Native

Migrations

India Talent Summary

Pharmaceuticals & Healthcare

2025

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Migrations

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Coverage

Talent Movements Summary 2025

175+

Pharmaceuticals &
Healthcare firms

4 Skills

General Management
Sales & Marketing
Manufacturing & Operations
R&D

4 Sectors

Pharmaceuticals
Medical Devices
Diagnostics Labs
Hospitals

400+

Senior moves
across
Pharma & Healthcare

Note:
1. The movements have been summarised basis senior talent movements across Pharmaceuticals and Healthcare companies in India.
2. Healthcare is comprised of Hospitals, Medical Devices & Diagnostic Labs.

Leadership Demand Shift

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2025

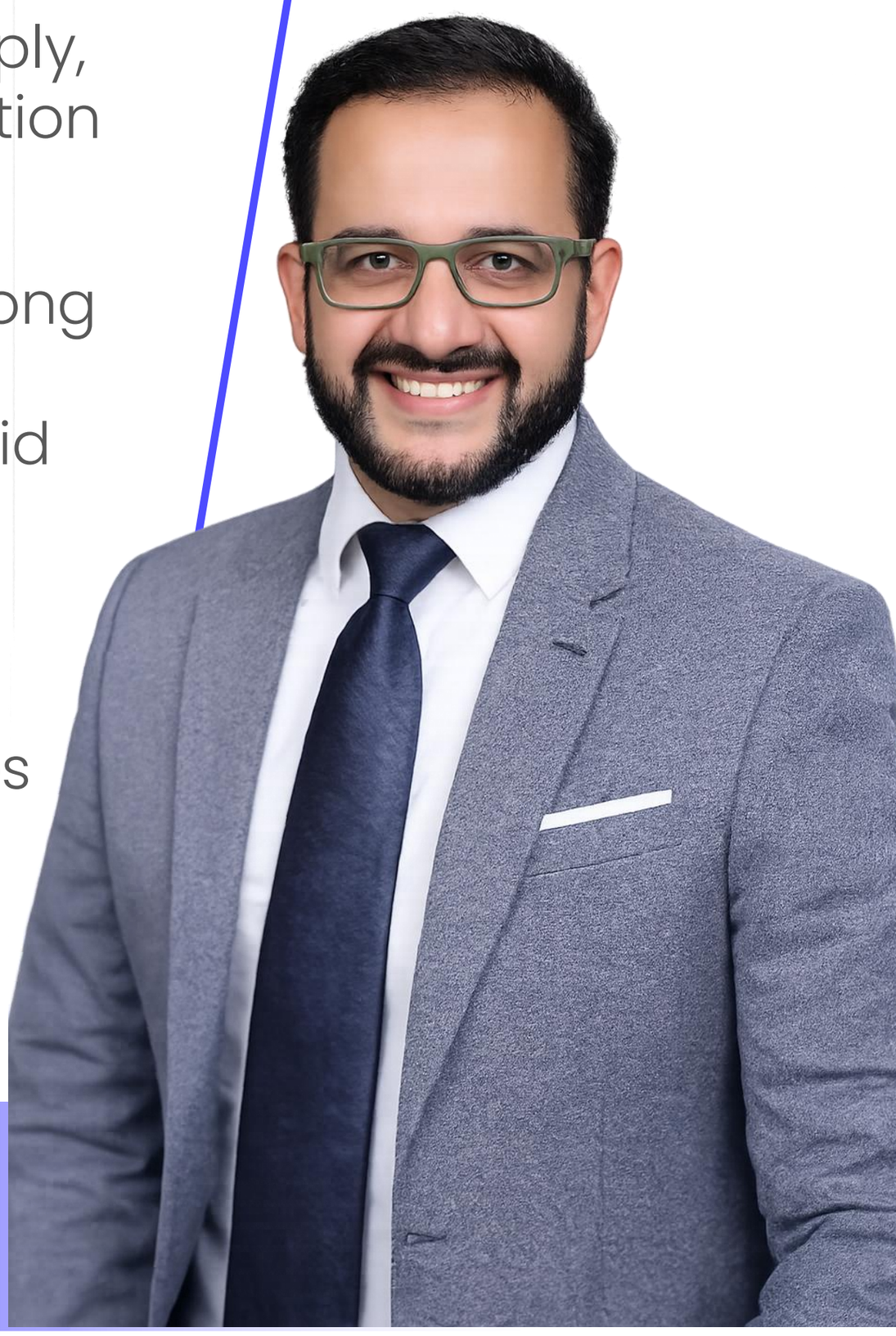
Hiring shifts toward scale, operations & strategic leadership focus

