Native

Migrations

India Talent Summary

Human Resources

2025



Contents

Native

Financial Services 8

Healthcare & Pharma 11

Industrials & Infrastructure 13

Technology & Offshore 16

Consumer & Services 19

Disclaimer

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 street, 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

All Rights Reserved

Glossary of terms

Abbreviations	Terms
C&B	Compensation & Benefits
CHRO	Chief Human Resource Officer
HR Ops	Human Resource Operations
ER	Employee Relations
HRBP	Human Resources Business Partner
L&D	Learning & Development
TM	Talent Management
OD	Organization Development
TA	Talent Acquisitions

HUMAN RESOURCES

TALENT INSIGHTS

Native

- Senior HR hiring increased by ~20% overall in 2025
- CHRO roles accounted for 50%+ of all senior HR hires
- Talent Acquisition leadership roles increased materially (17%)
- Consumer & Services leads senior HR hiring (31%)
- Industrials & Infrastructure and Technology & Offshore remain strong
- Financial Services shows relative moderation in senior HR hiring

Human Resources

Talent Movements Summary
2025

700+

HR leadership moves in 2025 Vs 600+ in 2024

20%

growth in HR leadership hires across sectors

53%

senior hires at CHRO level vs 40% in 2024

17%

senior hires in Talent Acquisition vs 11% in 2024

31%

senior moves in Consumer & Services vs 29% in 2024

46%

diversity hires vs 50% in 2024

***Note:** These movements have been summarized basis senior level movements recorded across leading Global and Indian organizations within Financial Services, Healthcare & Pharma, Industrials & Infrastructure, Technology & Offshore and Consumer & Services.

Human Resources

Movements Analysis

2025

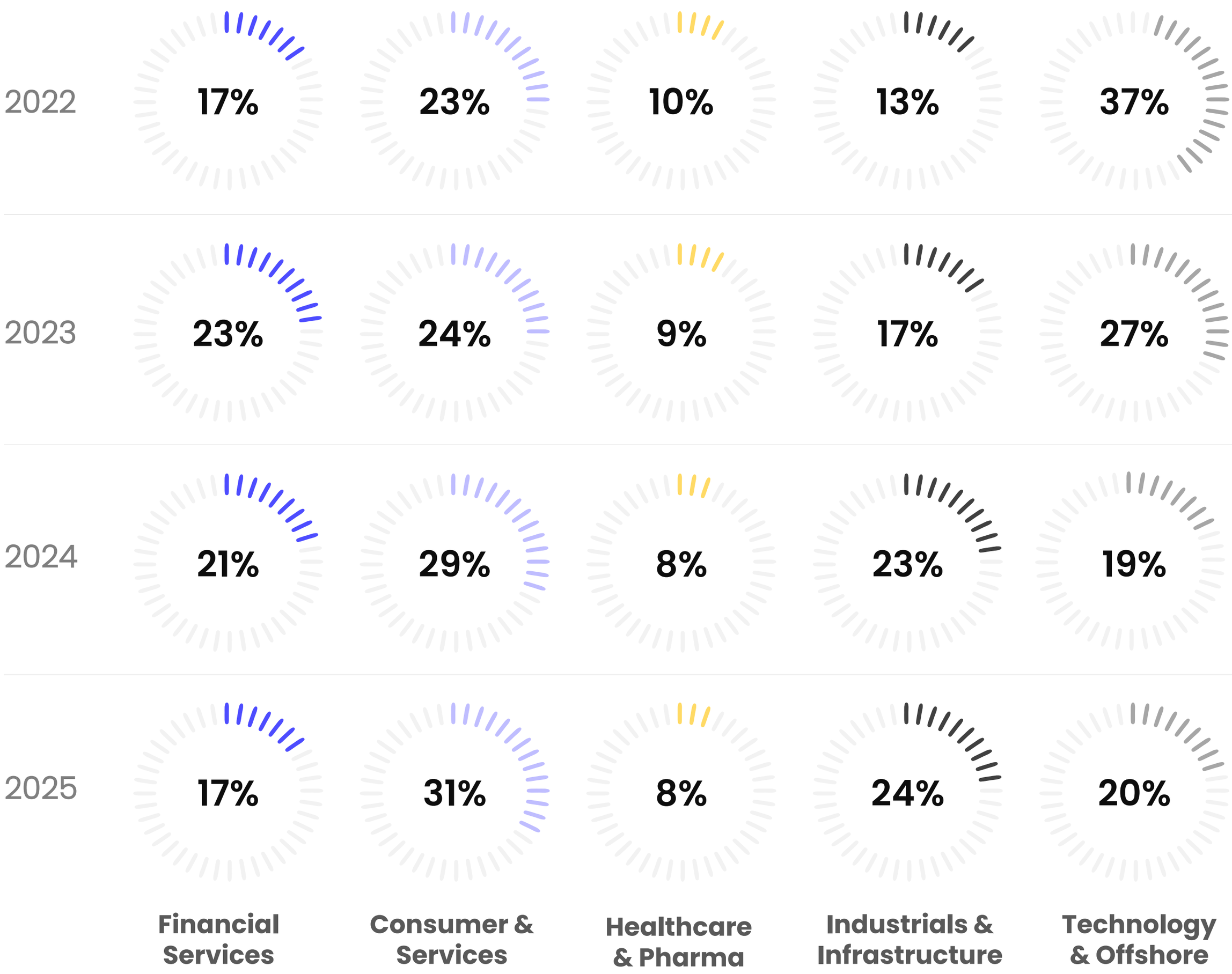
Native

Demand for overall HR leadership Talent

grew by ~20% in 2025, was led by Consumer & Services (31%), reinforcing its position as the largest and fastest-growing sector of senior HR hires. Industrials & Infrastructure (24%) and Technology & Offshore (20%), reflecting sustained hiring momentum in scale-driven sectors.

Healthcare remained steady at 8%, showing consistent but moderate demand. While Financial Services declined from 21% to 17%, signaling a relative cooling in senior HR hiring compared to other sectors.

Industry wide summary of Senior HR Hires

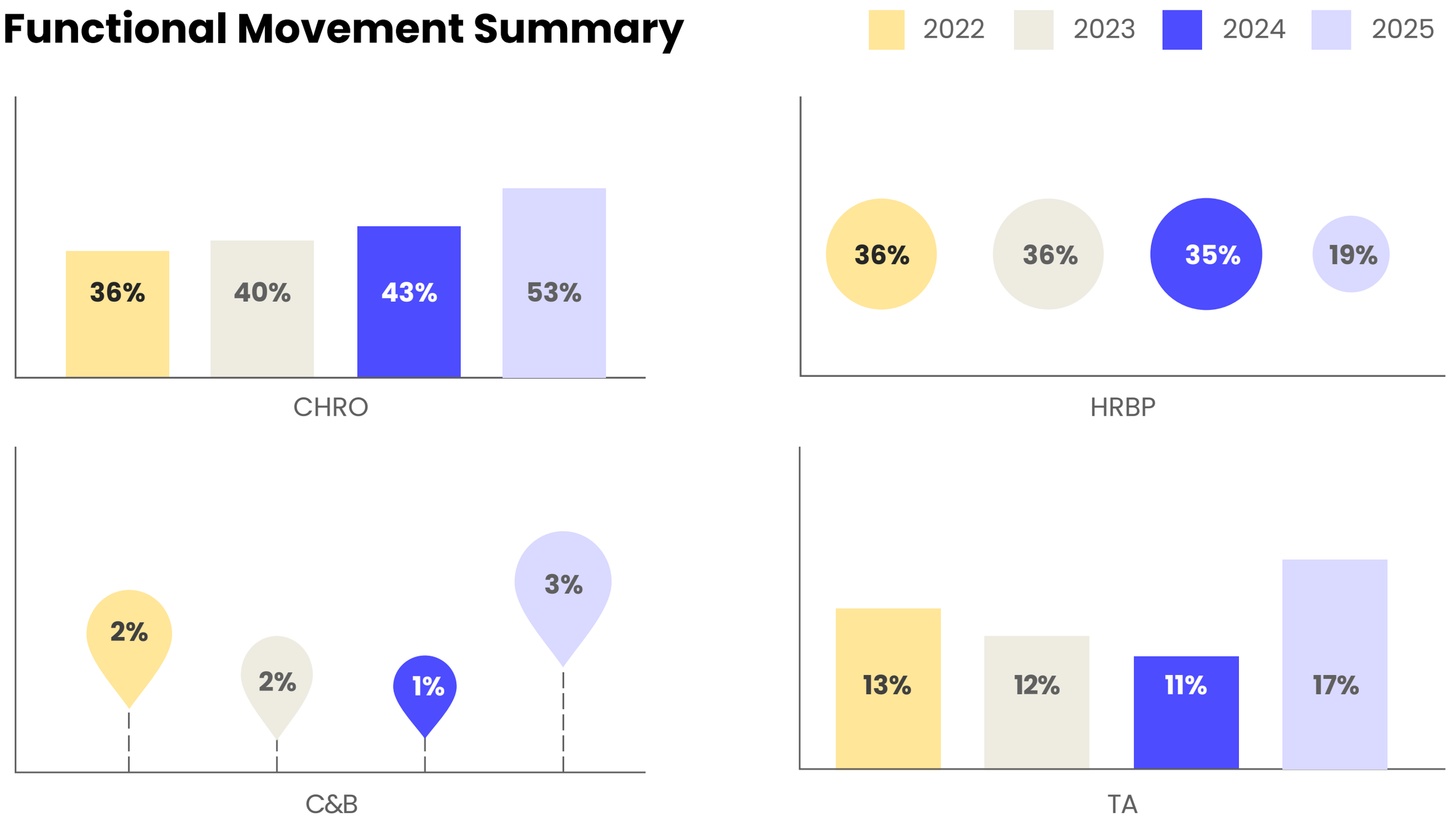


Human Resources

Movements Analysis

2025

Functional Movement Summary



HR leadership hiring in 2025 became **decisively CHRO-led**, with the CHRO share rising sharply from 43% to 53% and delivering 47% YoY growth, reinforcing the elevation of the role as a core strategic mandate.

