

Migrations

India Talent Summary

**Consumer Lending &
Insurance**

2025



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Migrations

CONSUMER LENDING

TALENT INSIGHTS

Native

Consumer lending leadership hiring is no longer growth-led; it is now driven by regulatory compliances & portfolio quality.

Institutions are steadily re-prioritizing governance, control and pragmatic expansion over aggressive growth spurts.

- Hiring has shifted decisively toward, large & small NBFC platforms.
- 50%+ senior moves at CXO levels
- Business, Risk and Governance roles remain buoyant.
- Internal CXO-1 benches are trimming
- HFCs hiring shows renewed momentum

Consumer Lending

Talent Movements Summary 2025

110+

senior movements
across
Consumer Lending

60%

hires in
NBFCs vs
48% in 2024

56%

hires at
CXO levels
vs 40% in 2024

23%

moves within
Retail Banking
vs 31% in 2024

10%

diversity hires
same as 2024

70%

moves within
Business function
vs 49% In 2024

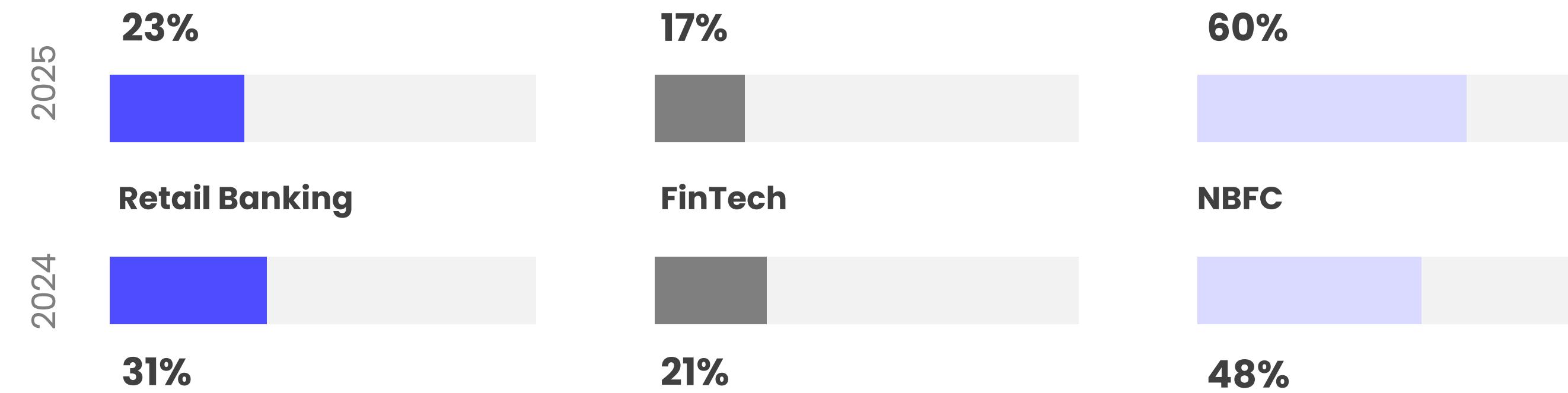
***Note:** *The movements have been summarised basis data recorded across leading Banks, NBFCs & Fintech's in the Consumer Lending sector

