

Native

Migrations

India Talent Summary

Consumer Lending &
Insurance

2025



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Migrations

CONSUMER LENDING

TALENT INSIGHTS

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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

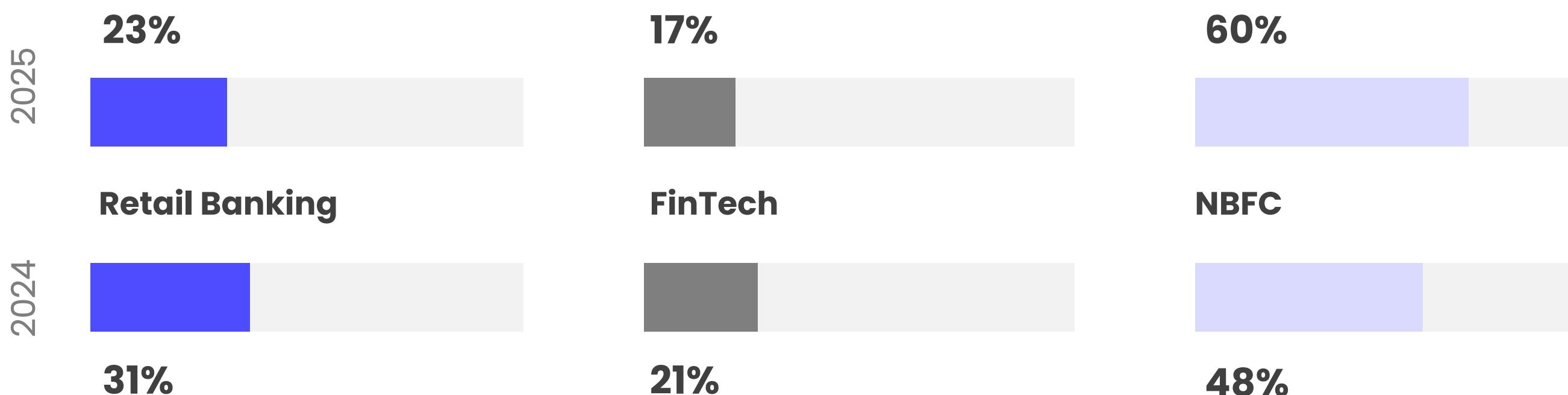
Consumer Lending

Movements Analysis

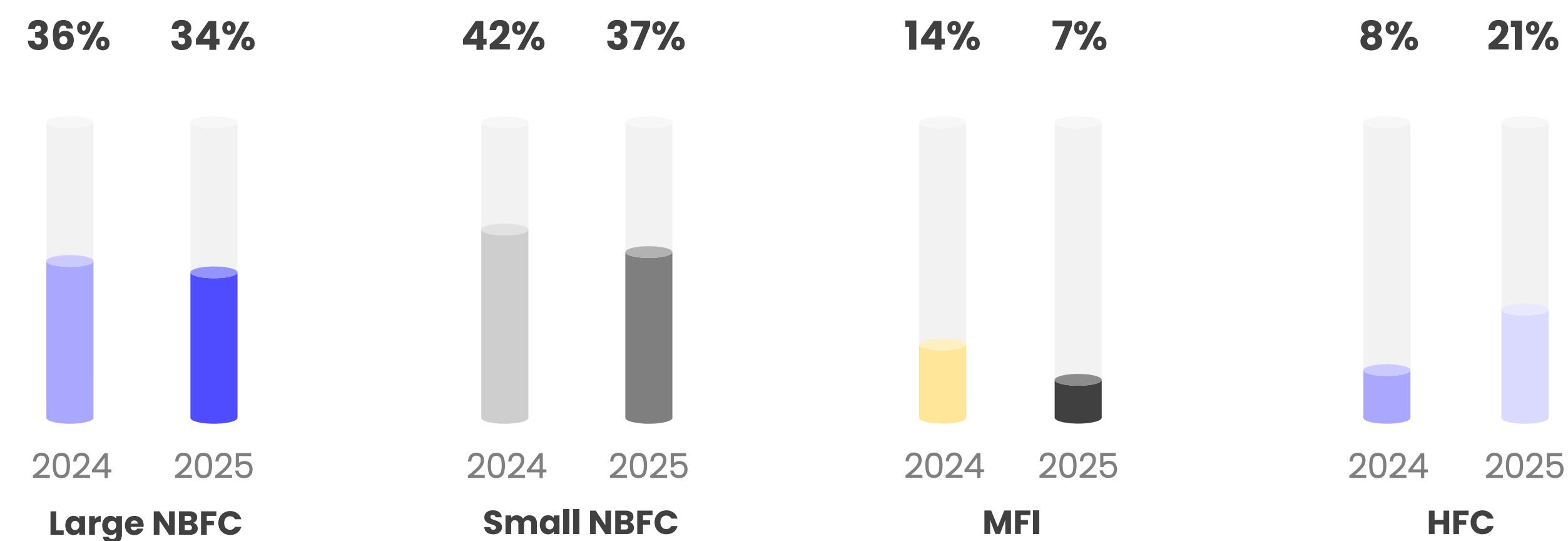
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2025