Talent Acquisition strengthened materially (11% → 17%), reflecting sustained hiring intensity across sectors. While **HRBP** hiring declined sharply (35% → 19%), indicating consolidation at the mid-leadership layer.

Gender Diversity

	Male	Female
2024	50%	50%
2025	54%	46%

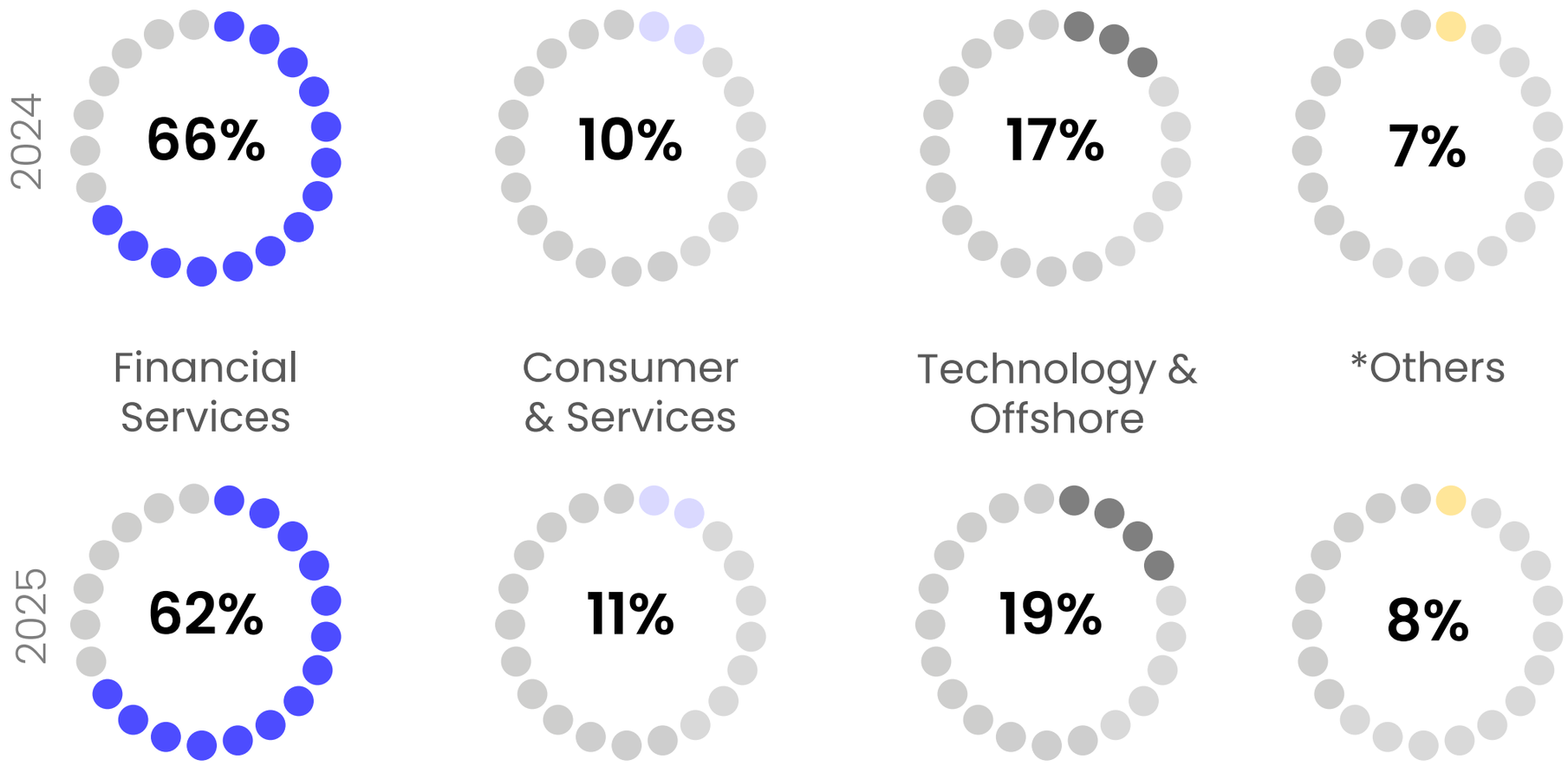
*While **gender parity** remains intact at an aggregate level, future hiring momentum will need to be more deliberately inclusive to prevent gradual skewing.

Human Resources

Movements Analysis within Financial Services

2025

HR Talent Migration to Financial Services from various sectors

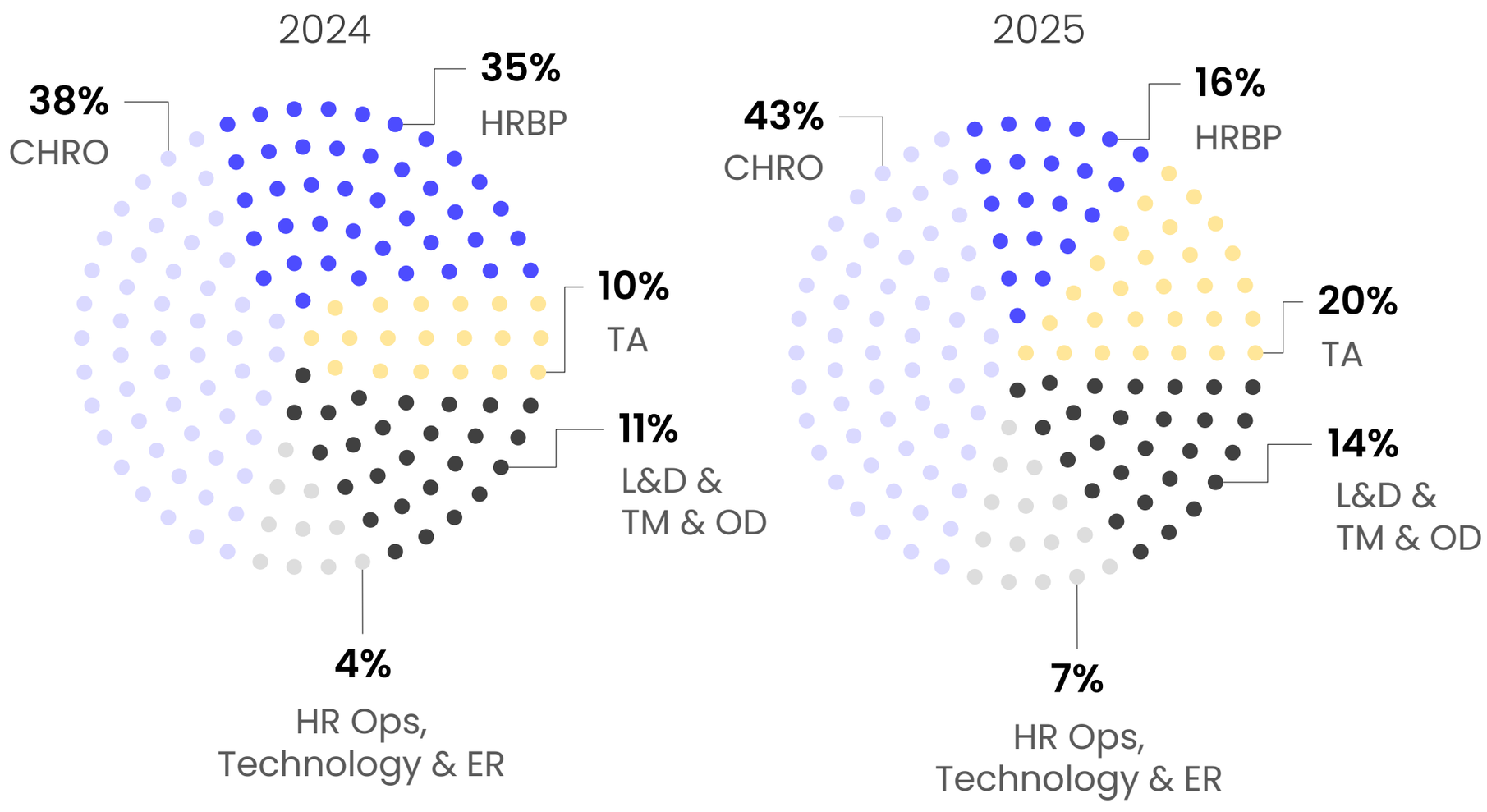


*Other represents Healthcare, Pharma (2%), Industrials & Infrastructure (6%)

Overall, **38%** of senior HR hires within **Financial Services** were **lateral entrants** from other sectors, reinforcing sector's growing openness to external capability infusion.

