Native

Migrations

India Talent Summary

Financial Services

Tech

2025

FINANCIAL SERVICES TECH

TALENT INSIGHTS

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Technology leadership hiring within Financial Services has entered a selective, risk-aware phase. The market is not de-prioritising tech; it is **recalibrating** what **‘critical tech leadership’** means in a more regulated, margin-conscious environment.

- Overall hiring momentum across Digital, Technology & Analytics declined vs 2024
- Majority of senior moves continue to sit within core Technology roles
- Analytics and IT Risk roles strengthened at senior levels
- Digital-only roles form a smaller share compared to previous cycles

Financial Service Tech

Talent Movements Summary
2025

32%

decline in overall
hiring momentum across
Digital, Technology & Analytics
roles vs 2024

10%

increase across
Analytics roles at
senior levels vs 2024

8%

diversity across
Financial Service Tech

17%

increase across
IT Risk roles at
senior levels vs 2024

***Note:** The movements have been summarised basis data recorded across leading Domestic Banks, NBFCs, Insurances, AMC & Broking platforms in India.

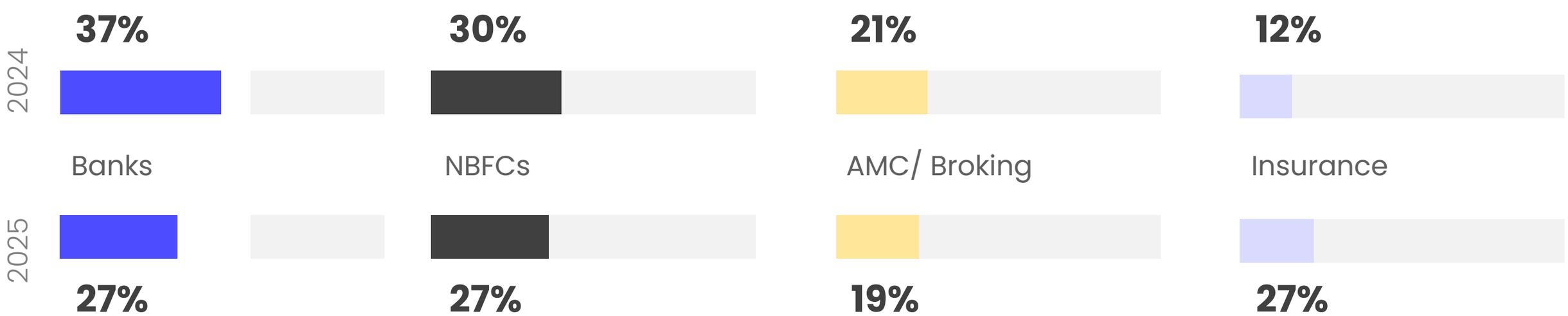
Financial Services Tech

Movements Analysis

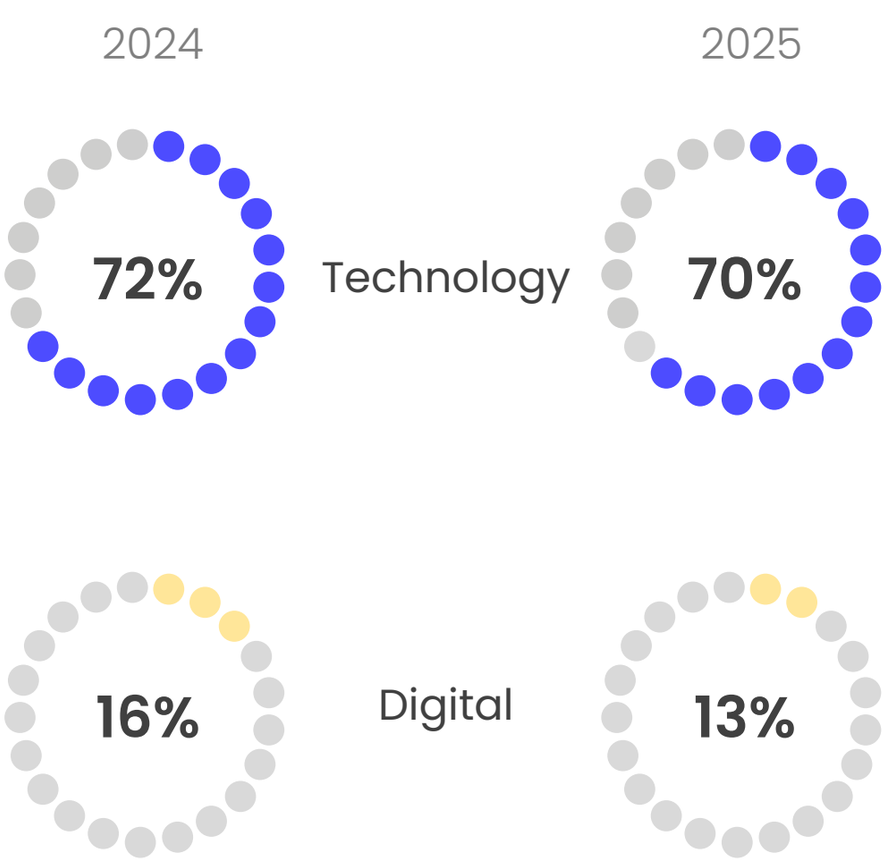
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2025