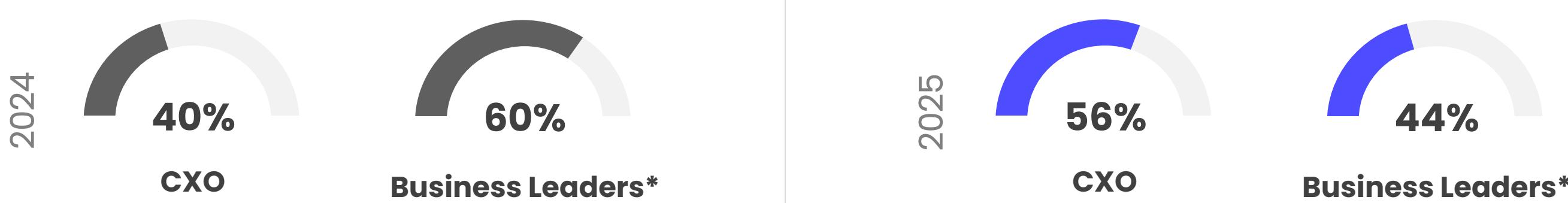
Segment wise movements



NBFCs hiring split (VP+)



Level wise movements (VP+)



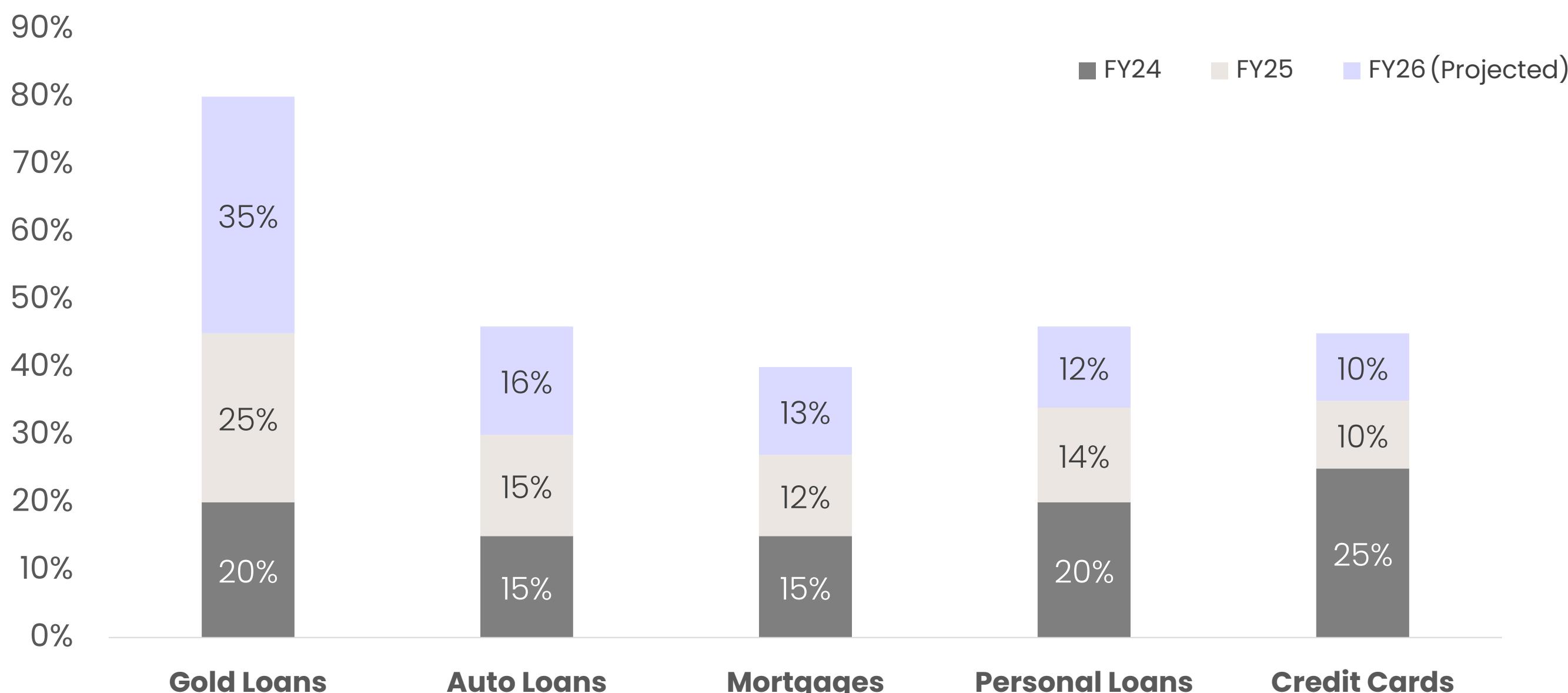