Consumer Lending

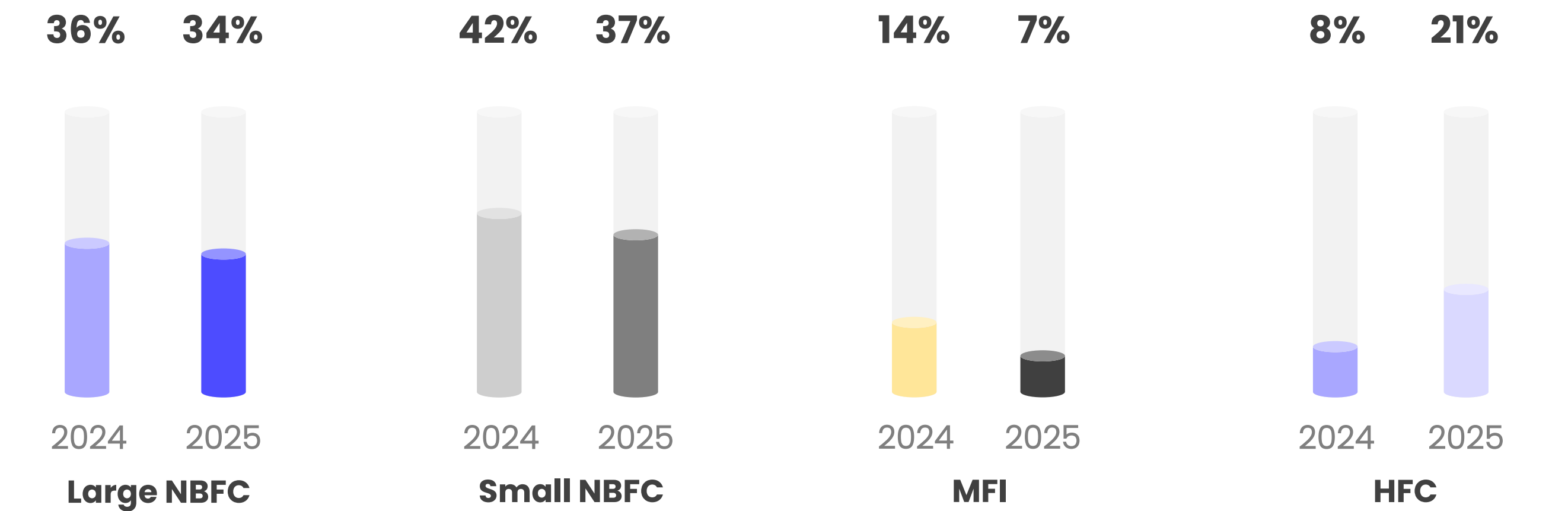
Movements Analysis

2025

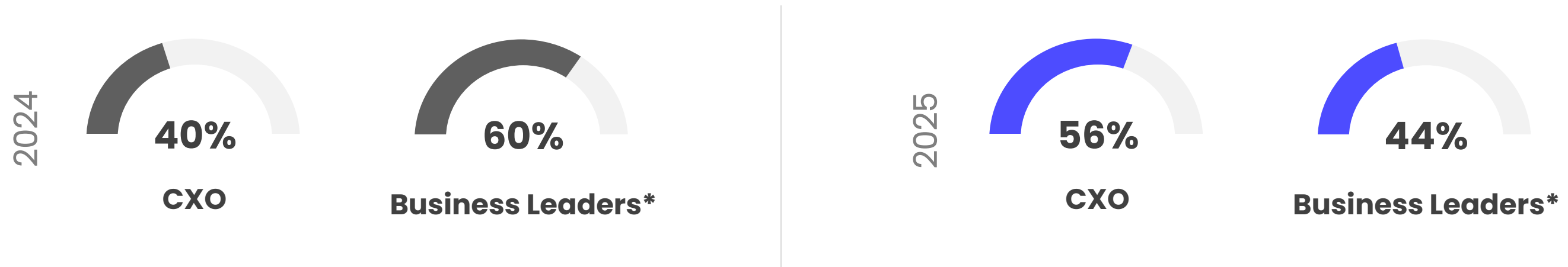
Segment wise movements



NBFCs hiring split (VP+)



Level wise movements (VP+)