Functional Split of HR hires within Financial Services

HR hiring has shifted decisively toward senior roles; **CHRO share rose to 43%,** TA doubled to 20%, while HRBP fell sharply to 16%, signaling a move away from mid-layer HR toward strategic leadership & hiring acceleration.



Human Resources

Key senior movements within Financial Services

Native

2025

Kanchan Madnani EVP, TA [Ex-Singularity AMC]	**Narasimhan S L** CHRO [Ex-State Street]	**Tulanahinaa Maity** CHRO [Ex-Instassure Insurance Solutions]	**Hussain Shikari** Head, HR -India & Middle East [Ex-Barclays Investment Bank]
Meenaa Sharma CHRO [Ex-Suryoday Small Finance Bank]	**Amit Singh** Group CHRO [Ex-PNB Housing Finance]	**Naveen Mishra** CHRO [Ex-Ambit Finvest]	**Gaurav Yadav** VP, HR [Ex-Kotak Mahindra Bank]
Sneha Maheshwari Head, HR - India [Ex-Investcorp]	**Sachin Rastogi** CHRO [Ex-PNB Metlife India Insurance]	**Gautam Duggal** Global SVP, HR [Ex-Mastercard]	**Ravi Patodi** SVP, HR [Ex-360 ONE Wealth and AMC]
Manas Kapoor Head, HR - India [Ex-Swiss Re]	**Ramasubramanian Ramachandran** MD, Human Capital Management [Ex-Lloyds Technology Centre]	**Aarti Upadhyay** CHRO [Ex-Devyani International]	**Imtiyaz Isani** Group CHRO [Ex-Hitachi CMS]
Amitabh Singh CHRO [Ex-ICICI Home Finance]	**Srinivas Reddy P** Head, Human Capital [Ex-HCA Healthcare]	**Parag Pimple** CHRO [Ex-RBL Finserve]	**Ina D'souza** Head, HR [Ex-Peakyou]

Human Resources

Key senior movements within Financial Services

Native

2025

Monimoy Bhattacharyya Head, C&B [Ex-HDFC Bank]	**Anjali Yadav** CHRO [Ex-Smart Joules]	**Manish Gehi** CHRO [Ex-Axis Max Life Insurance]	**Manoharan S** VP, HR [Ex-Belstar Microfinance]
Indrnil Choudhury Group CHRO [Ex-UTI MF]	**Sweta Ganguly** CPO [Ex-Equitas Small Finance Bank]	**Sangita Majumdar** Head, HR [Ex-Max Life Insurance]	**Uma Sharma** CHRO [Ex-PNB Housing Finance]
Pankaj Gulati CPO [Ex-AU Small Finance Bank]	**Meghana Rao** CHRO [Ex-Flipkart]	**Arti Mehta** Director, Recruitment [Ex-Goldman Sachs]	**Saurabh Arora** MD [Ex-Russell Investments]