Consumer Lending

Movements Analysis

2025

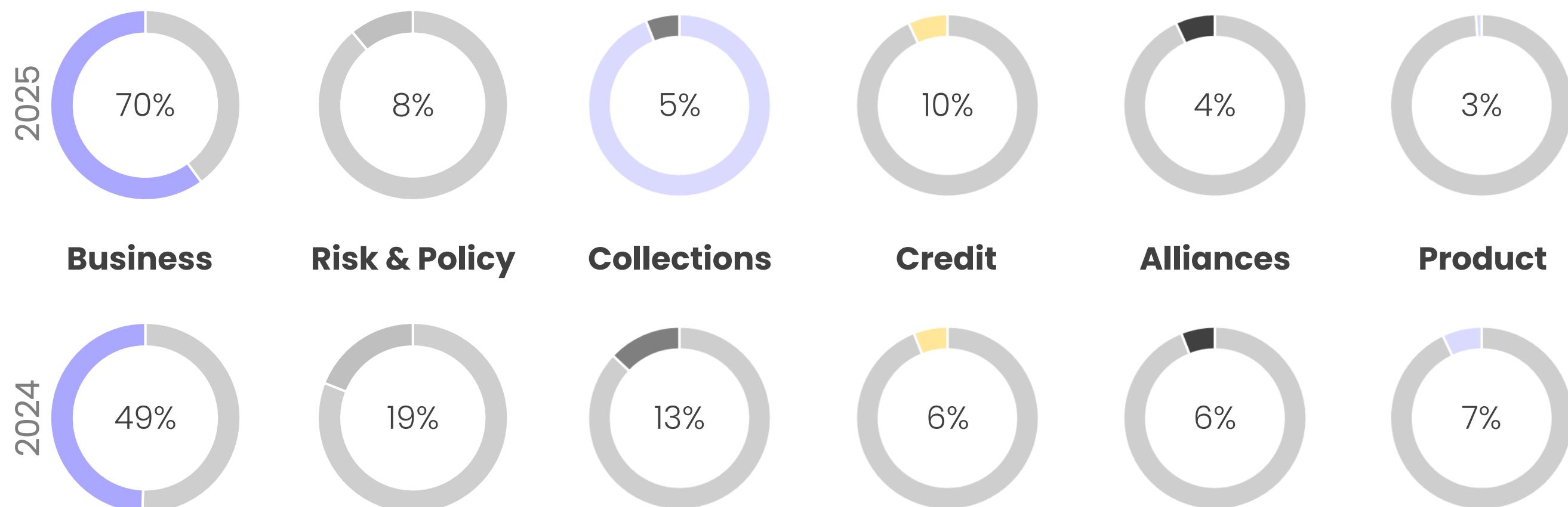
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Asset-Classes YoY Growth