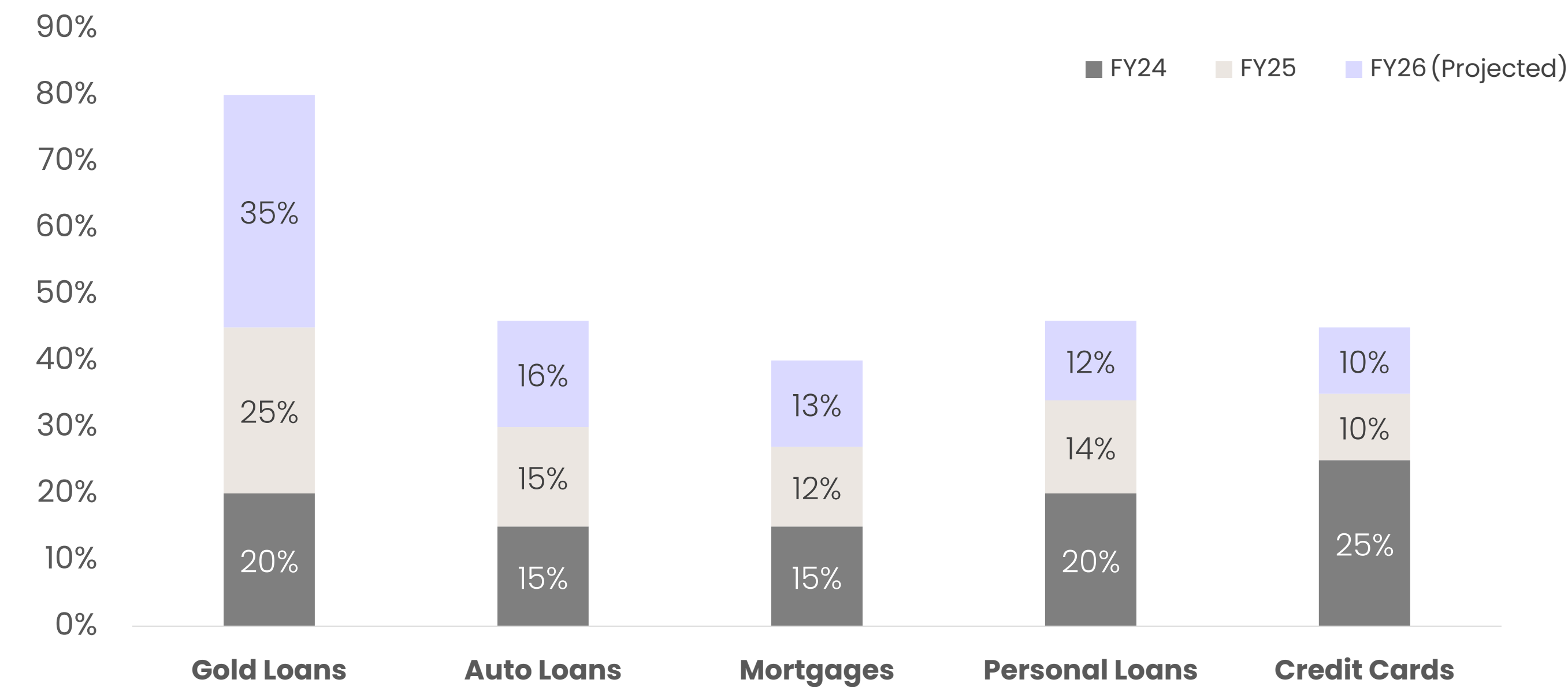


Consumer Lending

Movements Analysis

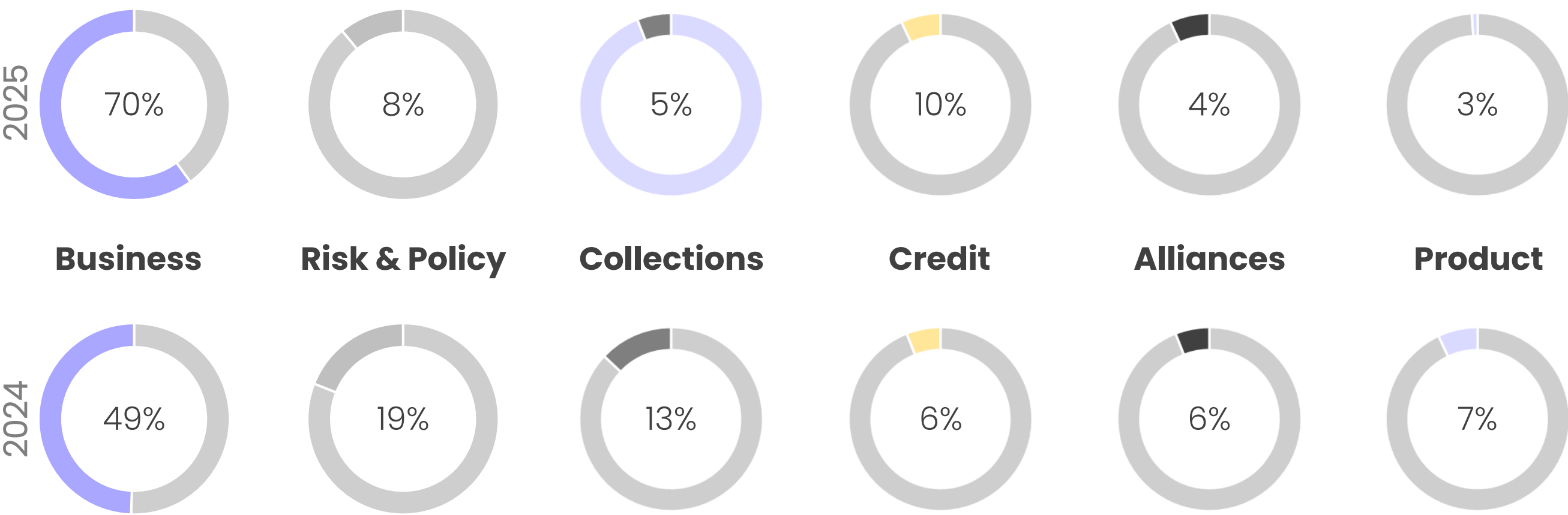
2025

Asset–Classes YoY Growth



*Mortgages represents B2C lap, home loan (prime & affordable)


