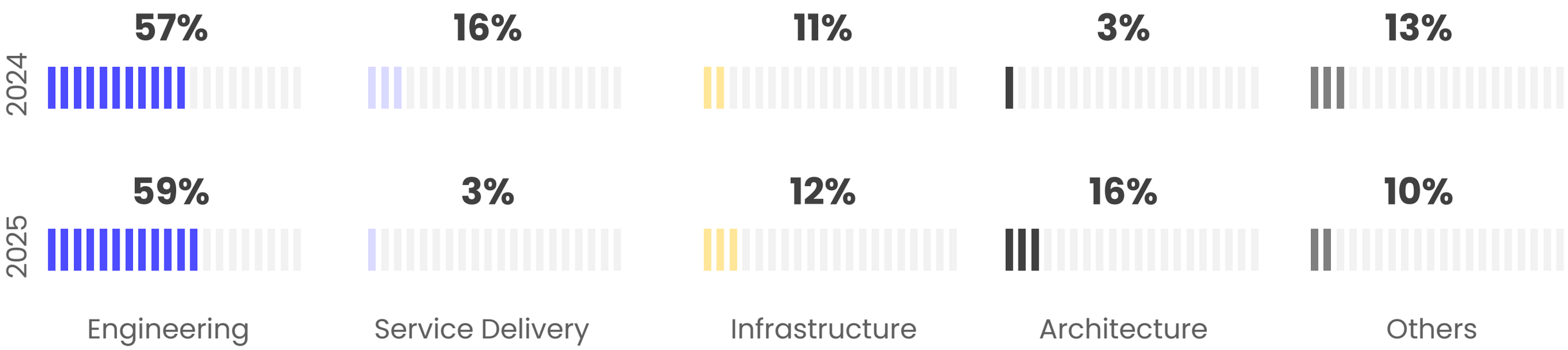
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Movements Analysis