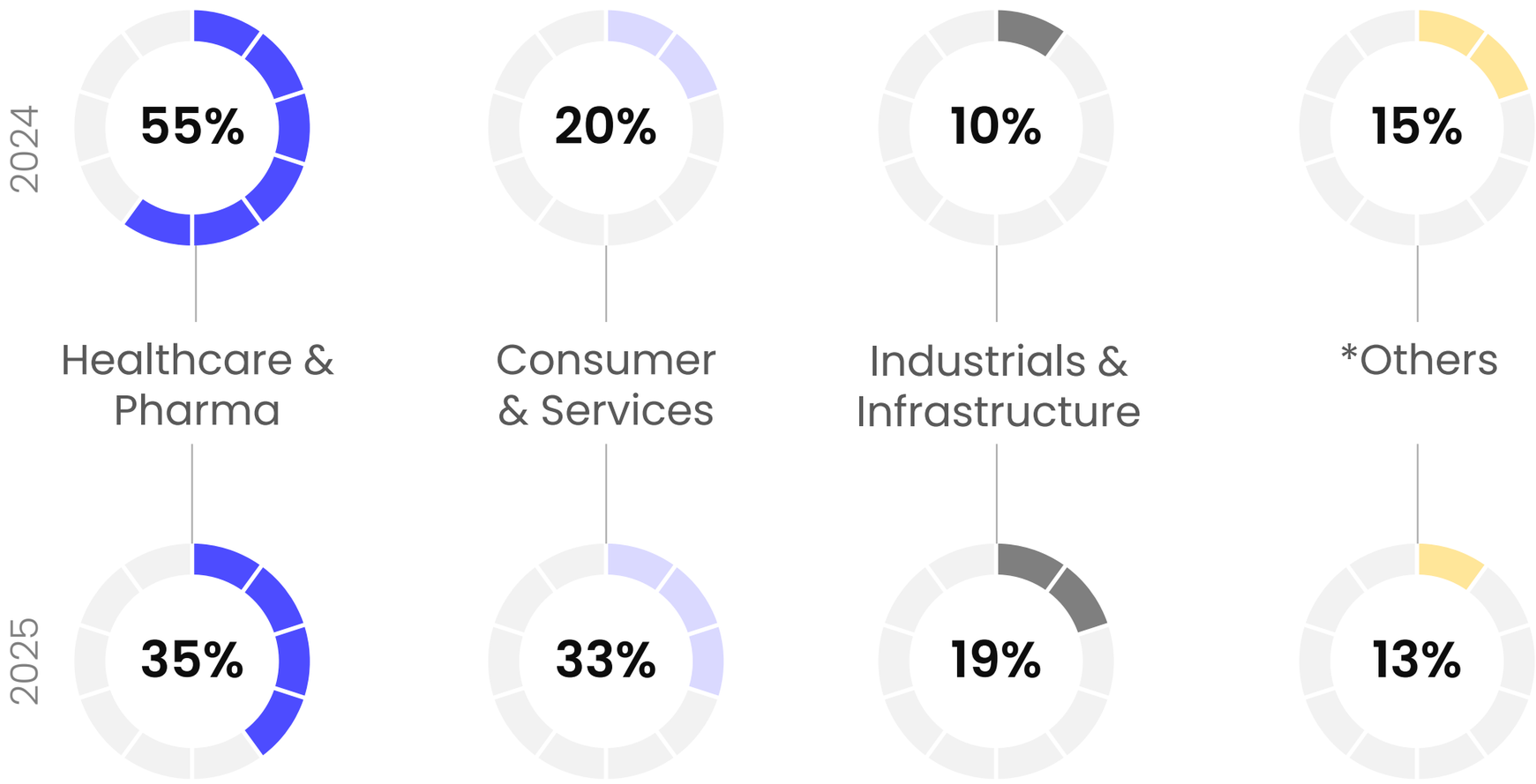
Human Resources

Movements Analysis within Healthcare & Pharma

Native

2025

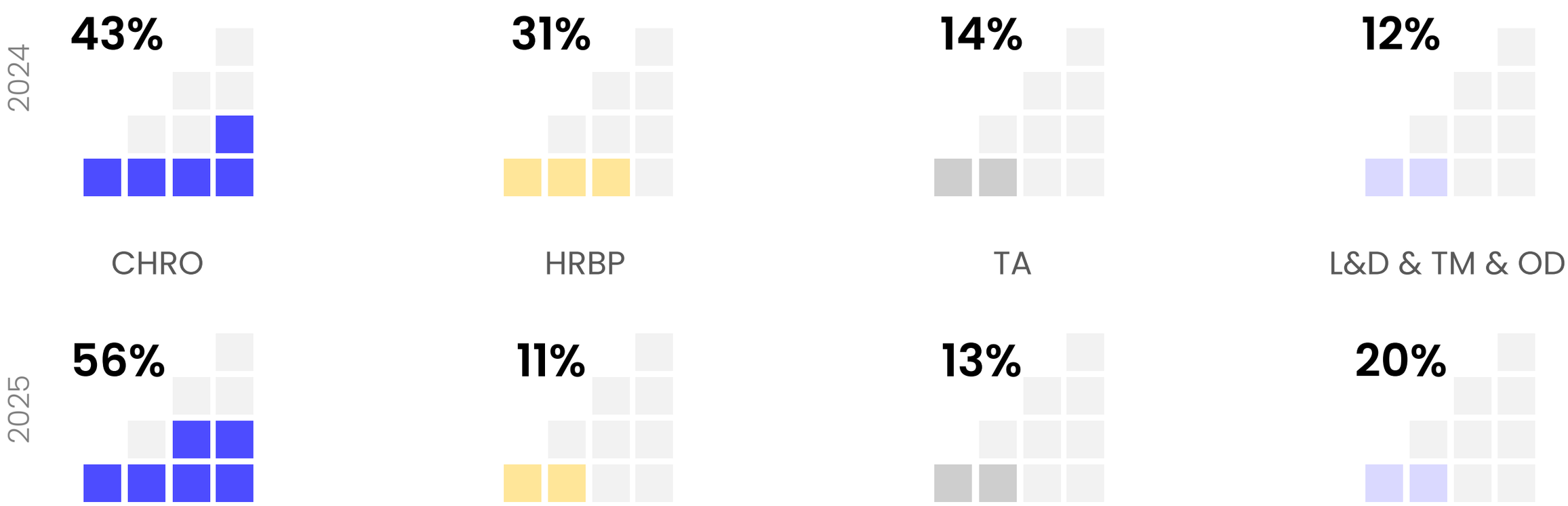
HR Talent Migration to Healthcare & Pharma from various sectors



In **Healthcare & Pharma**, **65%** of senior HR hires came from **outside the sector**, driven by rising inflows from Consumer & Services and Industrials, while internal sector hiring declined (55% → 35%).

*Other represents Technology & Offshore (9%) & Financial Services (4%)

Functional Split of HR hires within Healthcare & Pharma



HR hiring within **Healthcare & Pharma** has increased sharply, with **CHRO** share rising to **56%** and L&D/TM/OD increasing to 20%, while HRBP declined from 31% to 11%, signaling a clear pivot toward strategic leadership over mid-layer roles.

Human Resources

Key senior movements within Healthcare & Pharma

Native

2025

Shashi Tiwari CHRO [Ex-Glenmark Pharmaceuticals]	**Karuna Ponnada** Group CHRO [Ex-Sir H.N. Reliance Foundation]	**Rana Pal** Head, HR - India [Ex-Dexian]	**Arijit Das** Group Head, HR (Emerging Markets HO & Innovative Assets) – APAC [Ex-Mondelez International]
Vinodkumar Parur CHRO [Ex-RR Kabel]	**Manisha Kadagathur** CHRO [Ex-ANAROCK]	**Ajay Tiwari** President, HR [Ex-Lupin]	**Ashish Musaddi** CHRO [Ex-Cipla]
Prasant Kishore Global Head, HR [Ex-Kashiv BioSciences]	**Shruti Suresh Pai** CHRO [Ex-Kraft Heinz]	**Diya Suri** CPO [Ex-Third Wave Coffee]	**Vrinda Taneja** Director, People and Organization – International India [Ex-Vodafone Idea]
Vitthal Labade Head, HR [Ex-Marriott International]	**Nanda Kishore VJ** CHRO [Ex-Mahindra Agri Solutions]	**Jitendra Jalan** CHRO [Ex-USV]	**Neetu Sidana Thapliyal** Global Head, People & Culture [Ex-Forvis Mazars Group]
Nandini Matiyani EVP & Global Head, HR [Ex-RateGain]	**Manish Kainth** CHRO [Ex-Tata Consumer Products]	**Abhrajit Sen Gupta** CPO [Ex-AstraZeneca]	**Chintan Vyas** Head, HR (Corporate, Manufacturing Assets) [Ex-Adani Group]

Human Resources

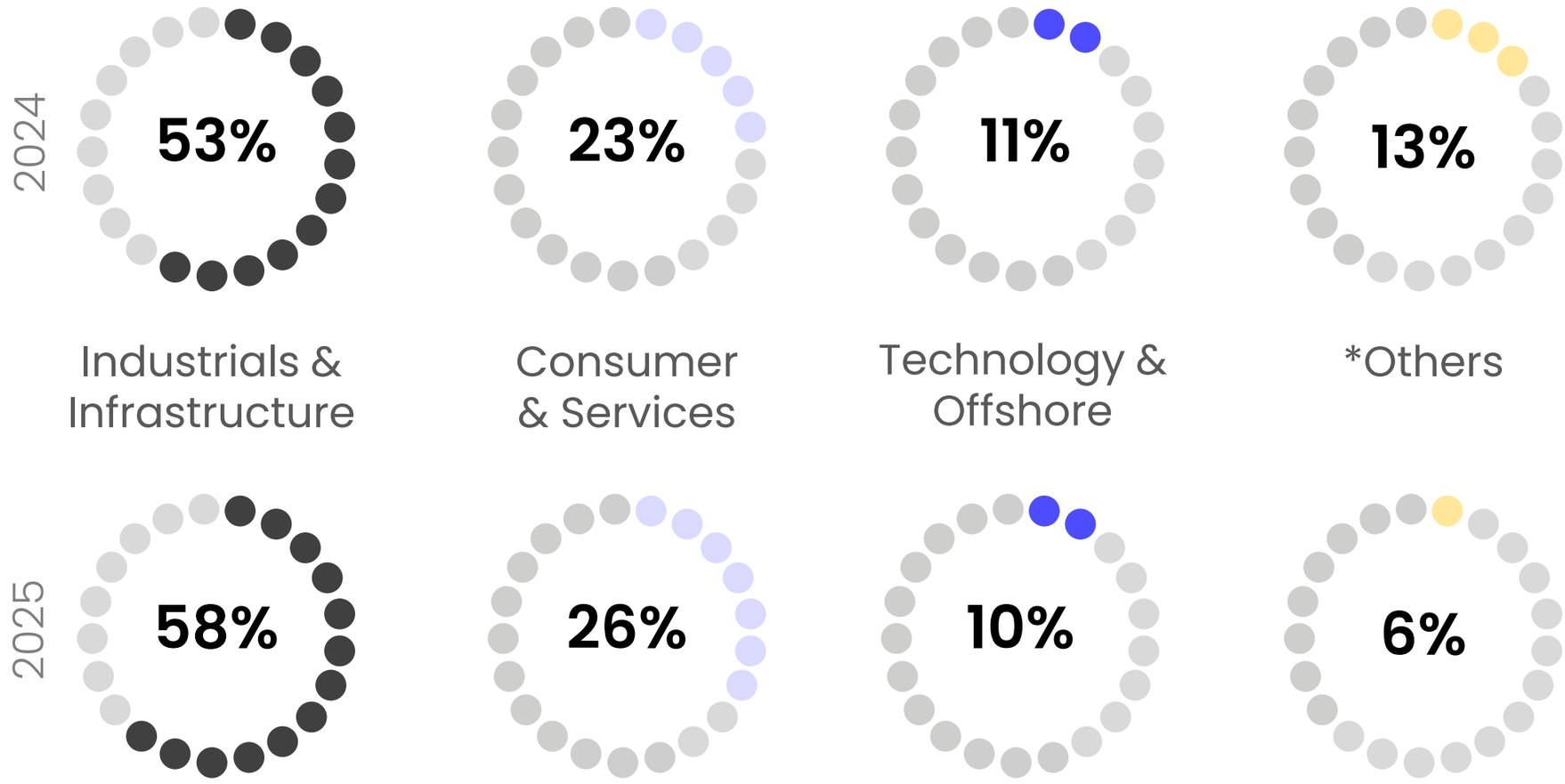
Movements Analysis within Industrials & Infra