Hiring across Pharma & Healthcare showed a divergent yet complementary trend in 2025, with pharma witnessing selective hiring while healthcare saw strong expansion-led demand.

In pharma, hiring moderated as firms strengthen capability & governance, with Formulations remaining dominant while Biotechnology hiring expanded sharply, signaling increased focus on innovation & specialty platforms.

Healthcare, in contrast, recorded strong hiring momentum driven by Medical Devices and Hospitals, reflecting rapid capacity & network expansion.

Across both segments, demand increasingly concentrated around Manufacturing, Operations, and Sales & Marketing leadership, while CXO and senior leadership hiring rose, underlining growing institutionalization.



Koustubh Kanade

Partner – Pharma & Healthcare

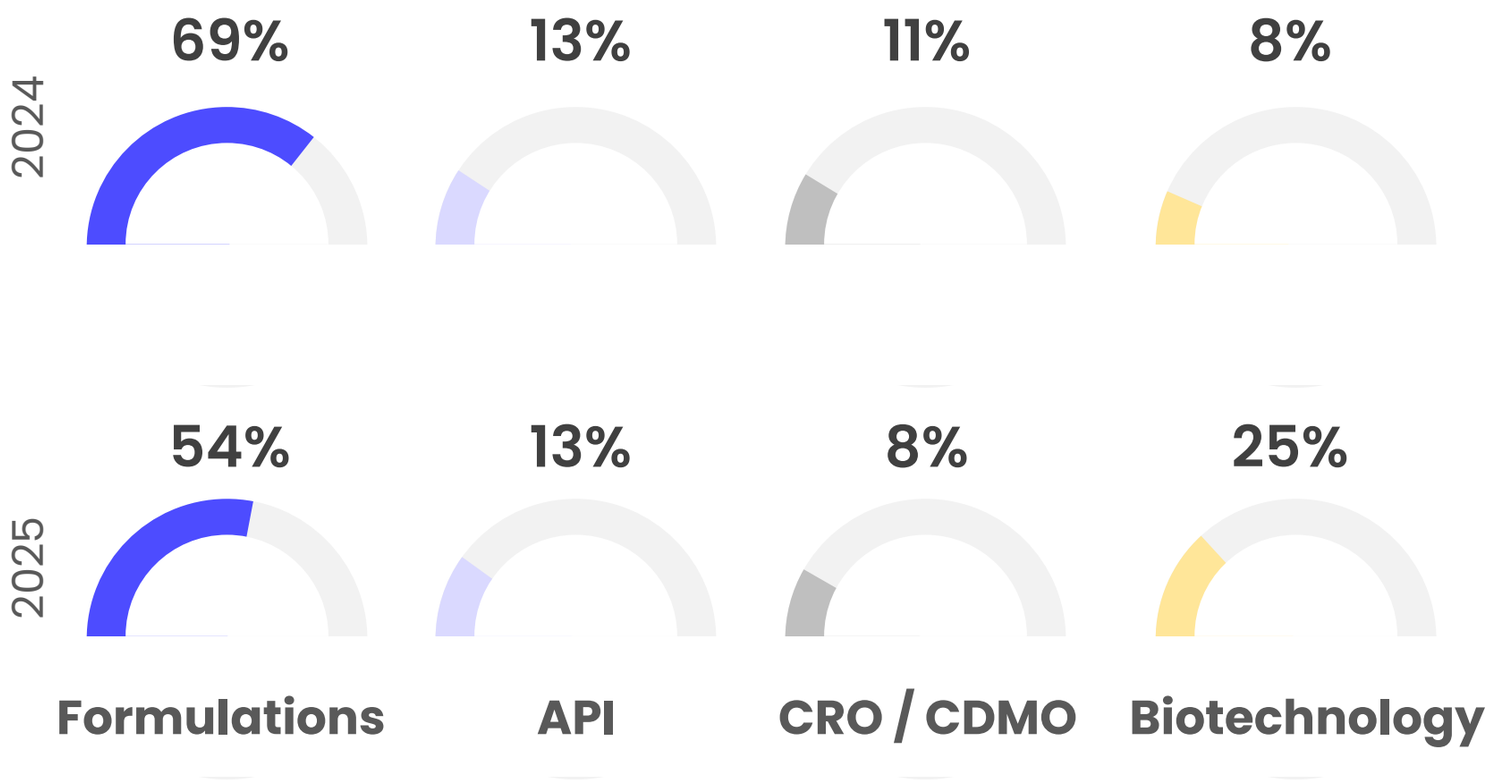
Pharmaceuticals

Movements Analysis

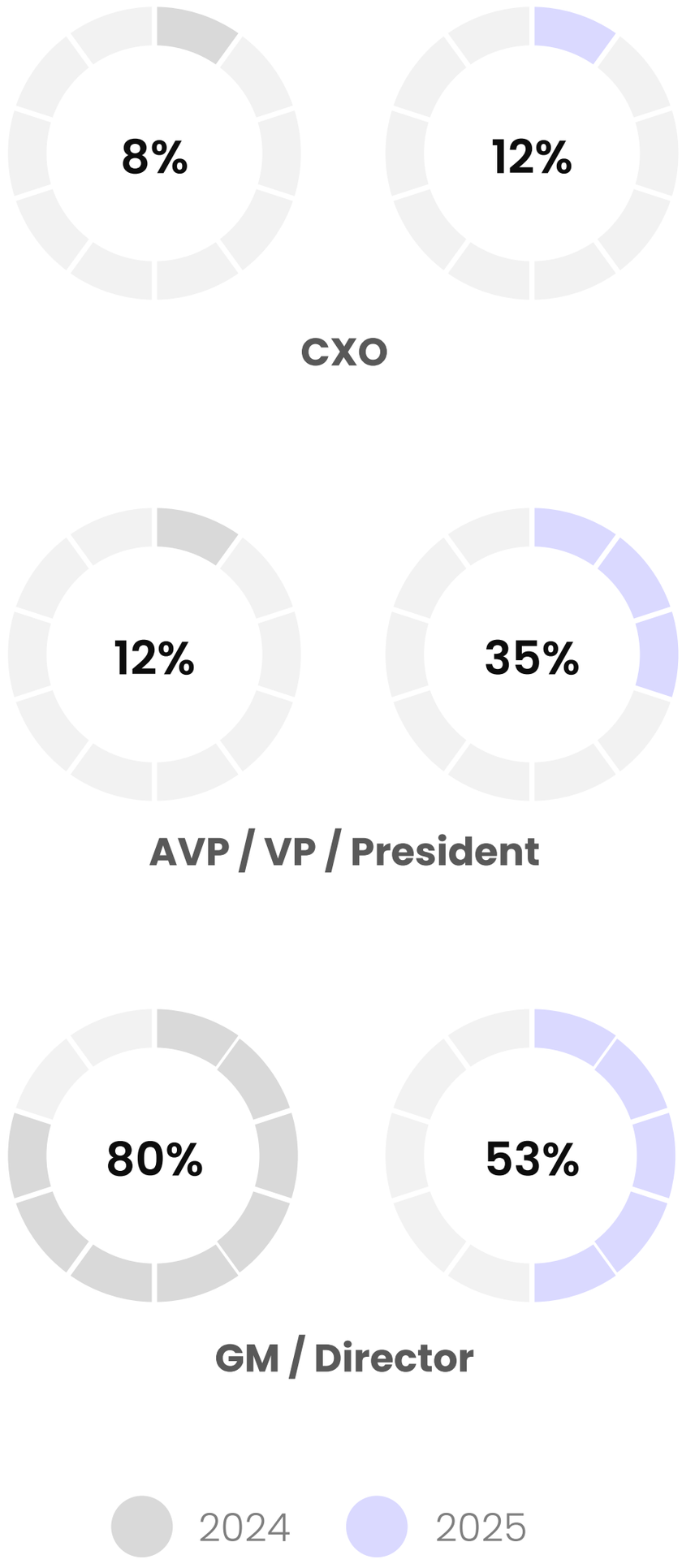
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2025