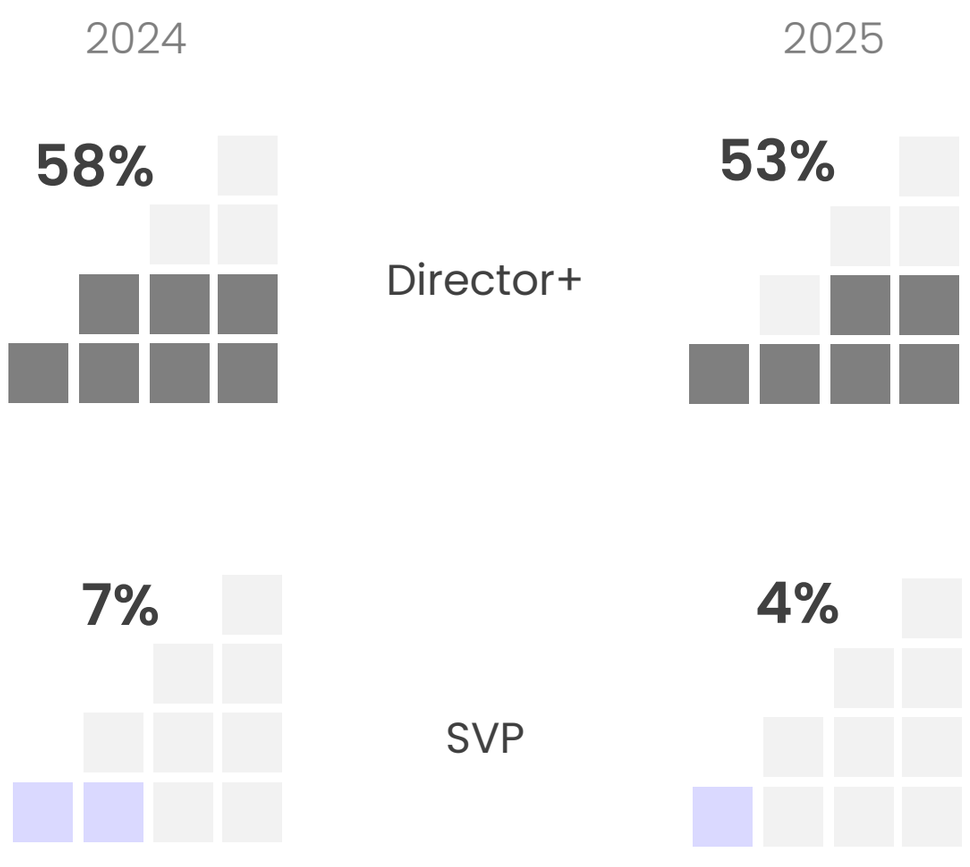
Segment wise hiring split



Functional hiring split



Level wise hiring split



Hiring hotspot



78%	7%	8%	3%	2%	2%
Mumbai	Bangalore	Delhi	Pune	Chennai	Hyderabad

*Mumbai continues to be the preferred destination for tech talent migrations for Financial Services