Function wise movements (VP+)



Consumer Lending


Key senior movements

2025



Adheer Dhar
Head – Digital Lending

[Ex-PayTM]




PL Narayan
Head – Collections Strategy

[Ex-Credit Saison]




Sarveish Kharangate
CBO

[Ex-Suryoday Small Finance Bank]




Anand Bang
CEO

[Ex-Tata Motors Finance]




Sandeep Arora
Head – Mortgages

[Ex-Suryoday Small Finance Bank]




Shyam Reddipalli
CBO

[Ex-IndusInd Bank]




Deepak Reddy
CEO

[Ex-Bajaj Finserv]




Bhupendra Gupta
Head Credit – Wheels

[Ex-Axis Bank]




Tapobrat Chaudhuri
MD & CEO

[Ex-Kotak Mahindra Bank]



Kumar Ashish
Head Retail Assets & Collections

[Ex-Aditya Birla Finance]




Abhishek Sinha
CBO – MSME, M-LAP, Solar

[Ex-Bajaj Housing Finance]




Sucheth Bharathan
CBO Consumer & MSME

[Ex-Bajaj Finserv]




Raman Deep Singh
Chief Collections Officer

[Ex-SMFG India Credit]




Bharatiraja S
Head Collections

[Ex-Lendingkart]




Rajendra Kumar
CCrO

[Ex-Aditya Birla Capital]




Ambuj Chandna
MD & Head – CBG

[Ex-Kotak Mahindra Bank]




VijayKumar Farande
Business Head

[Ex-L&T Finance]



Indiresh N P
Head Retail Assets (Secured)

[Ex-ICICI Direct]



Virat Diwanji
Head Consumer Banking

[Ex-Kotak Mahindra Bank]























Sanjay Garyali
CEO

[Ex-L&T Finance]

Consumer Lending

Key senior movements





















2025

 Sandeep Routaray Head – Emerging Markets & LAP [Ex-Edelweiss Financial]	 Nimish Shah BH Affordable Housing [Ex-Kotak Mahindra Bank]	 Arjun Chowdhry MD & CEO [Ex-Axis Bank]	 Saurabh Vadhera CBO [Ex-Axis Bank]
 Archna Bhatia CRO [Ex-DMI Finance]	 Ramesh Mundra Head – Credit (Secured) [Ex-Credit Saison]	 Vivek Singh CEO [Ex-IDFC First Bank]	 Ashutosh Jha Executive Director [Ex-L&T Finance]
 Aniruddha Shende BH Affordable Mortgages [Ex-Mahindra Rural Housing Finance]	 Ajay Sachdewa CBO [Ex-Axis Bank]	 Mallika Mittal CRO [Ex-Mahindra Finance]	 Amandeep Singh Sandhu COO – Vehicle Finance [Ex-Chola Invest & Finance]
 Rajeev Anand MD & CEO [Ex-Axis Bank]	 Amit Mande CBO [Ex-Ugro Capital]	 Ashish Gupta SVP & Head Proposition – BB [Ex-Axis Bank]	 Sushyant Krishnan EVP – Risk Head [Ex-CreditVidya]
 Srishti Sethi Group CRO [Ex-Hero Fincorp]	 Praveen Prakash K BH Bharat Mortgages [Ex-Axis Bank]	 Jinesh Shah CEO – Urban Secured Assets & TPP [Ex-SCB]	 Manish Gupta CEO – Urban Unsecured, Payments [Ex-Glance]