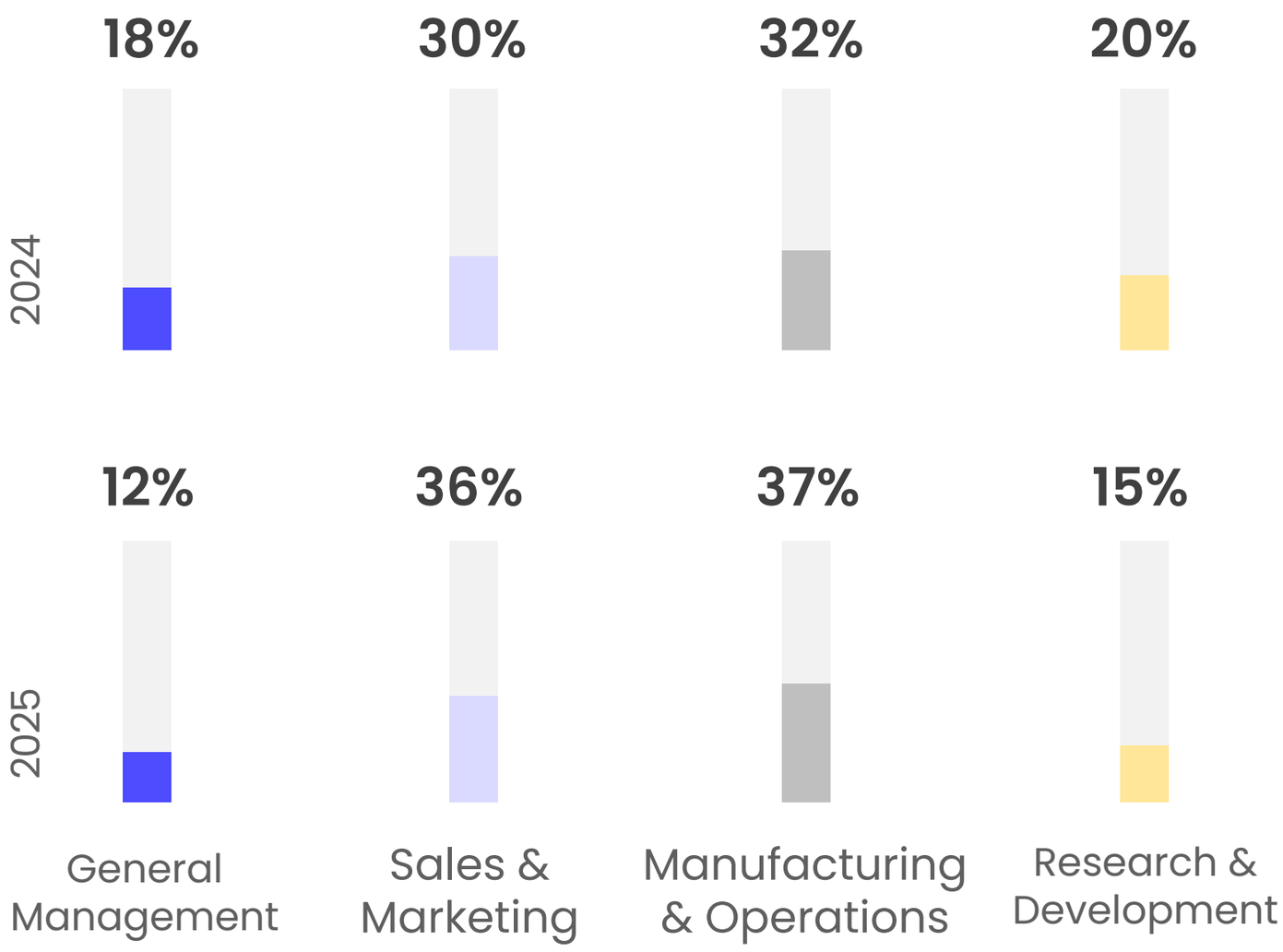
Sector wise movements



Level wise movements



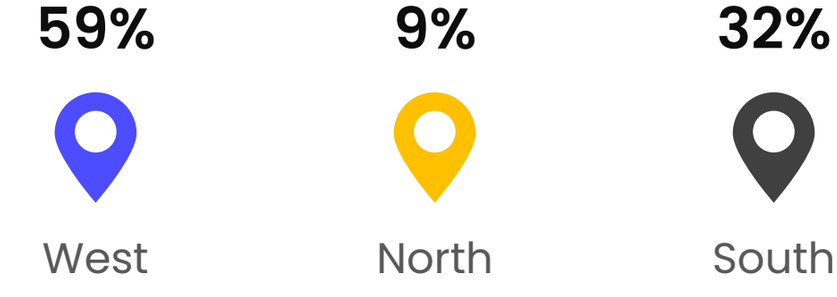
Function hiring bifurcation



Gender Diversity Movements



Regional hiring bifurcation



Pharmaceuticals

Key senior movements

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2025

Prithwish Banerji Commercial Director (Women's health & Metabolics) [Ex-Cipla]	**Jagriti Kumar** General Manager- India & SAARC (Infectious Disease) [Ex-Philips]	**Prag Goel** Vice President (Acute/Gastro/Ortho) [Ex-Lupin]	**Shirish Ambulgekar** President, QA Head - Global [Ex-Sun Pharma]
Rakesh Desai Vice President, Quality [Ex-Ajanta Pharma]	**Sanjay Dipak** Vice President, Sales Marketing (Acute) [Ex-Alembic Pharmaceuticals]	**Ganesh Sangle** VP & Program Director (Innovation Portfolio) [Ex- Kashiv Biosciences]	**Upendra Singh** President - India & Emerging Markets [Ex-GSK]
Tushar Mehta SVP, Research & Development (API) [Ex-Ami Lifesciences]	**Anuj Reddy** Chief Commercial Head (Acute) [Ex-Dr. Reddy's Laboratories]	**Satish Pandey** Chief Commercial Head (Uro-Impulse) [Ex- Intas Pharmaceuticals]	**Parag Desai** VP, Sales & Marketing [Ex-Alembic Pharmaceuticals]