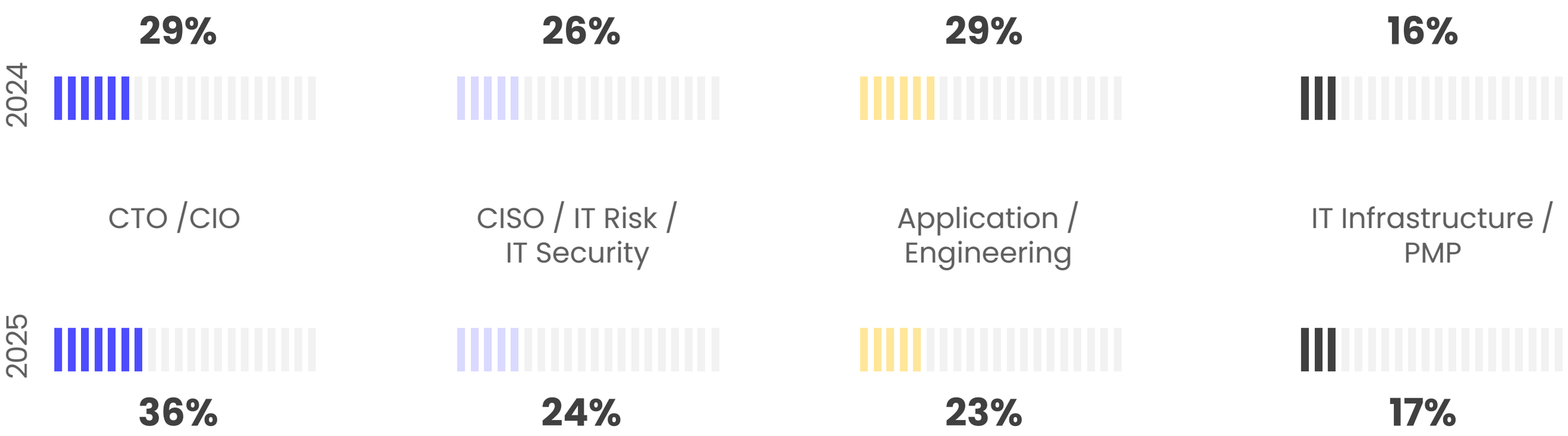
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Movements Analysis