Consumer Lending

Key senior movements

2025

<div> Think Cash, Think Lendingkart!</div> <div>Prashant Joshi CEO</div> <div>[Ex-DBS Bank]</div>	<div> Think Cash, Think Lendingkart!</div> <div>Sajan Hegde Chief of Credit Operations</div> <div>[Ex-Finnable]</div>	<div> Think Cash, Think Lendingkart!</div> <div>Saurabh Jain Head – Business</div> <div>[Ex-Bandhan Bank]</div>	<div> Think Cash, Think Lendingkart!</div> <div>Nilesh Nihalani Head – Underwriting</div> <div>[Ex-SCB]</div>
<div> Muthoot Finance</div> <div>George Joseph Koodaly CBO</div> <div>[Ex-L&T Finance]</div>	<div> HOME FINANCE</div> <div>Jaspreet Chadha CEO</div> <div>[Ex-Bajaj Finance]</div>	<div> MITRATA</div> <div>Sanjay Khan CBO</div> <div>[Ex-Credit Saison]</div>	<div> MobiKwik</div> <div>Abhishek Pandey Head – Partnerships, Cards & Xsell</div> <div>[Ex-PayTM]</div>
<div> Namdev Finvest Private Limited</div> <div>Sahil Taneja CBO</div> <div>[Ex-Finova Capital]</div>	<div> PNB Housing Finance Limited</div> <div>Ajai Shukla MD & CEO</div> <div>[Ex-Tata Capital]</div>	<div> Phi</div> <div>Kunal Gothivarekar CBO</div> <div>[Ex-Razorpay]</div>	<div> RBL BANK apno ka bank</div> <div>Narendra Agrawal Head – Branch Banking & Liabilities</div> <div>[Ex-Kotak Mahindra Bank]</div>
<div> Saarathi FINANCE</div> <div>Vikas Singh CCO</div> <div>[Ex-Propelld]</div>	<div> shubham</div> <div>Anujai Saxena CEO</div> <div>[Ex-PNB Housing Finance]</div>	<div> sk FINANCE</div> <div>Vikrant Jethi CCO</div> <div>[Ex-AU SFB]</div>	<div> SMFG IndiaCredit Pragati Ki Nayi Pehchaan</div> <div>Smit Patel Head – Lending & Partnerships</div> <div>[Ex-Kotak Mahindra Bank]</div>
<div> SPANDANA</div> <div>Deepak Kujur CBO (East)</div> <div>[Ex-Satin Creditcare]</div>	<div> uno digital bank</div> <div>Sanjay Sharda Chief Liabilities & CGO</div> <div>[Ex-Utkarsh Small Finance Bank]</div>	<div> Utkarsh Small Finance Bank</div> <div>Virender Sharma Head – Micro Banking</div> <div>[Ex-AU SFB]</div>	<div> YES BANK</div> <div>Sunil Kaw Head – Credit & Underwriting</div> <div>[Ex-SMFG India Credit]</div>

INSURANCE

TALENT INSIGHTS

Native

Insurance leadership priorities are moving from distribution expansion to platform durability.

Profitability, loss ratios, and governance are back at the centre of leadership decisions.

- CXO & Business Head movements have accelerated materially
- Claims, Underwriting & Product emerged as key drivers of senior-level talent churn
- General Insurance accounted for highest concentration of senior leadership movements, followed by Broking

Insurance

Talent Movements Summary 2025

33%

moves at
CXO levels
vs 29% in 2024

29%

moves within
Broking
vs 33% in 2024

44%

senior moves within
Non-Life
vs 34% in 2024

24%

moves within
Life
vs 20% in 2024

67%

senior moves in
sales & marketing
vs 80% in 2024

20%

Senior moves within
Claims & Underwriting
vs 11% In 2024

***Note:** *The movements have been summarised basis data recorded across leading General, Life, SAHI Insurers along with Broking, Insurtech and Reinsurance Outfits.