Gopal Agrawal VP, Market Access and Hospital Business (CCD & Nephrology) [Ex-Takeda]	**Murari R** President (Cardiometabolic) [Ex-Abbott]	**Taranpreet Singh Lamba** Group VP, Global IP & Portfolio Mgmt. [Ex-Sun Pharma]	**Namita Shah** VP, Portfolio Strategy- India and Emerging Markets [Ex-Abbott]
Dr. Baskaran P N President, Operations [Ex-Sekhmet Pharma ventures]	**Omprakash Mishra** AVP - Emerging Market (GR / Onco /Biosimilar/ARV) [Ex-Ajanta Pharma]	**Raghavendar Rao Morthala** SVP, R&D (Pharma & Animal Health) [Ex-Navin Molecular]	**V. Simpson Emmanuel** President [Ex-Roche]

Pharmaceuticals

Key senior movements

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2025

Pathiv Mehta Vice President - Rest Of Africa (In-vitro Fertility)	**Muni Avasthi** Vice President, Sales & Marketing	**Srinivasa Marimganti** Vice President, R&D (API)	**Dr. Divyesh Mandavia** General Manager, Clinical Development
[Ex-Glenmark Pharmaceuticals]	[Ex-Emcure Pharmaceuticals]	[Ex-Aurobindo Pharma]	[Ex-Aurigene Oncology]
Yogesh Shah CCO	**Sudeep Srivastava** COO	**Rajendra Prasad Rout** Vice President and Head, R&D (Analytical)	**Sameer Arora** Chief Growth Officer
[Ex-Rebase Lifesciences]	[Ex-Biological E.]	[Ex-Lupin]	[Ex-SIRO Clinpharm]
Arvind Shukla COO	**Velu Mathinam** AVP & Head, API Manufacturing Operations	**Swati Dalal** Managing Director	
[Ex-Dr Reddy's Laboratories]	[Ex-Aurobindo Pharma]	[Ex-Abbott]	