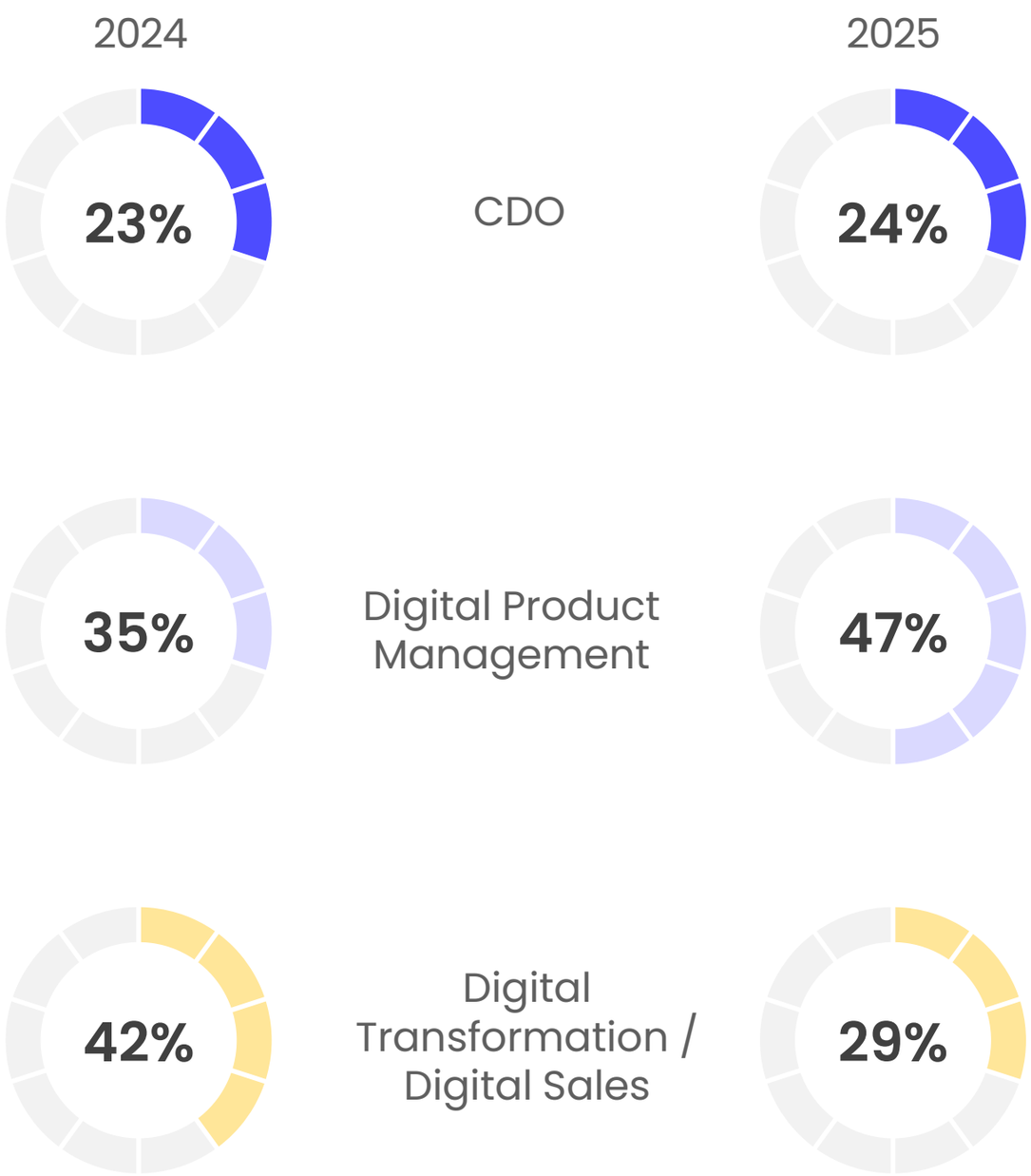
2025

Skill wise movement analysis

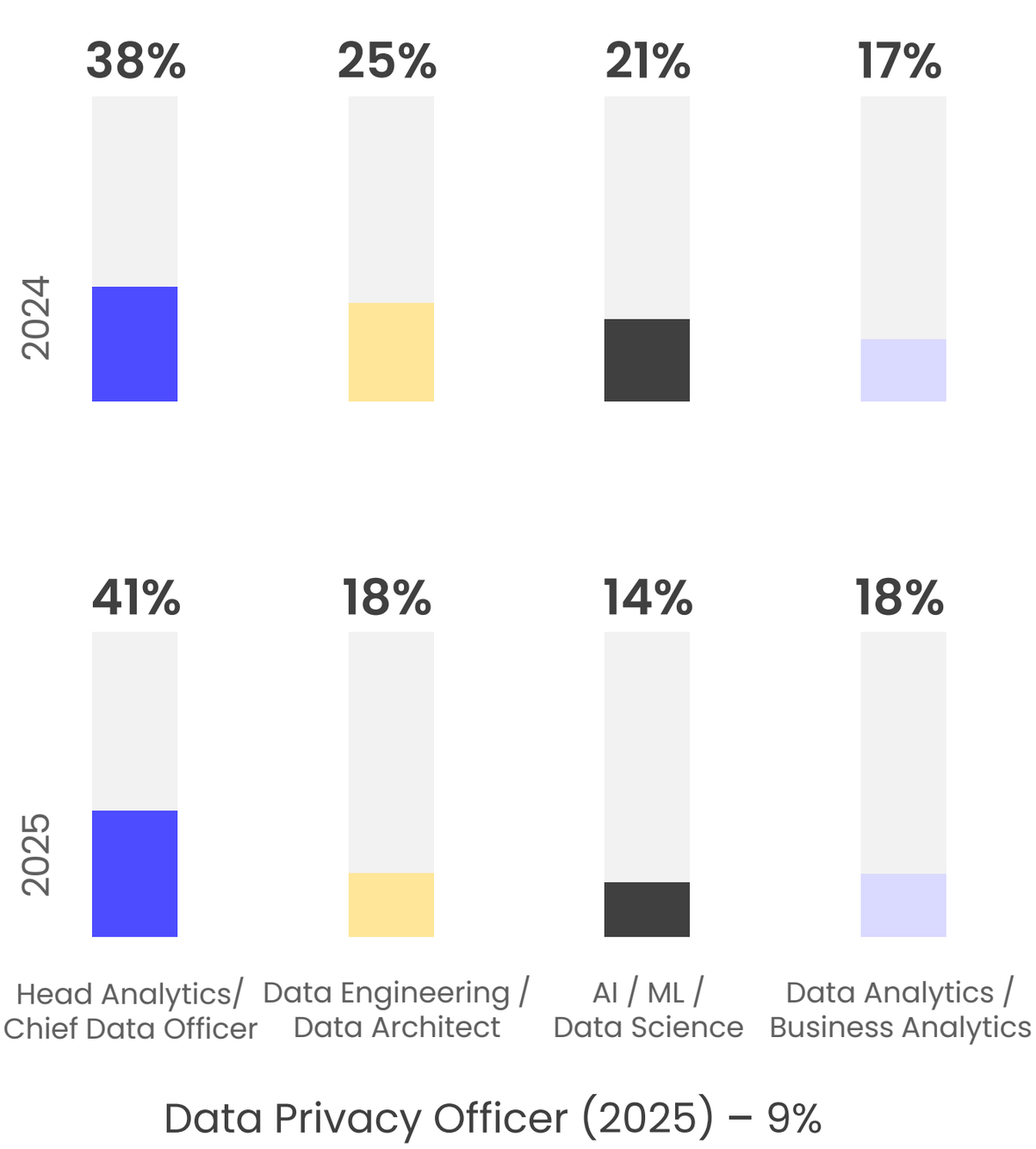
Technology



Digital



Analytics



Data Privacy Officer (2025) – 9%

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Key senior movements

2025

Technology

Gaurav Tiwari Head of Information Technology	**Prateek Mishra** Group CISO	**Mitesh Vora** CTO	**Indranil Ghosh** CTO
[Ex-Winds E]	[Ex-Avendus]	[Ex-SMFG India Credit]	[Ex-ICICI Home Finance]
Viral Davda CIO	**Paromesh Chatterjee** CIO	**Kamlesh Jobanputra** Chief Technology & Data Officer	**Dr Puneet Kaur Kohli** CTO
[Ex-NCDEX]	[Ex-Geoge Techsolutions]	[Ex-Kotak Life Insurance]	[Ex-Liberty General Insurance]
Mangalam Ganesh CTO	**Nitesh Prabhakar** Head Credit Card Technology	**Sourabh Chatterjee** Chief Technology & Digital Transformation Officer	**Neeraj Naidu** CISO
[Ex-Axis Securities]	[Ex-IndusInd Bank]	[Ex-Onna Insurance]	[Ex-IDFC First Bank]
Nagarajan Chandran CIO	**Suresh Sharma** EVP - Group CISO, Operations & IT	**Sandeep Ranjan** CIO	**Rajeev Arya** Head of Cards, Payments & Collection Technology
[Ex-Yes Bank]	[Ex-PayU]	[Ex-Truhome Finance]	[Ex-State Bank of India]
Puneet Asthana ED - CTO	**Avijit Singh** CIO	**Jayant Tandon** CTO	**Ashwini Yadav** CTO
[Ex-ICICI Securities]	[Ex-SMFG India Credit]	[Ex-PNB Housing Finance]	[Ex-Bajaj Broking]