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

Function wise movements (VP+)



Consumer Lending

Key senior movements

2025

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 ADITYA BIRLA CAPITAL	Adheer Dhar Head – Digital Lending	[Ex-PayTM]
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 ADITYA BIRLA CAPITAL	PL Narayan Head – Collections Strategy	[Ex-Credit Saison]
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 Altum Credo Home Finance	Sarveish Kharangate CBO	[Ex-Suryoday Small Finance Bank]
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 ARKA FINCAP	Anand Bang CEO	[Ex-Tata Motors Finance]
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 AXIS BANK	Sandeep Arora Head – Mortgages	[Ex-Suryoday Small Finance Bank]
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 AXIS FINANCE	Shyam Reddipalli CBO	[Ex-IndusInd Bank]
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 MANAPPURAM FINANCE LIMITED Maha Life Easy	Deepak Reddy CEO	[Ex-Bajaj Finserv]
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 Bandhan Bank	Bhupendra Gupta Head Credit – Wheels	[Ex-Axis Bank]
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 BHARAT Financial Inclusion Ltd Prayaas se pragati A 100% subsidiary of IndusInd Bank Limited	Tapobrat Chaudhuri MD & CEO	[Ex-Kotak Mahindra Bank]
--	---------------------------------------	-----------------------------

 RBL BANK	Kumar Ashish Head Retail Assets & Collections	[Ex-Aditya Birla Finance]
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 CAPRI GLOBAL CAPITAL LIMITED	Abhishek Sinha CBO – MSME, M-LAP, Solar	[Ex-Bajaj Housing Finance]
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 Chola	Sucheth Bharathan CBO Consumer & MSME	[Ex-Bajaj Finserv]
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 CLXX Capital	Raman Deep Singh Chief Collections Officer	[Ex-SMFG India Credit]
--	---	---------------------------

 CREDIT SAISON	Bharatiraja S Head Collections	[Ex-Lendingkart]
---	--	------------------

 CREDIT SAISON	Rajendra Kumar CCrO	[Ex-Aditya Birla Capital]
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 DBS	Ambuj Chandna MD & Head – CBG	[Ex-Kotak Mahindra Bank]
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 Edelweiss Ideas create, values protect	VijayKumar Farande Business Head	[Ex-L&T Finance]
--	--	------------------

 FEDERAL BANK YOUR PERFECT BANKING PARTNER	Indiresh N P Head Retail Assets (Secured)	[Ex-ICICI Direct]
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 FEDERAL BANK YOUR PERFECT BANKING PARTNER	Virat Diwanji Head Consumer Banking	[Ex-Kotak Mahindra Bank]
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 Fusion Finance	Sanjay Garyali CEO	[Ex-L&T Finance]
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Consumer Lending

Key senior movements

2025

Native


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]