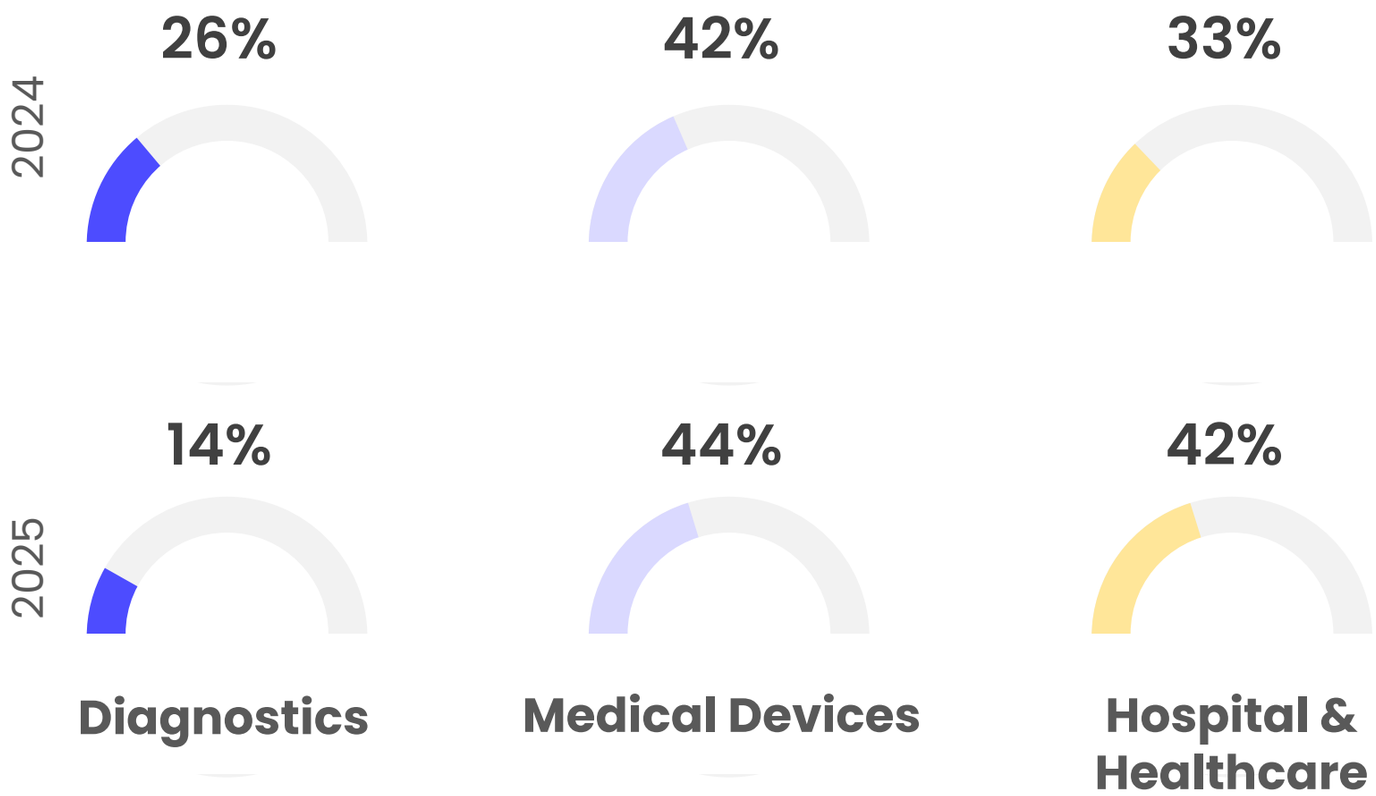
Healthcare

Movements Analysis

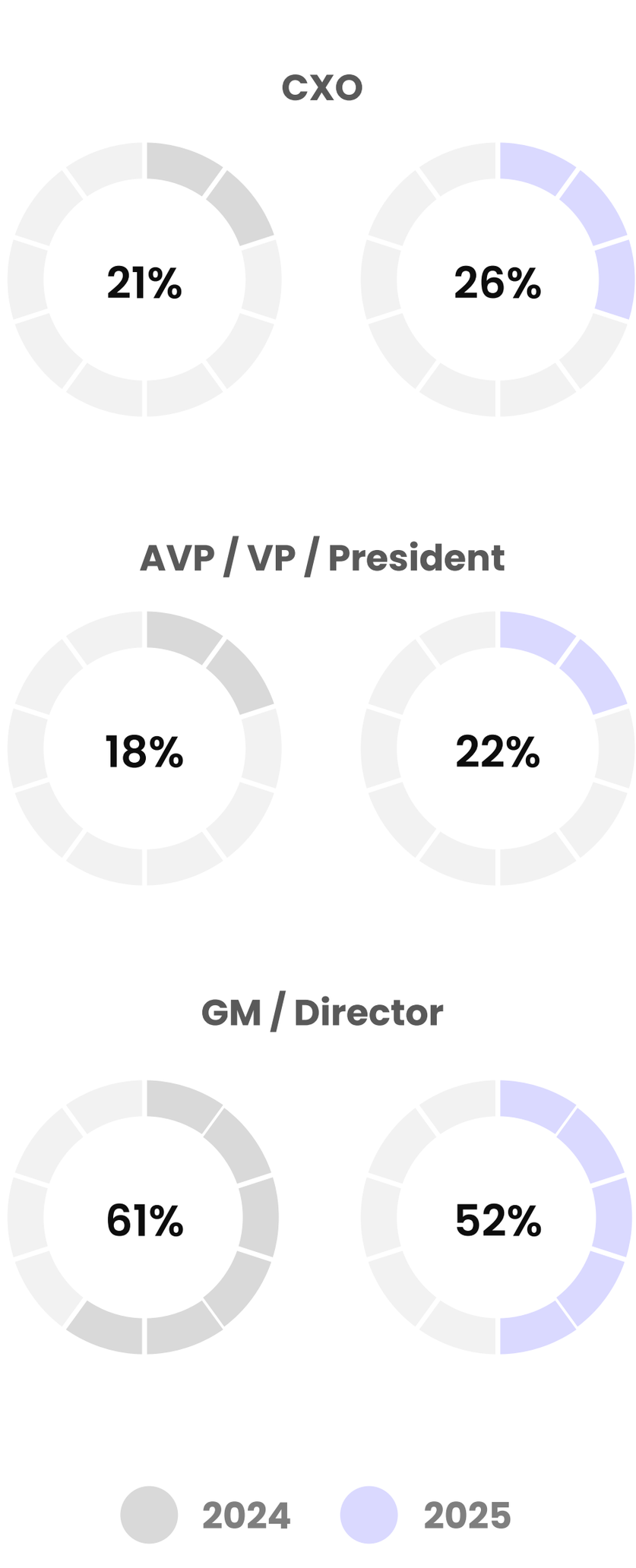