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Key senior movements

2025

Digital

Nisharg G SVP - Product	**Harshad Dave** Head Digital Sales Fintech & Strategic Alliances	**Abhay R.** Head of Digital	**Rupinderjit Singh** Head - Tech Product & Digital Business
[Ex-Wadhwani Foundation]	[Ex-Aditya Birla Sun Life Mutual Fund]	[Ex-Baroda BNP Paribas Mutual Fund]	[Ex-Acko]
Vikram P Arora Chief Digital Officer	**Bhartendra Singh** SVP - Digital Products	**Abhitosh Pandey** Head - Digital Business Unit	**Yash Jain** EVP - Digital
[Ex-Generali Central Insurance]	[Ex-NSDL Database Management]	[Ex-Watchyourhealth.com]	[Ex-Chubb]

Analytics

Bharath Shasthri Head of Data & Analytics	**Parag Lokhande** Head of Data Science, AI & Start up Initiatives	**Binit Jha** Chief Data Officer	**Balaji Narayanamurthy** Chief Data Officer
[Ex-Deutsche Bank]	[Ex-Kotak Securities]	[Ex-Morgan Stanley]	[Ex-Axis Bank]
Anand Kumar Kasturi EVP – Data Protection Officer	**Ajish Abdul Rehman** SVP - Head Analytics, Projects & Process Quality Excellence	**Puneet Sinha** Head of Artificial Intelligence	**Harsh Vardhan Sharma** Head Collection Strategy & Analytics
[Ex-One97 Communications]	[Ex-Axis Mutual Fund]	[Ex-Sirrus.AI]	[Ex-RBL Bank]
Robin Mishra EVP - Chief Data & AI Officer			
[Ex-Reliance General Insurance]			