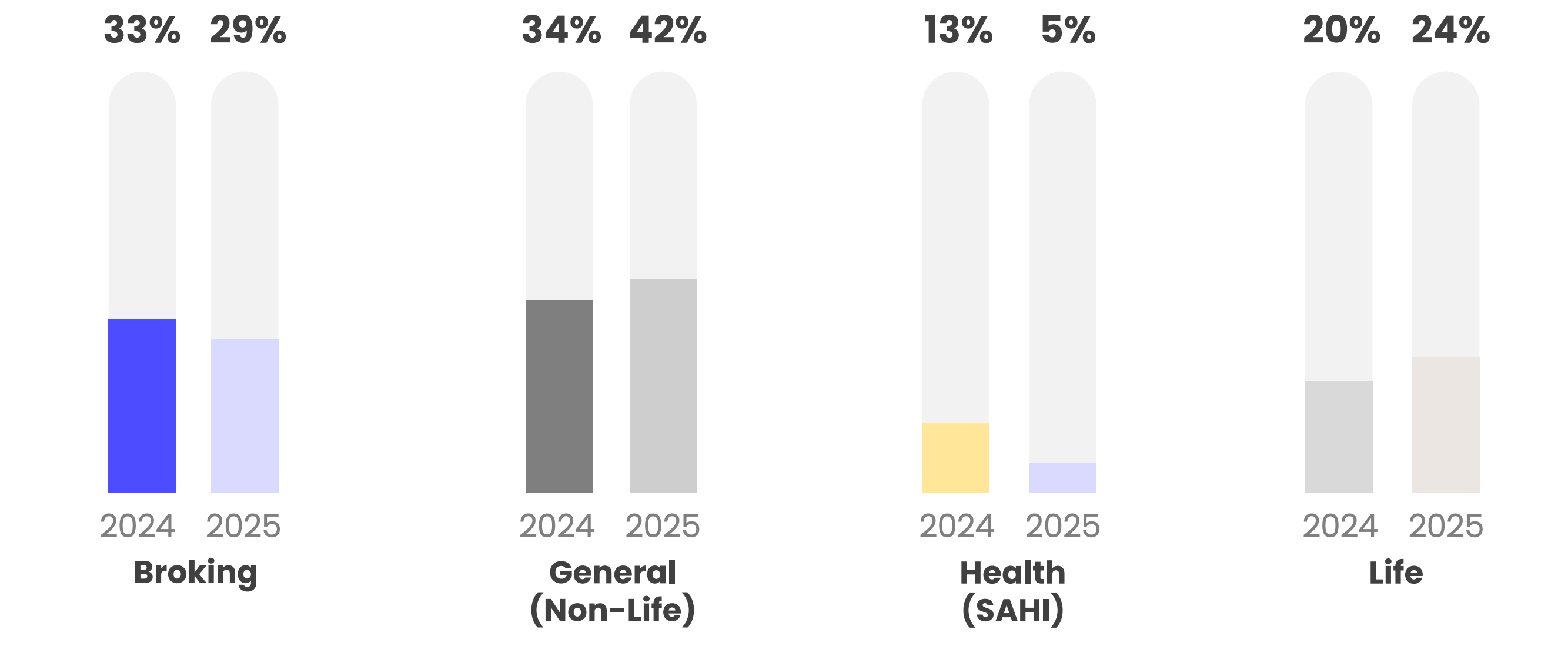
Insurance

Movements Analysis

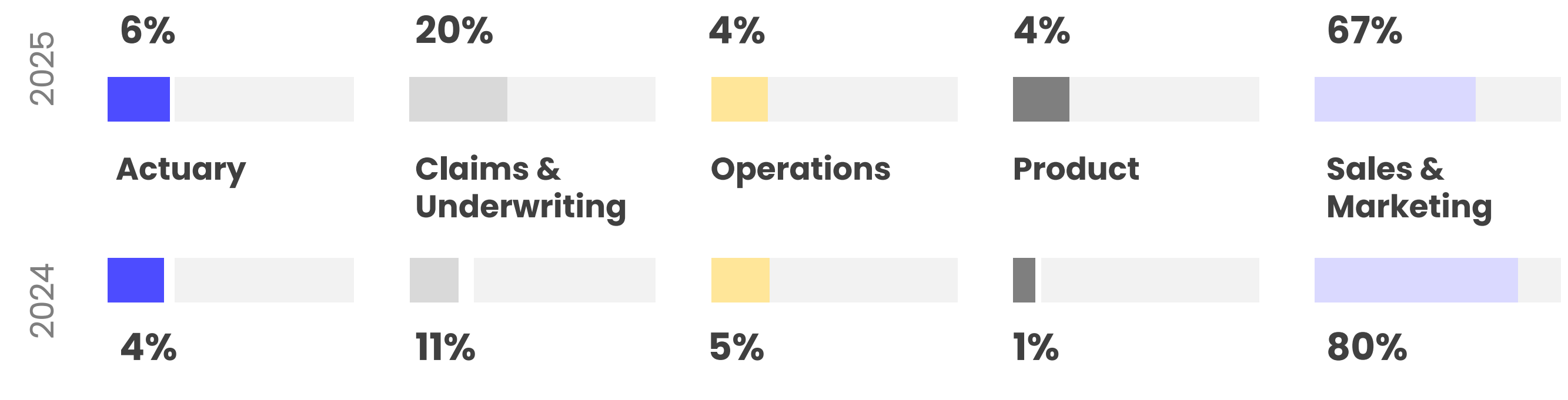
Native

2025

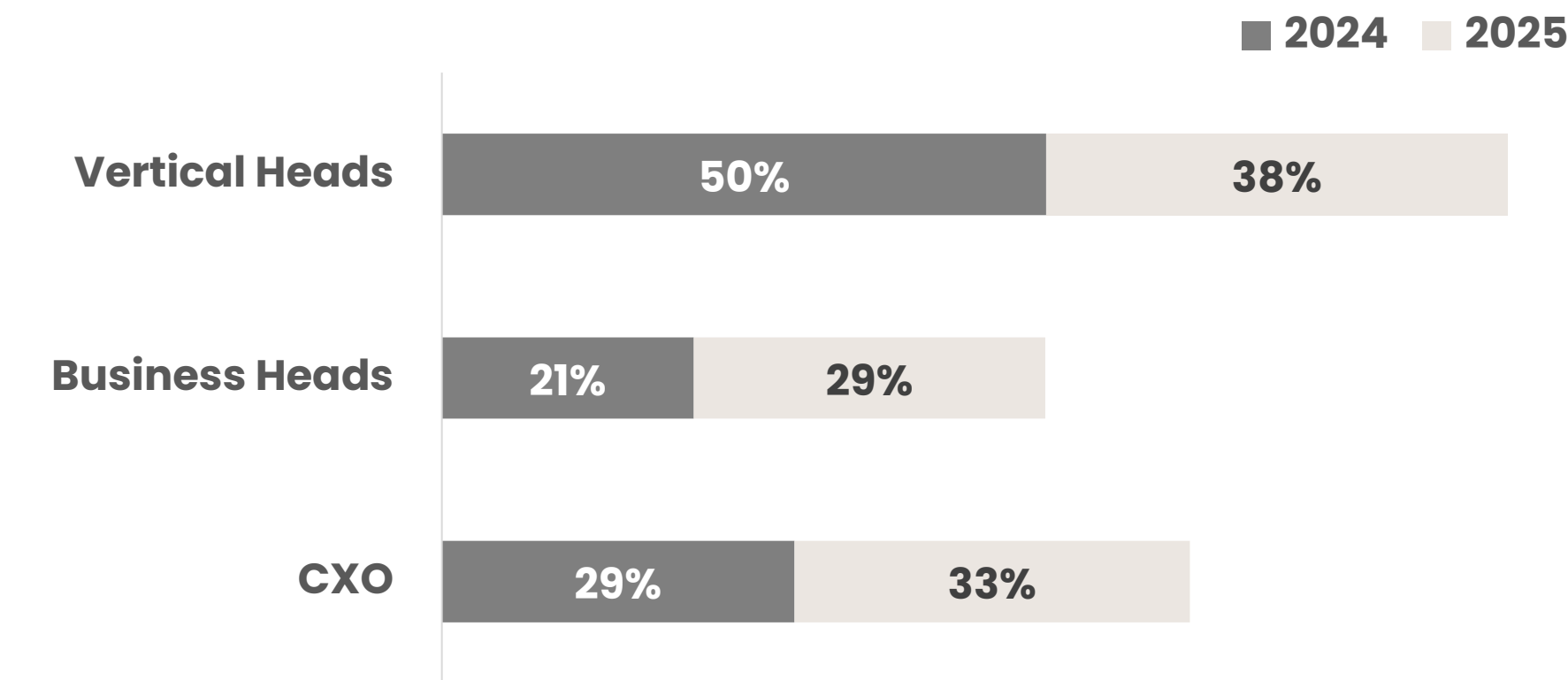
Segment wise movements



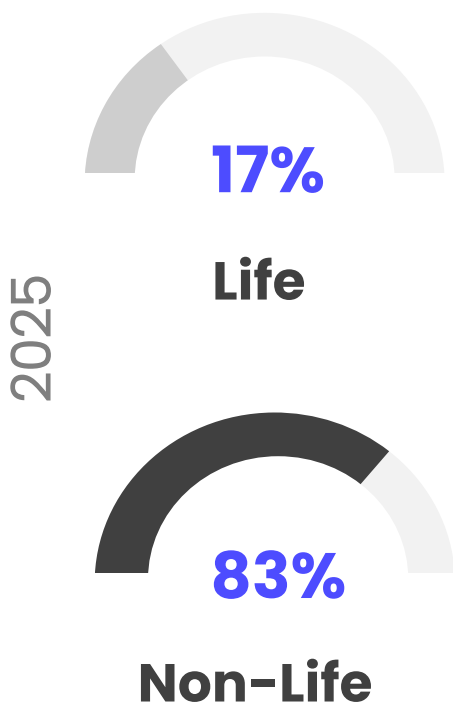
Function wise movements (VP+)



Level wise movements (VP+)