Native

2025

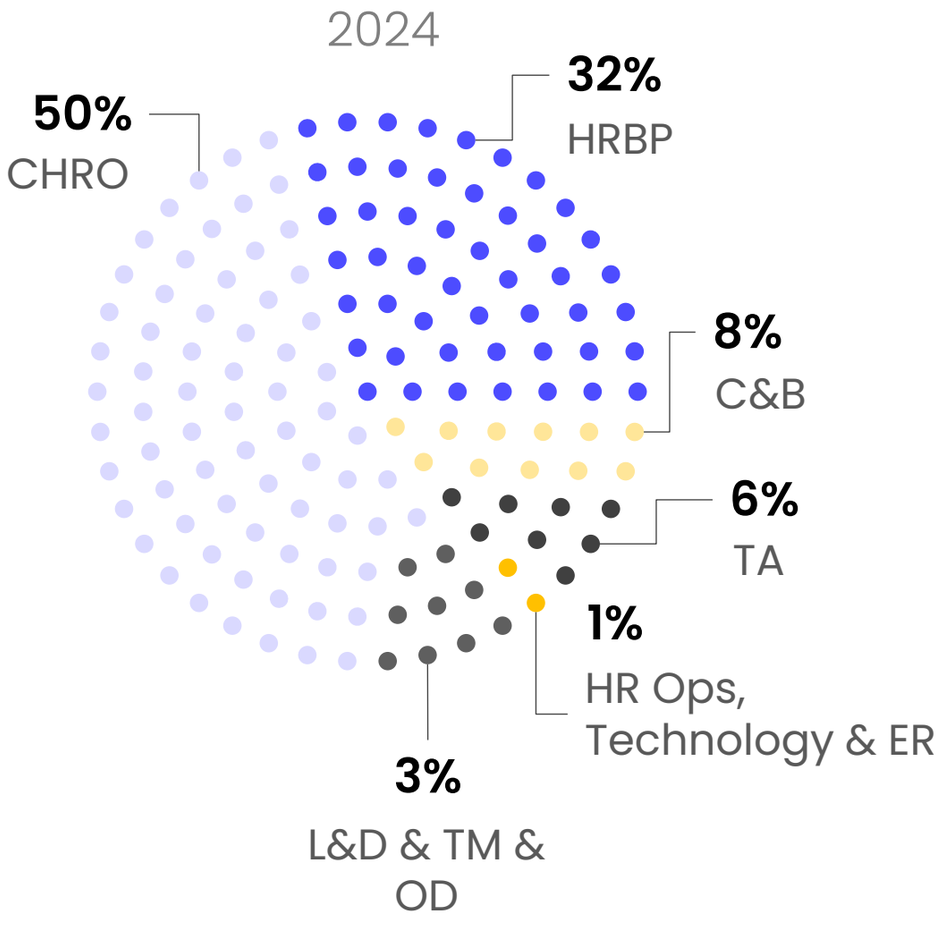
HR Talent Migration to Industrials & Infrastructure from various sectors

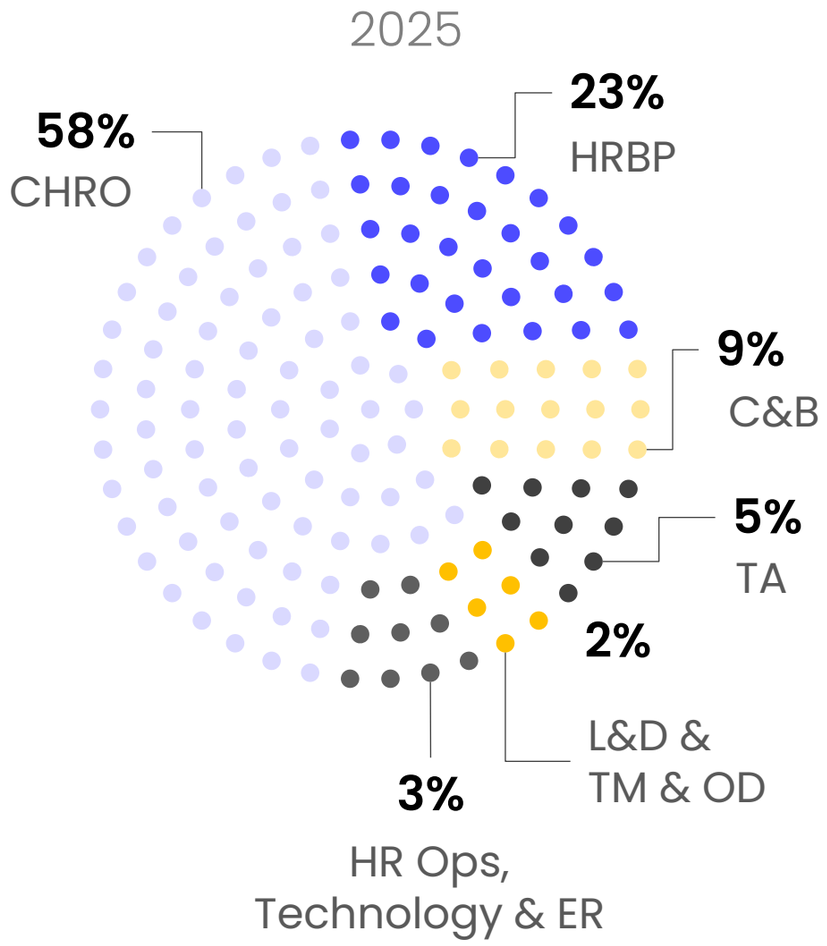
In **Industrials & Infrastructure, 42%** of senior HR hires came from **outside the sector**, with cross-sector inflows rising from Consumer & Services (23% → 26%), while internal hiring strengthened (53% → 58%), reinforcing both external infusion & internal depth building.



*Other represents Financial Services (4%) and Healthcare & Pharma (2%)

Functional Split of HR hires within Industrials & Infrastructure





HR hiring within **Industrials & Infrastructure** is becoming increasingly top-heavy, with **CHRO roles rising** to **58%** & HRBP declining to 23%, reinforcing a clear preference for strategic leadership over mid-layer HR roles.

Human Resources

Key senior movements within Industrials & Infra

Native

2025

Gopalji Mehrotra CHRO [Ex-HPCL-Mittal Energy]	**Jaspal Singh** VP, HR – Europe / MEA & Sales HR (ECU Worldwide) [Ex-Aditya Birla Health Insurance]	**Mahalakshmi R** Global CHRO [Ex-Mondelēz International]	**Rajesh Singh** Head, HR [Ex-Reliance Industries]
Nishigandha Kulkarni CHRO [Ex-Iscon Balaji Foods]	**Shelendra Singh** CHRO [Ex-Nuvoco Vistas Corp]	**Arun Rajan** Group CHRO [Ex-ABFRL]	**Ranjeeka Sachdev** CHRO – India [Ex-Jaquar Group]
Sarma Chillara Executive Director, HR – India & South Asia [Ex-Škoda Auto Volkswagen]	**Raman Kumar Singh** SVP, HR [Ex-ABB]	**Madhuri Murthy** Senior Partner, People & Culture [Ex-Bajaj Finserv]	**Vrushali Gadkari** CHRO [Ex-ArcelorMittal Nippon Steel]
Kumar Anshu VP, HR [Ex-upGrad]	**Hari Menon** Global CHRO [Ex-Mitsui O.S.K. Lines]	**Vinod Parur** President & CHRO [Ex-RR Kabel]	**Rohit Jindal** CHRO [Ex-Hygienic Research Institute]
Bhuwnesh Singh Chauhan VP, HR [Ex-Montage Enterprises]	**Vinod T. Varghese** Group CHRO [Ex-Alstom Transport]	**Madhuri Mehta** CHRO [Ex-Emaar India]	**Amit Chincholikar** Group President, HR [Ex-Yokohama Off-Highway Tires]

Human Resources

Key senior movements within Industrials & Infra

Native

2025

Dr. Jyotirmoy Banerjee CHRO [Ex-Safeway Concessions]	**Neetu Kumar** CHRO [Ex-Tata Consulting Engineers]	**Utsav Khandelwal** CHRO [Ex-Zimmer Biomet]	**Sandiep Batra** CHRO [Ex-Adani Airport Holdings]
Hemendra Sata Director, HR [Ex-Troikaa Pharmaceuticals]	**Prateek Singh** CHRO [Ex-Integrace Health]	**Ashish Prasad** CHRO [Ex-Sintex BAPL]	**Parul Pruthi** CHRO [Ex-Marelli]
Dilip Pattanayak President, Group HR [Ex-JSW]	**Udayan Dutt** President, Group HR [Ex-Reckitt]	**Aman Attree** CHRO [Ex-Avaada Group]	**Venkatesh Raja** Group CHRO [Ex-Shoppers Stop]
Subhasis Mishra VP, HR [Ex-SVP India]	**Neha Seshadri Singh** CHRO [Ex-Reliance Foundation]	**Vivek Verma** Group Head, HR [Ex-Adani Ports & SEZ]	**Devender Gupta** Head, HR & ER [Ex-Haldiram Snacks]
Rachna Kumar VP, HR [Ex-Hero MotoCorp]	**Adit Ahuja** Joint President, HR [Ex-Aditya Birla Fashion & Retail]	**Garima Garg** Group CHRO [Ex-ReNew]	**Nilakantan G** CHRO [Ex-Karamtara Engineering]