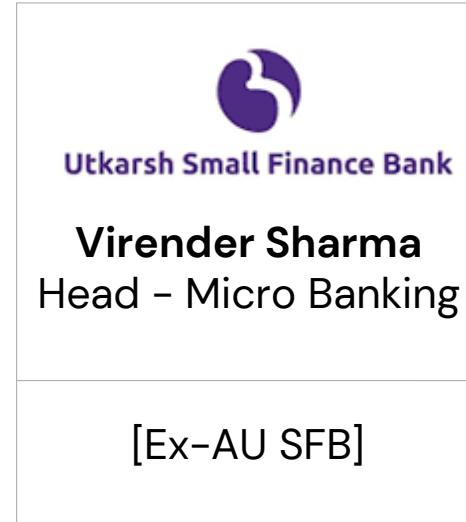
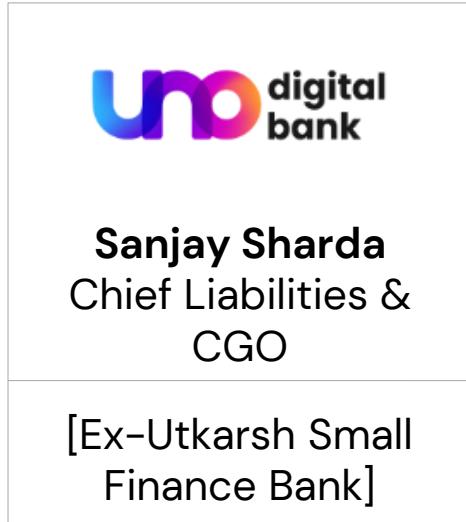
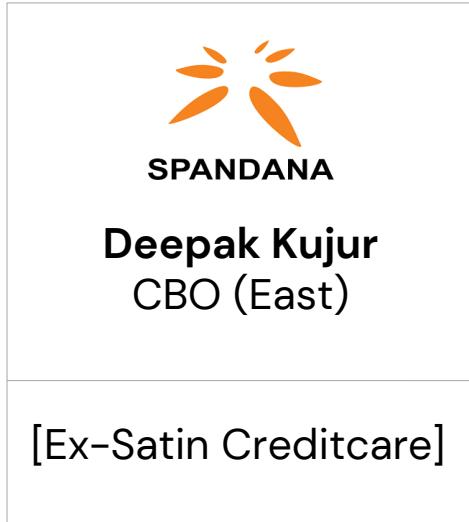
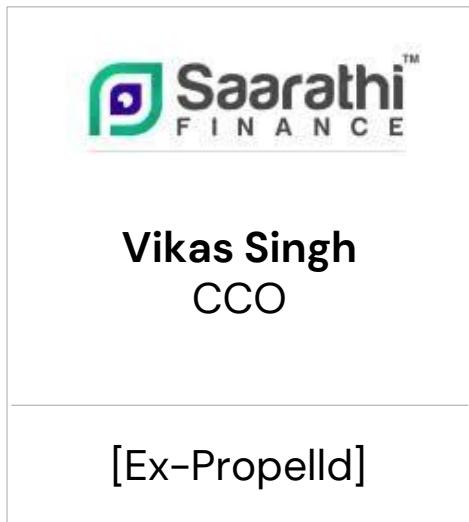