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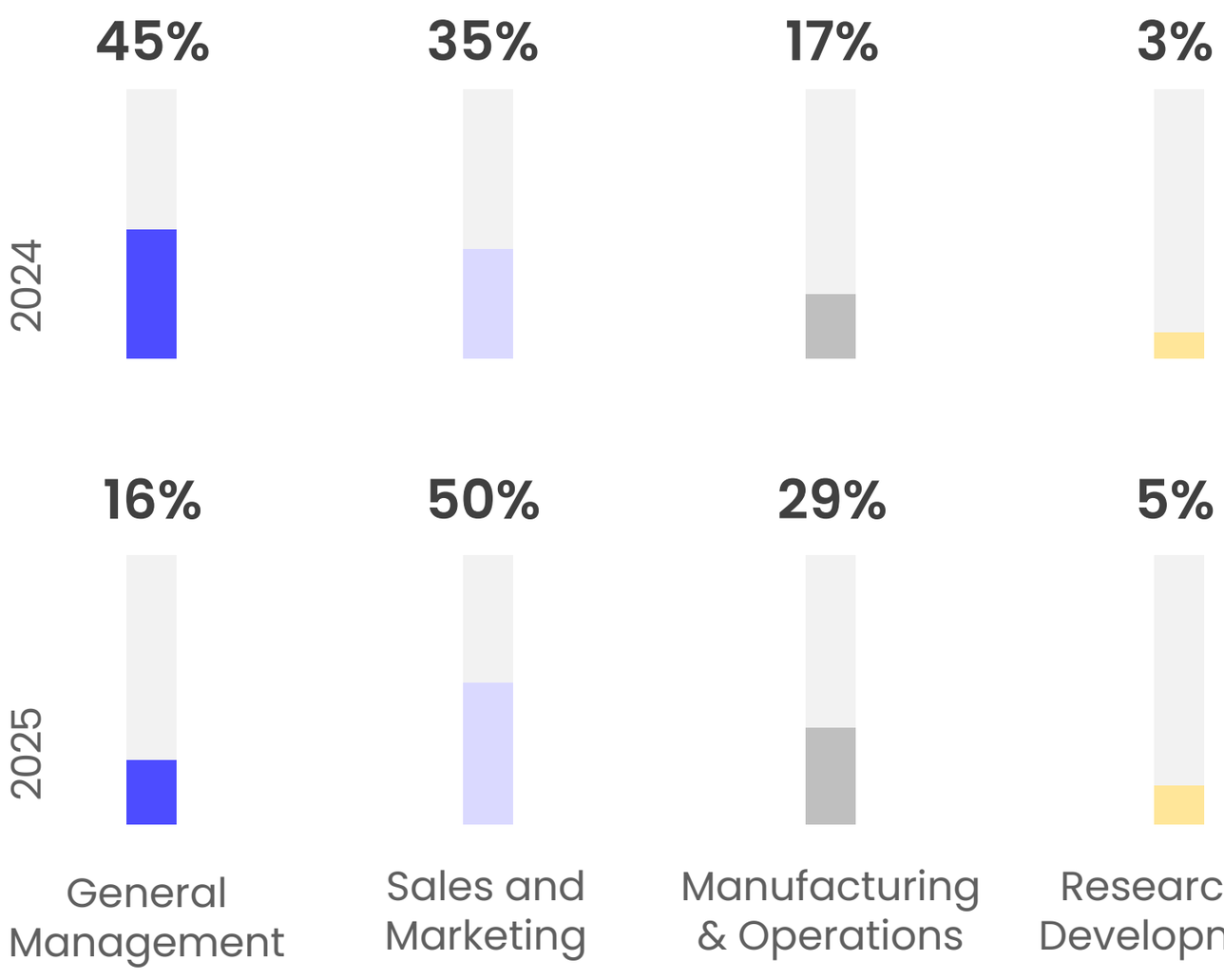
Sector wise movements