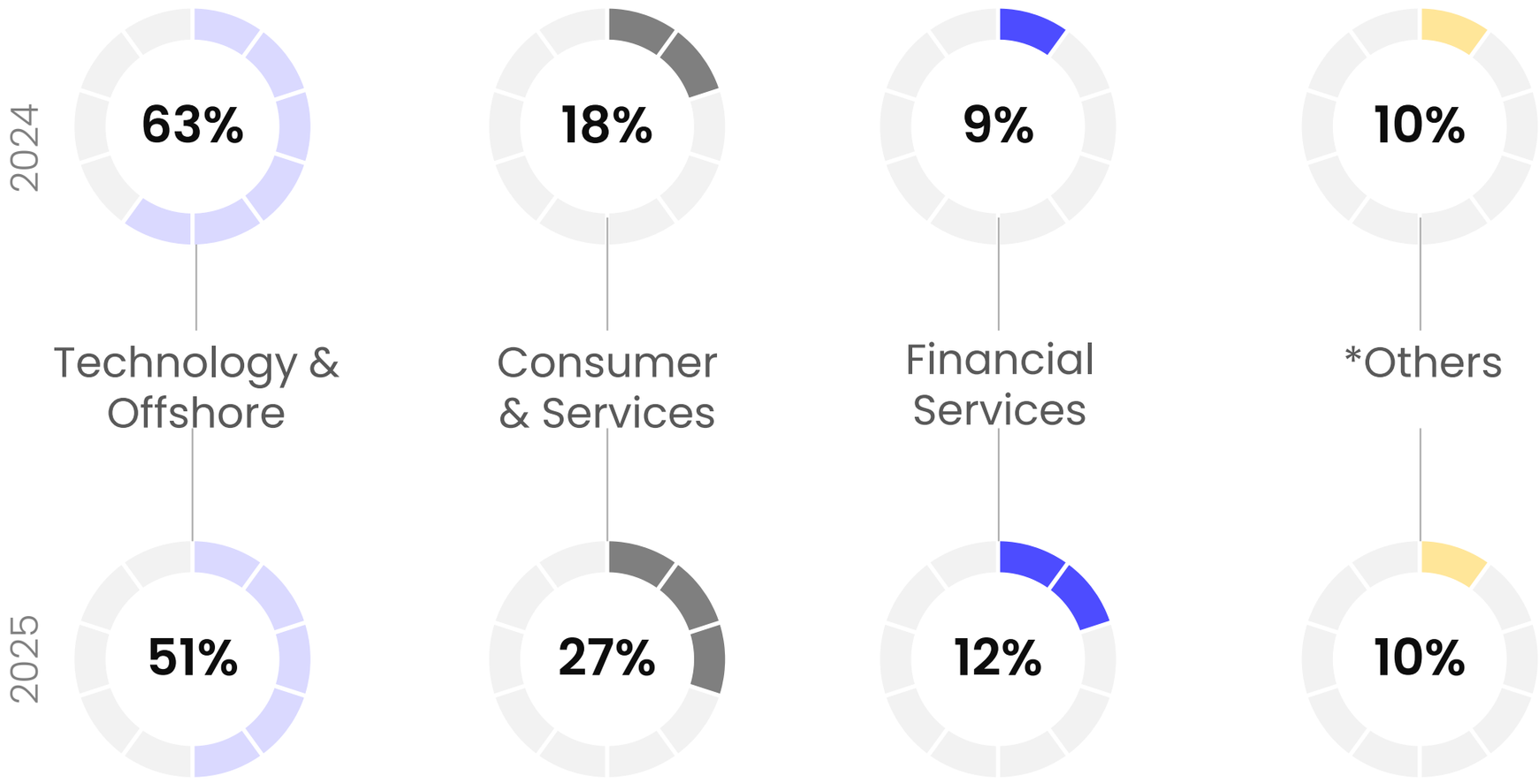
Human Resources

Movements Analysis within Technology & Offshore

Native

2025

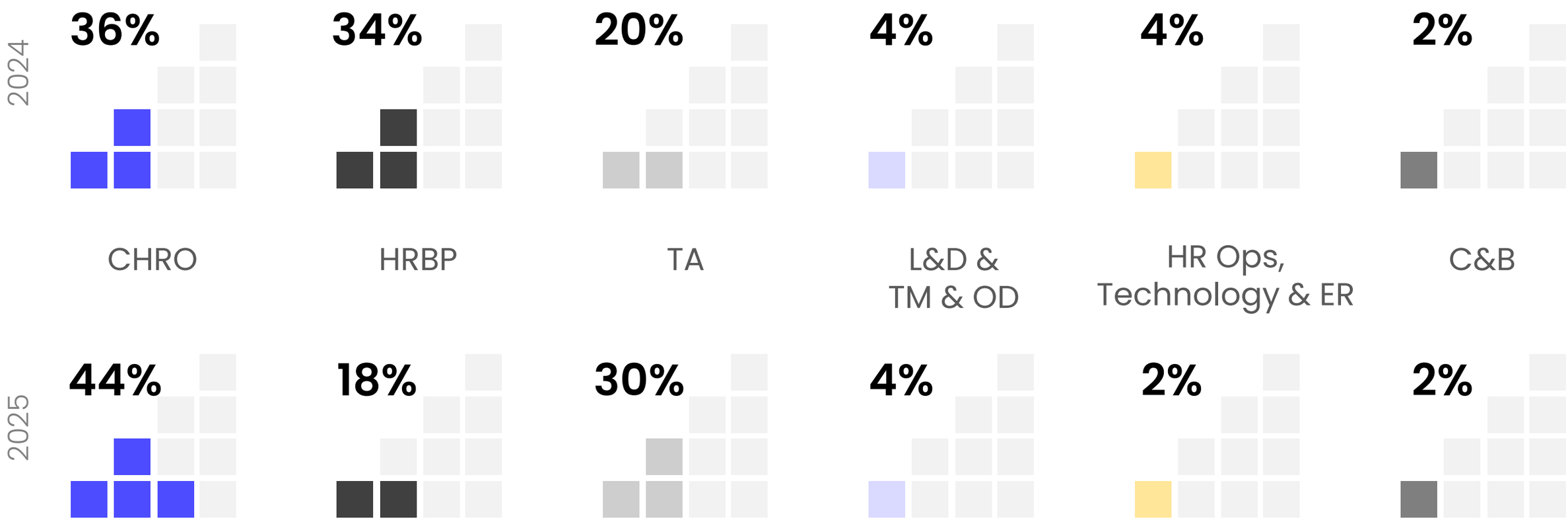
HR Talent Migration to Technology & Offshore from various sectors



In **Technology & Offshore**, **49%** of senior HR hires came from **outside the sector**, driven by rising inflows from Consumer Services (17% → 27%) & Financial Services (9% → 12%), while internal sector hiring declined from 63% to 51%.

*Other represents Industrials & Infrastructure (6%) and Healthcare & Pharma (4%)

Functional Split of HR hires Technology & Offshore



HR hiring shifted toward senior and enablement roles, with **CHRO rising** to **44%** and **TA increasing** to **30%**, while HRBP fell sharply to 18%, signaling a move away from mid-layer HR toward leadership and hiring acceleration.

Human Resources

Key senior movements within Technology & Offshore

Native

2025

Preeti Jain CPO [Ex-Airtel]	**Poornima Kamath** Head, People & Culture - APAC [Ex-Fi]	**Harshita Khanna** CHRO [Ex-Home Credit]	**Priti Kataria** CHRO [Ex-Wipro]
Rupali Gupta Group CHRO [Ex-Korn Ferry]	**Mahi Rath** Head, HR [Ex-AHEAD]	**Priyanka Roy** Head, HR (GCC) [Ex-WIPRO]	**Gaurav Ahluwalia** VP & Head, People & Communities-India & South Asia [Ex-E&Y Global]
Alex Augustine CPO [Ex-WayCool Foods]	**Bhagwati Chhabbarwal Shetty** CHRO [Ex-Mahindra Group]	**Murari Madhab Mishra** VP, HR - APAC [Ex-OneSource]	**Kavita Kurup** CPO [Ex-UST]
Ruchi Ahluwalia CPO [Ex-Quess Corp]	**Shikhar Singh** CPO [Ex-CG Infinity]	**Shamita Mukherjee** CHRO [Ex-Infosys BPM]	**Soma Pandey** CPO [Ex-Tredence]
Indu Kapoor Head, HR (Infosys Consulting) [Ex-ITC Infotech]	**Antra Virmani** CPO [Ex-Thoughtworks]	**Srilakshmi Kesari** Country Head, HR - India [Ex-TCS]	**Shipra (Bajaj) Saraf** Head, HR Consulting- India and South Asia [Ex-Kenvue]