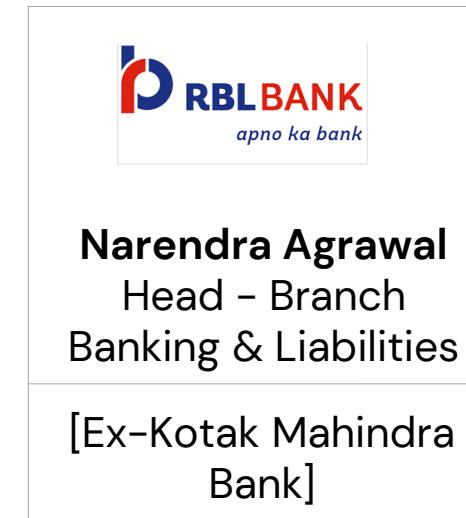
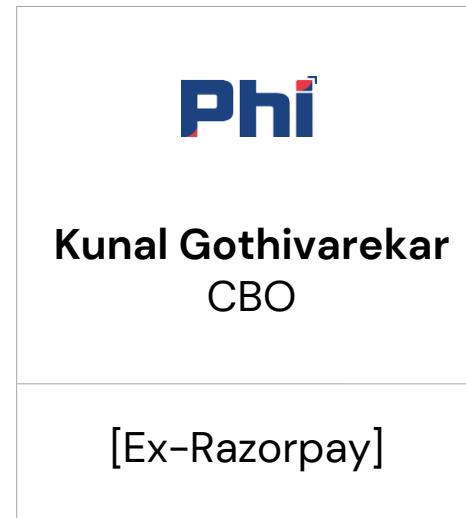
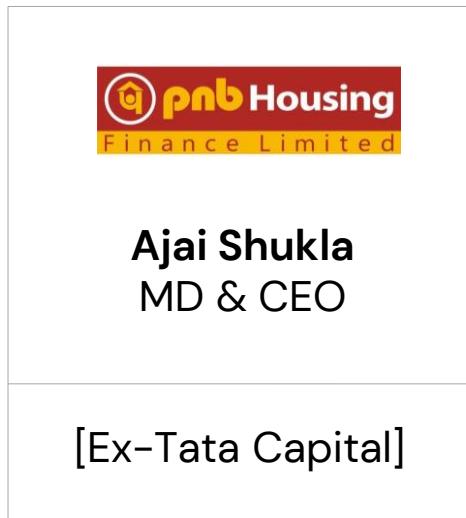
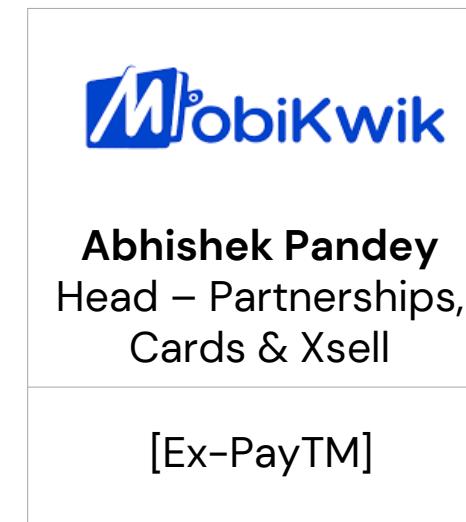
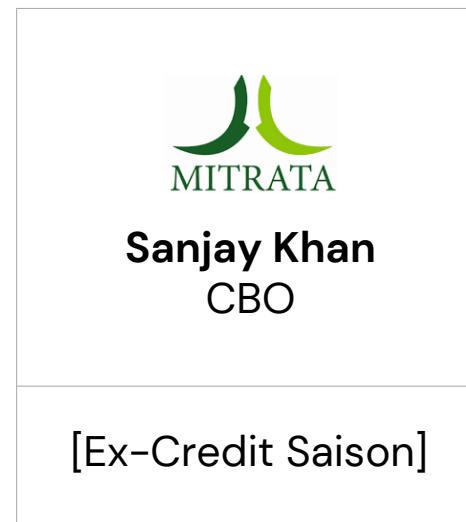