2025

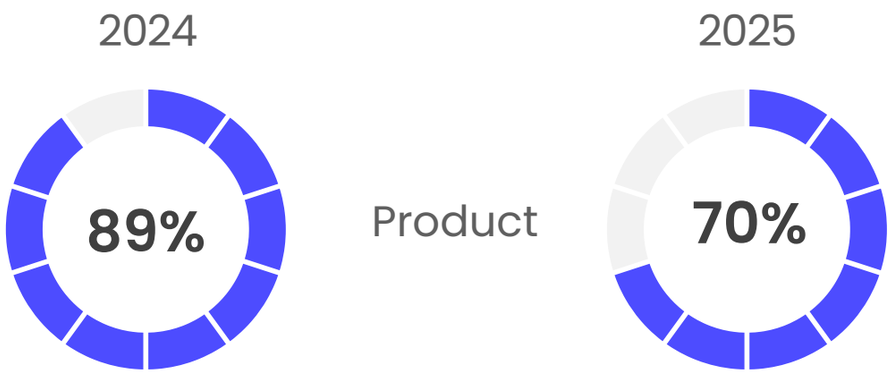
Skill wise hiring split

Technology

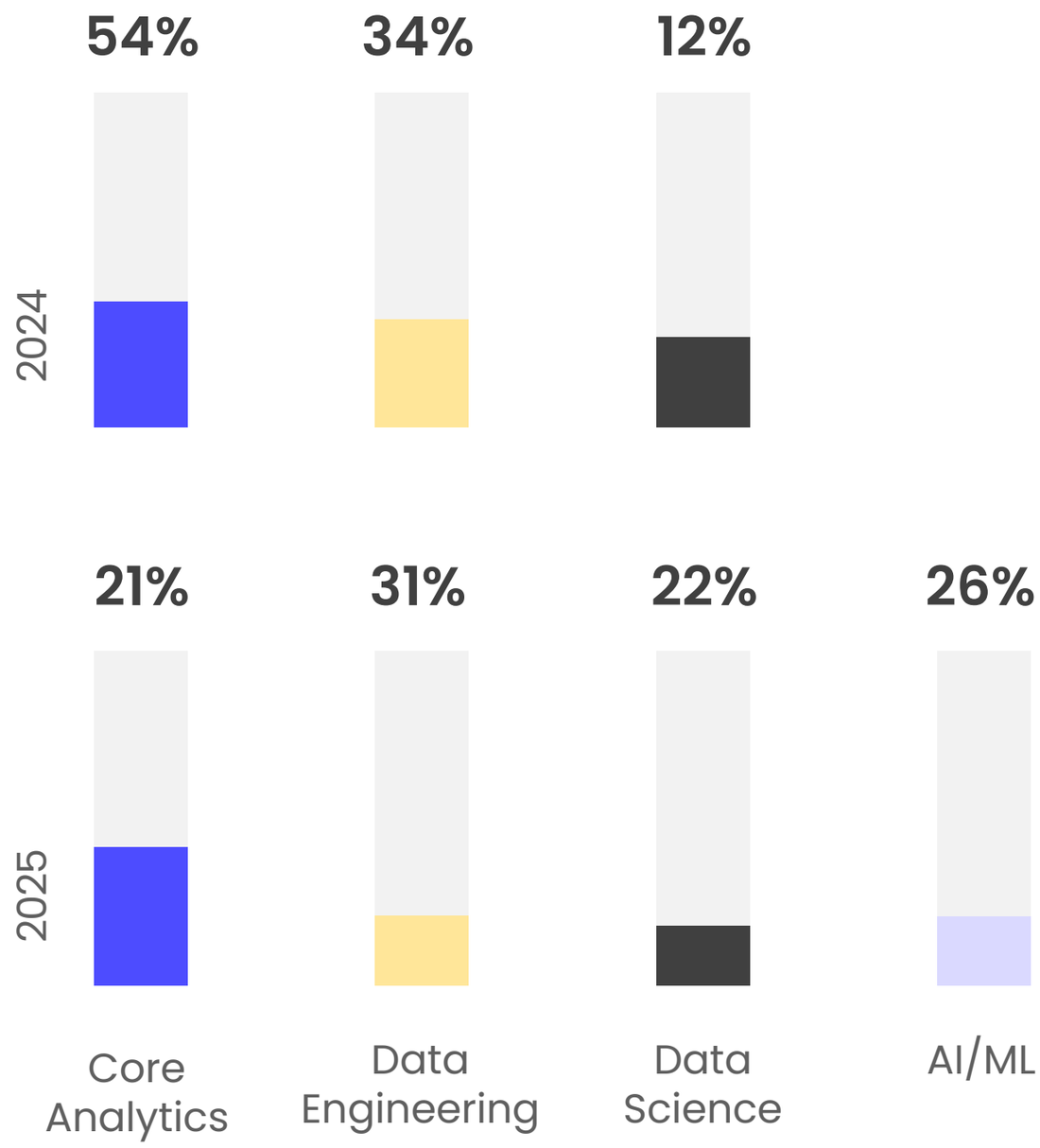


*Others include Risk , Security & Automation

Digital



Analytics



Financial Services Captives / GCCs

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Key senior movements

2025

Technology

Rajgopal Gurrapushala SVP Application Development Manager [Ex-Credit Suisse]	**Arun Jagadisan** Head of Architecture Strategy, Engineering & Shared Functions [Ex-Wells Fargo]	**Debashis Ghosh** Head of Advanced Engineering Platform [Ex-Shell]	**Thiruvenkadam Govindaraju** Head of Information Security & AI Security [Ex-Oracle]
Vinish Kumar Head of Engineering [Ex-eBao Tech]	**Pavithra Bhaskaran** Director - Global Finance QA [Ex-JPMC]	**Vinay Purohit** Director - Technology [Ex-JPMC]	**Dr. Renu Rajani** Director - Hybrid Cloud Platforms [Ex-Bank of America]
Sapna M V Head Global Emerging Technology Risk Specialist [Ex-Standard Chartered Bank]	**Anshu Bhandari** Senior ED - Technology [Ex-Morgan Stanley]	**Krishnendu A G** ED - Technology [Ex-Goldman Sachs]	**Anandhalakshmi B** ED - Technology [Ex-BNY Mellon]
Smitha Sreekantan ED – Technology [Ex-Amazon]	**Suchishree Chatterjee** Head of Engineering & Tech Platform Lead [Ex-Bank of America]	**Babu Thiagarajan** Head of Engineering Consumer & Tech Platform Head Loans [Ex-Osttra]	**Basanta Kumar Barik** Deputy Head Tech & Operations & Head Front Office Tech [Ex-Deutsche Bank]
Umashankar Narasimhaiah VP - Technology [Ex-Fidelity Investments]	**Deepak Patil** Head - Engineering and AI, Wholesale Core Services [Ex-JPMC]	**Sumit Chaturvedi** Head of Spread Trading Technology [Ex-Brevan Howard]	**Divakaran Balakrishnan** ED - Technology [Ex-Deutsche Bank]

Financial Services Captives / GCCs

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Key senior movements

2025

Digital

Anupam Katyal ED - Product Management (CCB)	**Jaya Krishna Kompella** ED Transformation & OpEx	**Vikas Kohli** Head Transformation Wholesale & Consumer Banking Business Group	**Mrinmoy Pal** ED - Senior Lead Digital Product Manager
[Ex-Paytm]	[Ex-JPMC]	[Ex-Standard Chartered Bank]	[Ex-Unilever]

Analytics

Bagya Krishnamoorthy Head - Technology	**Prodip Hore** ED – AI	**Sarvesh Pradhan** ED - AI/ML - Asset Wealth Management	**Jai Prakash Soni** Chief Data Scientist
[Ex-Barclays]	[Ex-Lab45, Wipro]	[Ex-PhonePe]	[Ex-JPMC]
Pawan Moolrajani Director Data Science	**Manoj Philips Mathen** ED Head of AI, Innovation & Modelling	**Vishal Saroha** ED - CIB Data Management	
[Ex-BlackRock]	[Ex-Wells Fargo]	[Ex-Western Union]	