CXO hires




*Business Heads represent SVP / EVP & Vertical Heads represent VP

Insurance

Key senior movements

2025




Dr. Vinod Rayala
Head – Claims,
Transformation &
Efficiency

[Ex-ICICI Lombard]



Jesal Trivedi
Chief Operating
Officer

[Ex-Vymo]




Alok Shukla
Chief Executive
Officer

[Ex-Munich Re]



Dipesh Desai
EVP & Head: Agency-
Growth Channels

[Ex-HDFC Life]




Gaurav Sanghavi
EVP & Head –
Fixed Income

[Ex-Cholamandalam
MS GI]



Ravindrpratap Singh
SVP & Business Head
– NBFC & MFI

[Ex-ICICI Prudential]




Rakesh Kaul
Chief Distribution
Officer – Retail

[Ex-SBI General]




Maneesh Mishra
Chief Product &
Marketing Officer

[Ex-IndiaFirst Life]



Subodh Kumar
SVP – Head Liability

[Ex-Reliance GI]




Prerak Parmar
Chief Growth Officer

[Ex-Reliance Nippon
Life]




Nitin Firke
MD – Reinsurance

[Ex-Mahindra
Insurance Broking]




Pronoy Das
Head Reinsurance

[Ex-Mahindra
Insurance Broking]




Shubham Gupta
VP – Pricing

[Ex-ICICI Lombard]




Nimmi Sharma
EVP – Reinsurance

[Ex-Munich Re]



Alok Asrani
Head: Agency
Strategy & Account
Management

[Ex-DBS Bank]




Saurav Jaiswal
MD & CEO

[Ex-Tata AIG]



Pratik Gupta
Chief Distribution
Officer – Retail

[Ex-Zurich Kotak GI]



Taposh Nandi
Chief Claims Officer

[Ex-Tata AIG]



Neel Chheda
Chief Underwriting
Officer

[Ex-Tata AIG]























Rupinderjit Singh
Head – Product &
Digital Business

[Ex-Acko]

Insurance

Key senior movements

2025

<div>Mithun Anant Shanbhag EVP – Persistency, Business Retention & Excellence</div> <div>[Ex-Kotak Mahindra Life]</div>	<div>Rajiv Singh Bhadoria COO</div> <div>[Ex-Reliance Nippon Life]</div>	<div>Sai Kumar Vattem SVP</div> <div>[Ex-Insurance Information Bureau]</div>	<div>Rohit Ajgaonkar Chief Actuary</div> <div>[Ex-Raheja QBE]</div>
<div>Prasad Shetty SVP – Agency</div> <div>[Ex-Tata AIG]</div>	<div>Nitin Verma EVP – Key Accounts</div> <div>[Ex-Edme Insurance Broking]</div>	<div>Dushyant Singh Bhandari EVP – Affinity</div> <div>[Ex-Zurich Kotak GI]</div>	<div>Sunil Dubey MD & CEO</div> <div>[Ex-Coverfox Insurance]</div>
<div>Prayat Shah Head – Healthcare</div> <div>[Ex-Wellthy Therapeutics]</div>	<div>Amar Sane EVP – Distribution Strategy</div> <div>[Ex-HDFC Life]</div>	<div>Rahul Karmarkar SVP – Broking & MFDs</div> <div>[Ex-HDFC Life]</div>	<div>Sathyajit Krishnan VP</div> <div>[Ex-Futurisk Insurance Broking]</div>
<div>T A Ramalingam MD & CEO</div> <div>[Ex-Bajaj General Insurance]</div>	<div>Manik Nehra Chief Underwriting Officer</div> <div>[Ex-Bajaj General Insurance]</div>	<div>PR Balasubramaniam EVP – Underwriting</div> <div>[Ex-Zurich Kotak GI]</div>	<div>Amit Ganorkar MD & CEO</div> <div>[Ex-Royal Sundaram]</div>
<div>Alok Kumar Agarwal MD & CEO</div> <div>[Ex-ICICI Lombard]</div>	<div>Sumit Gupta EVP – Sales</div> <div>[Ex-ICICI Lombard]</div>	<div>Yash J EVP – Digital Business</div> <div>[Ex-Chubb]</div>	<div>Shazia Qaisar SVP – Head Liability</div> <div>[Ex-Bajaj General Insurance]</div>

Financial Services Natives

Native

2025



Ayesha D'Souza

Managing
Partner



Sonali Puri

Managing
Partner



Shuvharshika 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
Financial Services
Middle East



Shaivya Sharma

Principal
Consumer
Lending

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