Human Resources

Key senior movements within Technology & Offshore

Native

2025

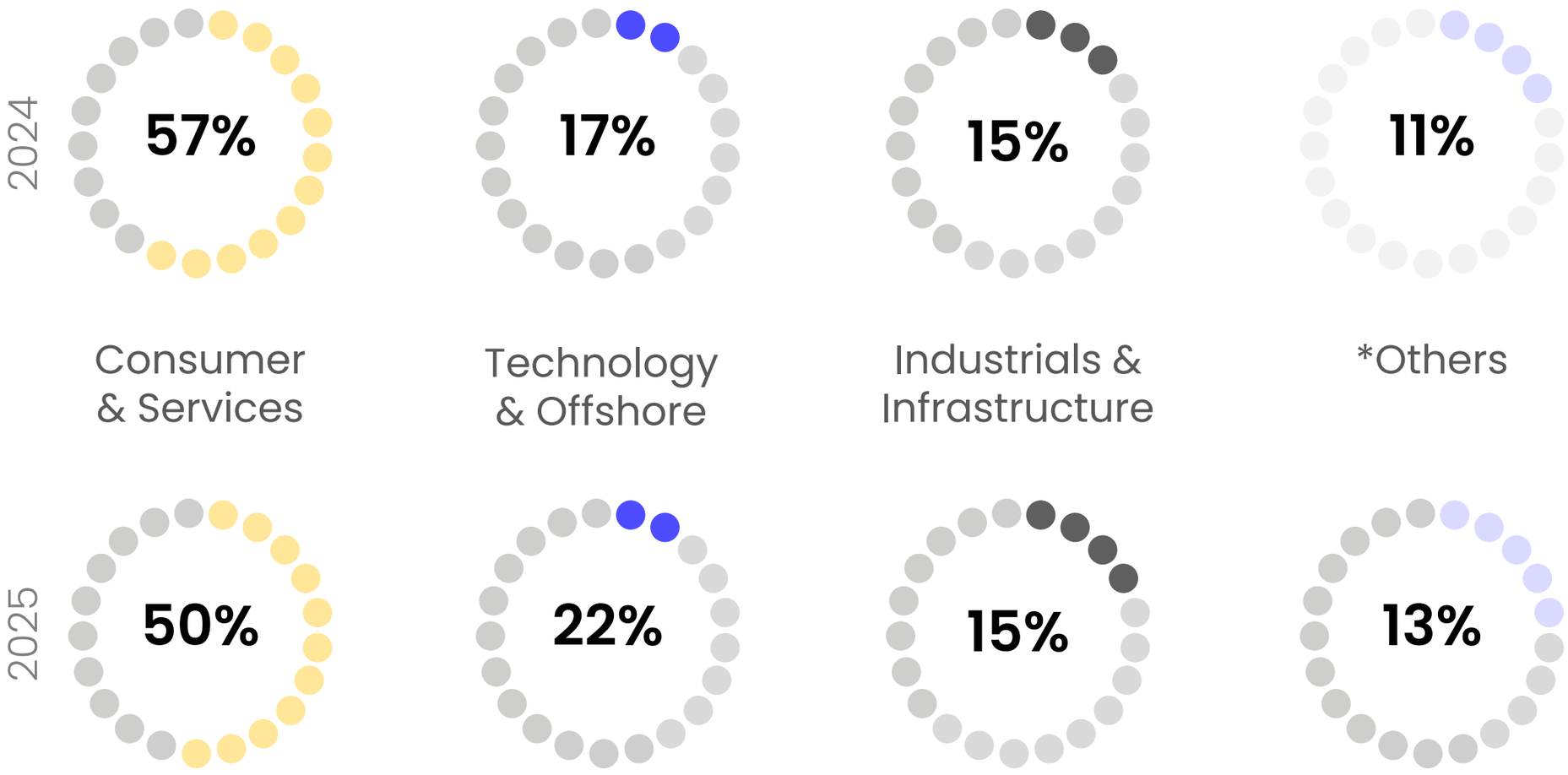
Geetika Hans CPO	**Sarabjeet Singh** Senior Director, HR	**Balaji (Bala) Kumar** CHRO	**Amrita Pandey** Head, People & Culture
[Ex-OYO]	[Ex-Helpshift]	[Ex-Sonata Software]	[Ex-Park+]
Rajiv Naithani CPO	**Harpreet Singh Anand** CHRO	**Saumya Mondal** CHRO (International)	**Tanuka Bairagi** VP, HR
[Ex-Infogain]	[Ex-Kotak Life]	[Ex-AAK]	[Ex-Cerence AI]
Kartik Rao CPO	**Rohit Sandal** CHRO	**Kirandeep Chakrabarti** CPO	**Sneha Arora** CHRO
[Ex-The Good Glamm Group]	[Ex-Freshworks]	[Ex-United Airlines]	[Ex-Simpl]

Human Resources

Movements Analysis within Consumer & Services

2025

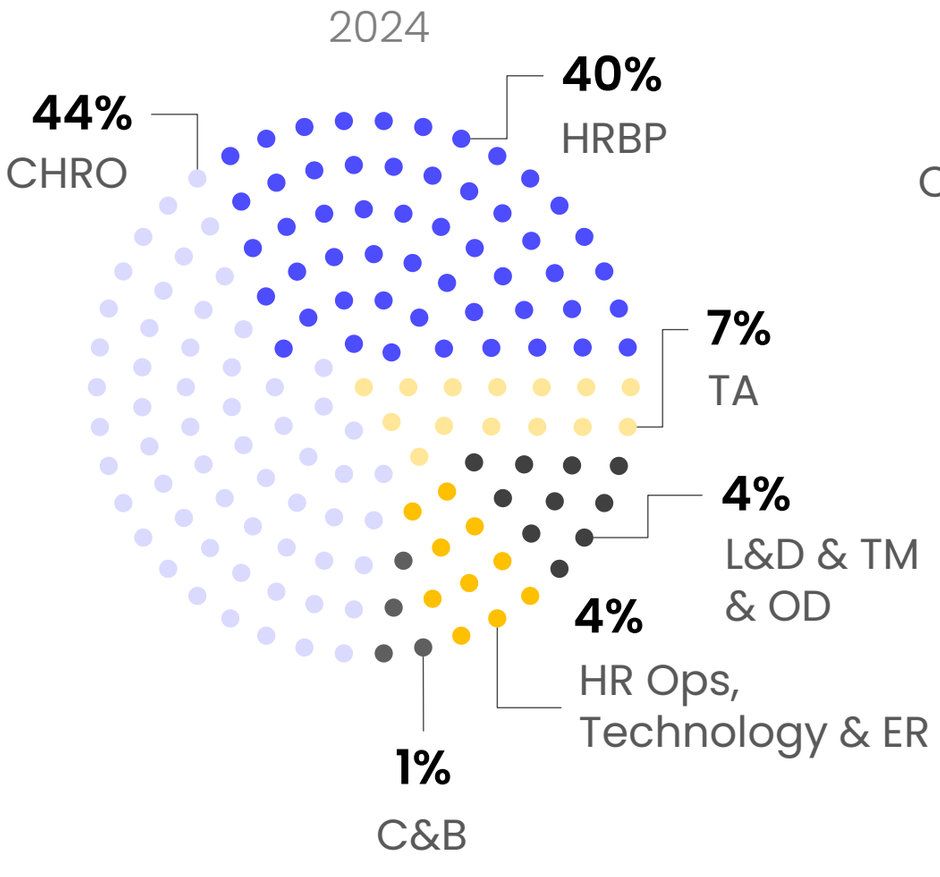
HR Talent Migration to Consumer & Services from various sectors

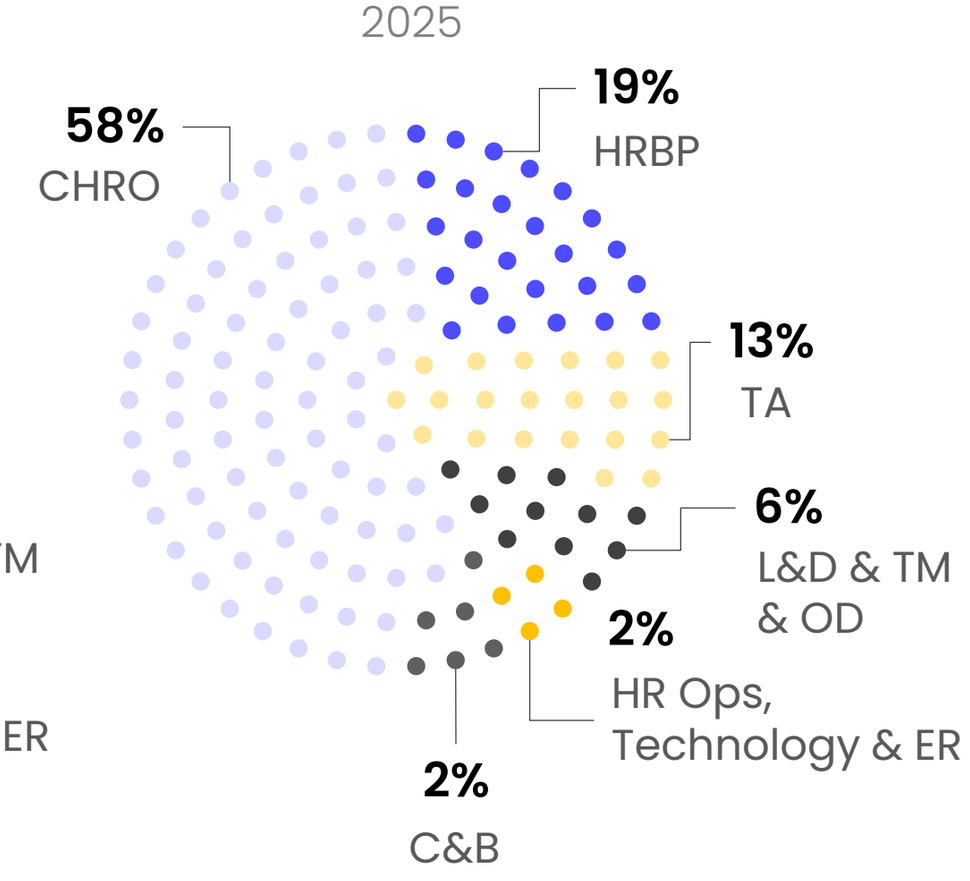


*Other represents Financial Services (9%) and Healthcare & Pharma (4%)

In **Consumer & Services, 50%** of **senior HR hires** came from **outside the sector**, with inflows led by Technology & Offshore (17% → 22%) and Financial Services (6% → 9%), while internal sector hiring moderated from 57% to 50%.