Financial Services Natives

Native

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

Contact Us

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Gurgaon

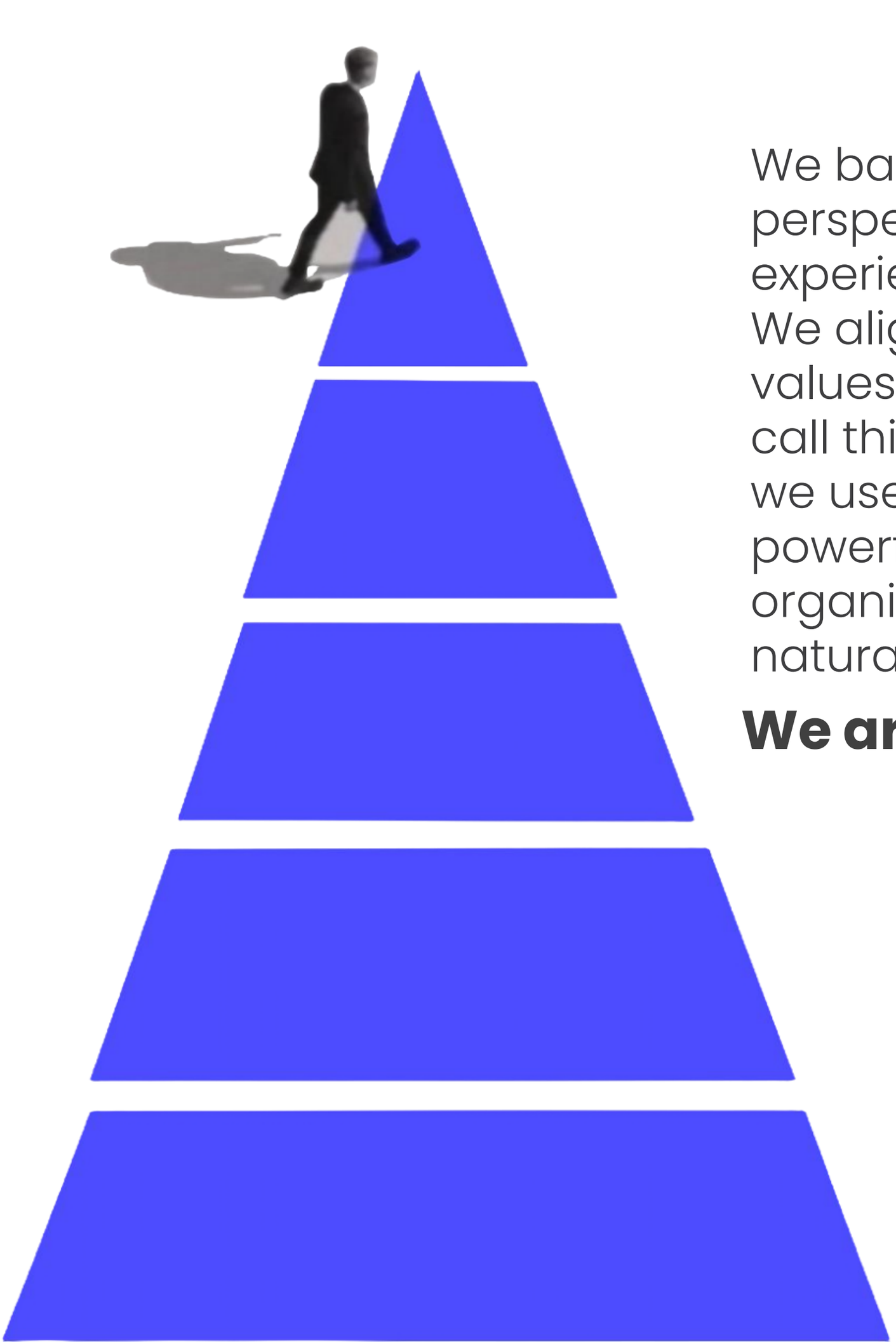
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Gurugram 122001

Bangalore

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Old Airport Road
Domlur 1 Stage, 1st
Stage, Domlur
Bengaluru,
Karnataka 560071

Dubai

Servcorp, Level 23,
Boulevard Plaza-Tower
2, Sheikh Mohammed
bin Rashid Blvd,
Downtown Dubai,
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.

We are Native

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Migrations

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