Financial Services Natives

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2025



Ayesha D'Souza

Managing Partner



Sonali Puri

Managing Partner



Shuharshika Mishra

Partner
Banking, Insurance and Markets



Shalinee Udmale

Partner
Tech, Digital and Analytics



Shujat Ali

Partner
Wealth Management



Ruchi Thakkar

Director
Capital Markets & Asset Management



Arihant Barmecha

Director
Private Equity / Venture Capital



Vinal Vikamshi

Director
Corporate Functions



Karan Dalal

Associate Director
Private Equity / Venture Capital



Bhavik Doshi

Director
Consumer Lending and Insurance



Shahzeb Alam

Associate Director
Middle East Financial Services



Shaivya Sharma

Principal
Consumer Lending

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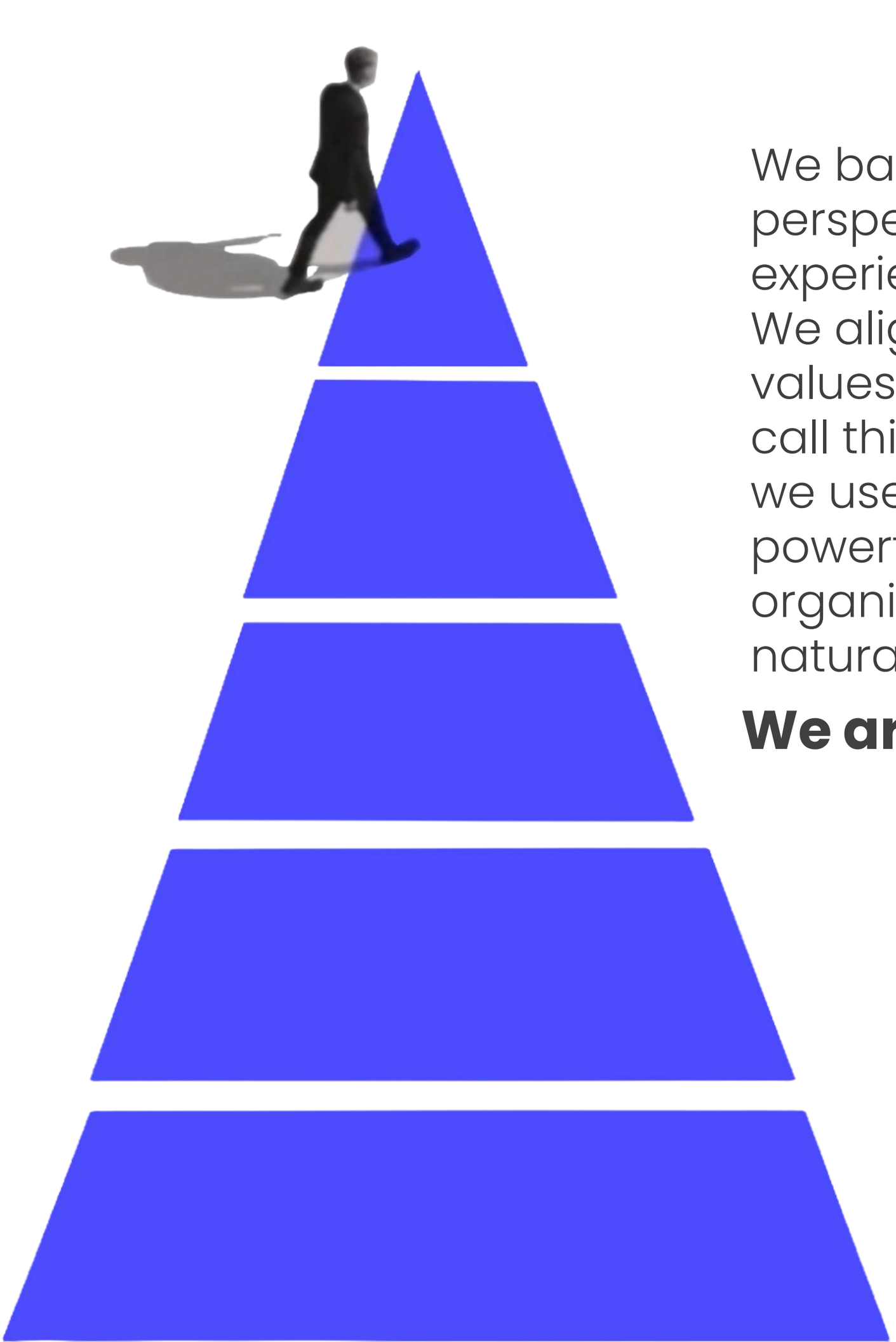
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United Arab Emirates



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.

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Migrations

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