Functional Split of HR hires within Consumer & Services





HR hiring within **Consumer & Services** is increasingly top-heavy and execution-focused, with **CHRO roles rising** to **58%** and HRBP declining to 20%, while TA increased to 13%, signaling a clear shift toward leadership depth & hiring acceleration.

Human Resources

Key senior movements within Consumer & Services

Native

2025

Divya Seth Head, HR (Pantaloons & Style Up) [Ex-Mondelez International]	**Abhimanyu Sen** Group CHRO [Ex-Mahindra Group]	**Rohith Kumar** CHRO [Ex-Hardcastle Restaurants]	**Sunitha Lal** CHRO [Ex-Ather Energy]
Mitu (Khanna) Seth Group CHRO [Ex-Kotak Mahindra Bank]	**Preeti Phansalkar** CHRO [Ex-IndoSpace]	**Srinivas N** CHRO [Ex-Orient Cement]	**Amit Chauhan** Group CHRO [Ex-Entero Healthcare]
Mukta Nakra Head, HR [Ex-Marks & Spencer Reliance India]	**Nimesh Mathur** CHRO [Ex-People Success & OD Consulting]	**Richa Saraswat** CHRO [Ex-United Breweries]	**Rohit Vishal Gupta** Group CHRO [Ex-Varun Beverages]
Avanti Joshi CHRO [Ex-Amazon]	**Amit Shetty** CHRO [Ex-Frigorifico Allana]	**Moushumi Dhar** CHRO [Ex-Stealth Mode Startup Company]	**Shaveta Arya** Head, HR [Ex-Microsoft]
Shilpi Singh Head, HR – India [Ex-Pfizer]	**Tanushree Ray** Head, Talent & Development [Ex-Shadowfax]	**Pragya Singh** Director, People Partner [Ex-PepsiCo]	**Prashant Khullar** Group & Global CHRO [Ex-BLS International]

Human Resources

Key senior movements within Consumer & Services

Native

2025

Vinayak Deshpande CHRO [Ex-Amazon]	**Nazia Abidi** CPO [Ex-CarDekho Group]	**Sunanda Sahoo** VP, HR [Ex-Aditya Birla Fashion & Retail]	**Ravi Kumar** Group CHRO [Ex-Page Industries]
Anandi Shankar Regional HR Director-South Asia [Ex-Unilever]	**Ishadarshi P Mishra** Head, HR (Global Hub) [Ex-ALLEN Digital]	**Manju Kohli** CHRO [Ex-Terviva]	**Aparna Vishwasrao** CHRO [Ex-USV]
Santosh Rudrawar Group CHRO [Ex-Aliaxis]	**Nabamita Banerjee** CHRO [Ex-Starbucks]	**Subhanish Malhotra** Group CHRO [Ex-Welspun World]	**Ranjit Jose** CPO [Ex-Diageo]
Tapo Vijay Kar Head, HR [Ex-Bata India]	**Sakshee Sud** People Director & Head, HR [Ex-Beiersdorf]	**Ruchira Srivastava** Head, HR [Ex-Zee Media Corporation]	**Pooja Gupta** Group CHRO [Ex-Delhivery]
Samriti M. Group CHRO [Ex-Denave]	**Richa Dagar** Senior Director, People [Ex-Microsoft]	**Veena Joji** CPO – South Asia [Ex-Apexon]	**Rohit Suri** CHRO [Ex-Netflix]

Human Resource Natives

Native



Ayesha D'Souza

Managing Partner



Shuvharshika Mishra

Partner



Delton D’Souza

Director
West



Simran Arora

Associate Director
South



Meghna Chowdhary

Principal
West



Pallavi Aggarwal

Principal
North

Contact Us

Native

Mumbai

AWFIS, Adani Inspire,
3rd Floor, Unit No.4,
Bandra Kurla Complex,
Bandra East,
Mumbai 400051

Gurgaon

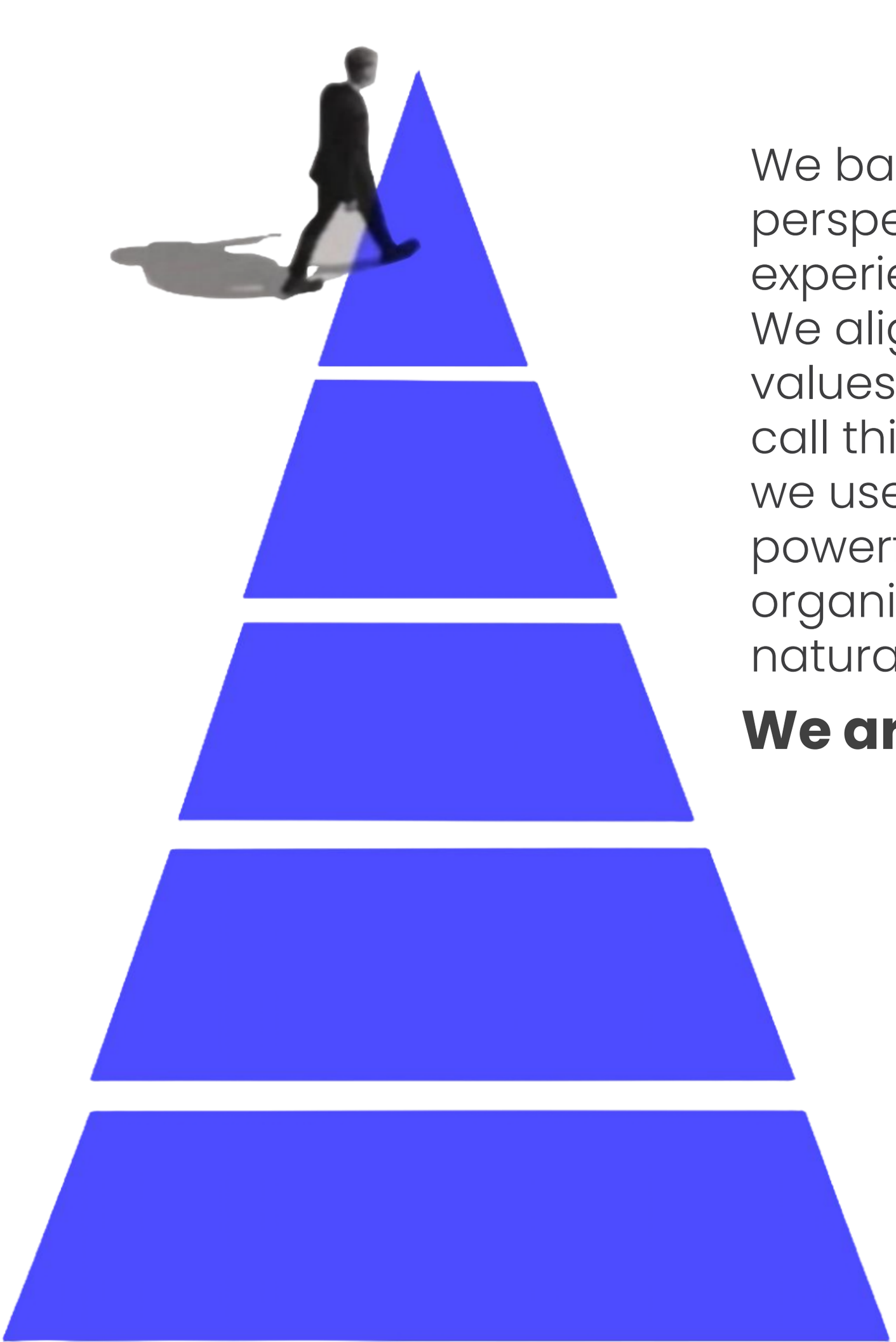
Office No GRA135,
WeWork Platina Tower,
Bristol Chowk, MG Road,
Near Sikandarpur Metro
Station, Sector 28,
Gurugram 122001

Bangalore

Indiqube Park, HAL
Old Airport Road
Domlur 1 Stage, 1st
Stage, Domlur
Bengaluru,
Karnataka 560071

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

Native