Level wise movements



Function hiring bifurcation



Gender Diversity Movements



Regional hiring bifurcation



Healthcare

Key senior movements

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Abhijeet Pratap Singh COO	**Dr. Mahesh Patel** Group Head, Operations	**Dr. Gurpreet Kaur Malik** Vice President - Lab Operations	**Niranjan Joshi** COO
[Ex-HCG Hospitals]	[Ex-Shalby Multispecialty]	[Ex-PathCare Labs]	[Ex-Midas Hospitals]
Rupesh Dagar CCO	**Shashank Gupta** Chief of M&A and Strategy	**Anurag Tandon** President (India)	**Rajnish Damani** , Group COO
[Ex-Krsnaa Diagnostics]	[Ex-Bharat Serums & Vaccines Limited]	[Ex-Beckman Coulter]	[Ex-Bridgestone India]
Atul Bhat National Head – Enterprise Business	**Dr. Mona Galhotra** BU Head - India Subcontinent (Endo/Uro/Cap.Equip)	**Lipika Patnayak** General Manager, Marketing - India (Point of Care)	**Nitin Negi** Director
[Ex-Markets and Markets]	[Ex-Medtronic]	[Ex-Danaher Corporation]	[Ex-Boston Scientific]
Dr. Ramesh Kinha COO			
[Ex-Vijaya Diagnostic]			

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