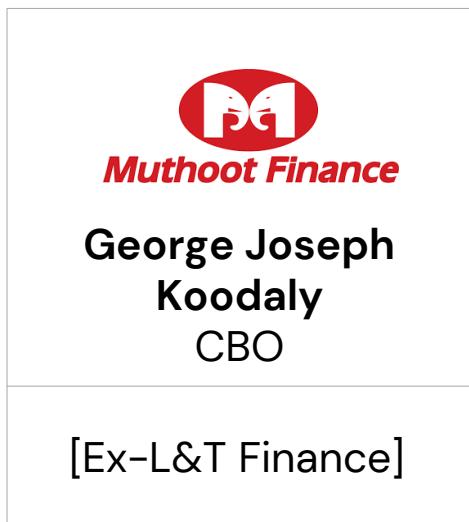
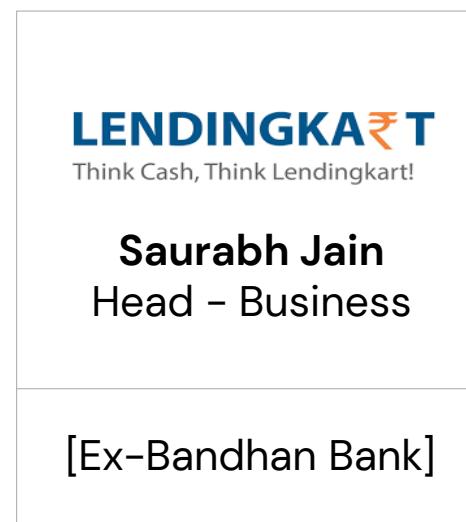
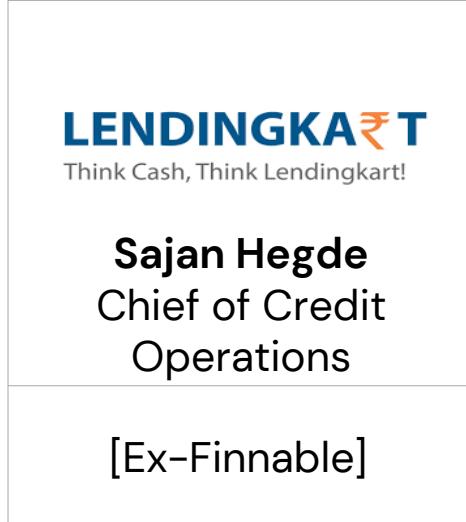
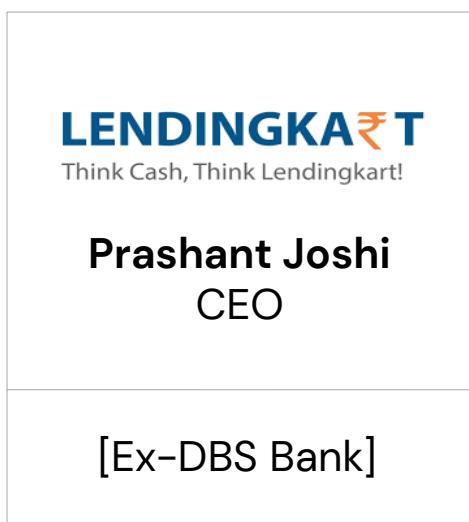

Manish Gupta CEO – Urban Unsecured, Payments
[Ex-Glance]

Consumer Lending

Key senior movements

2025

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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.

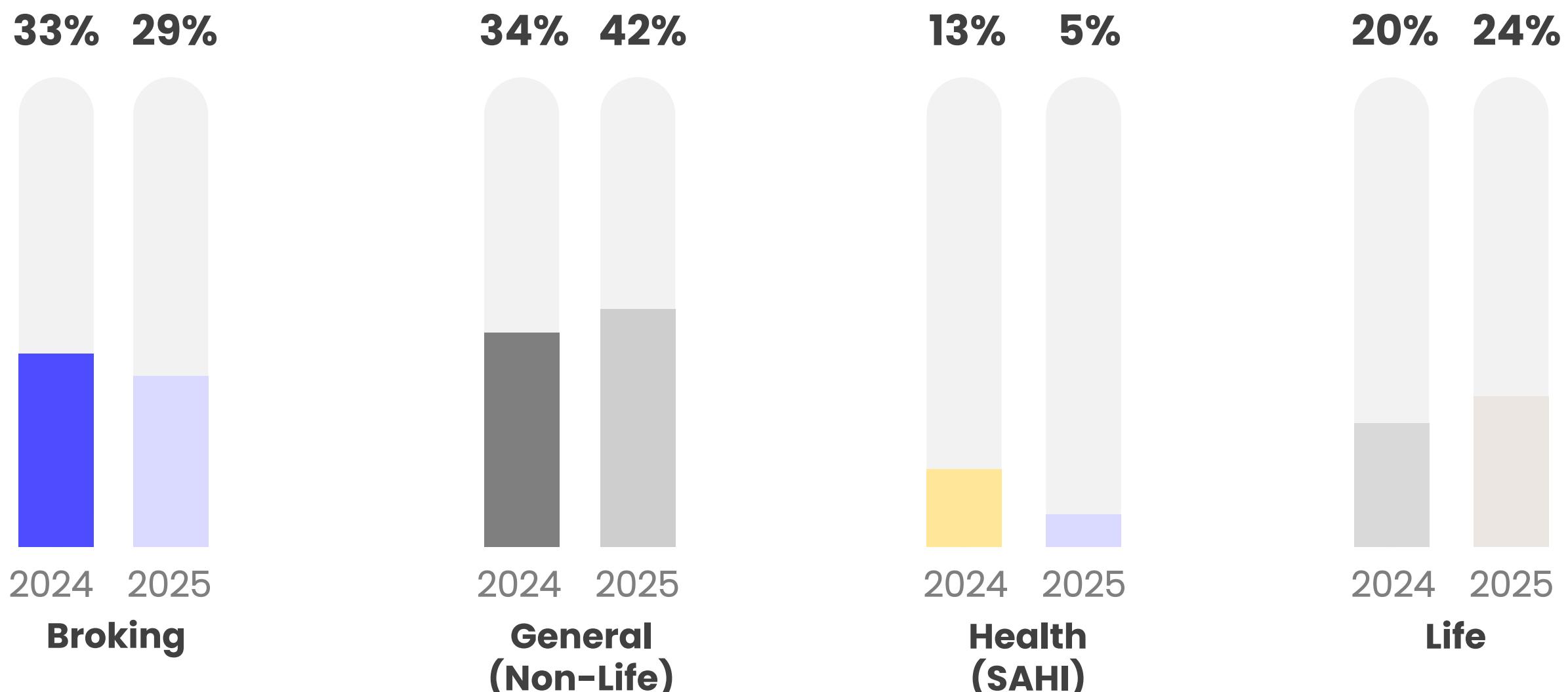
Insurance

Movements Analysis

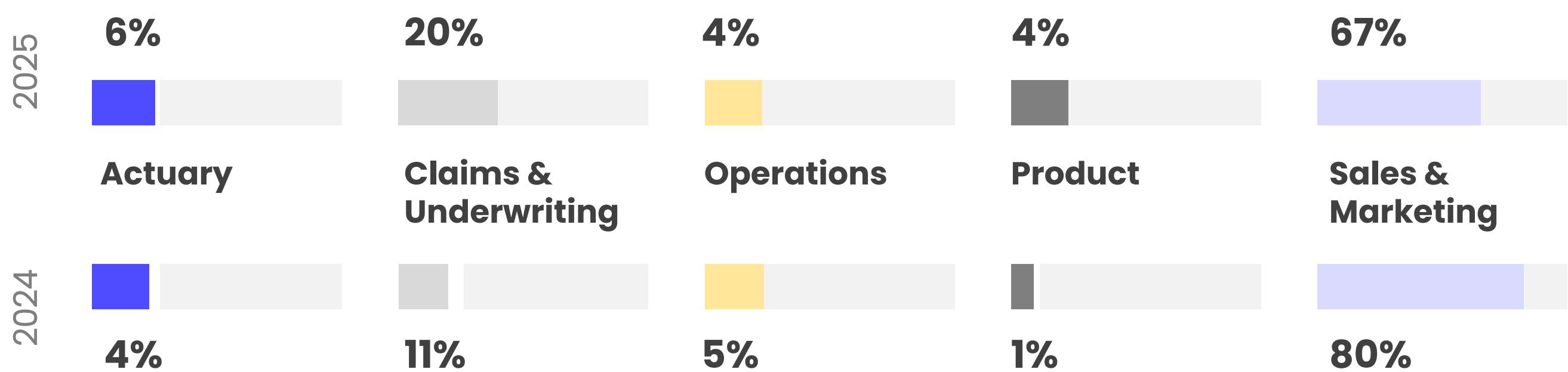
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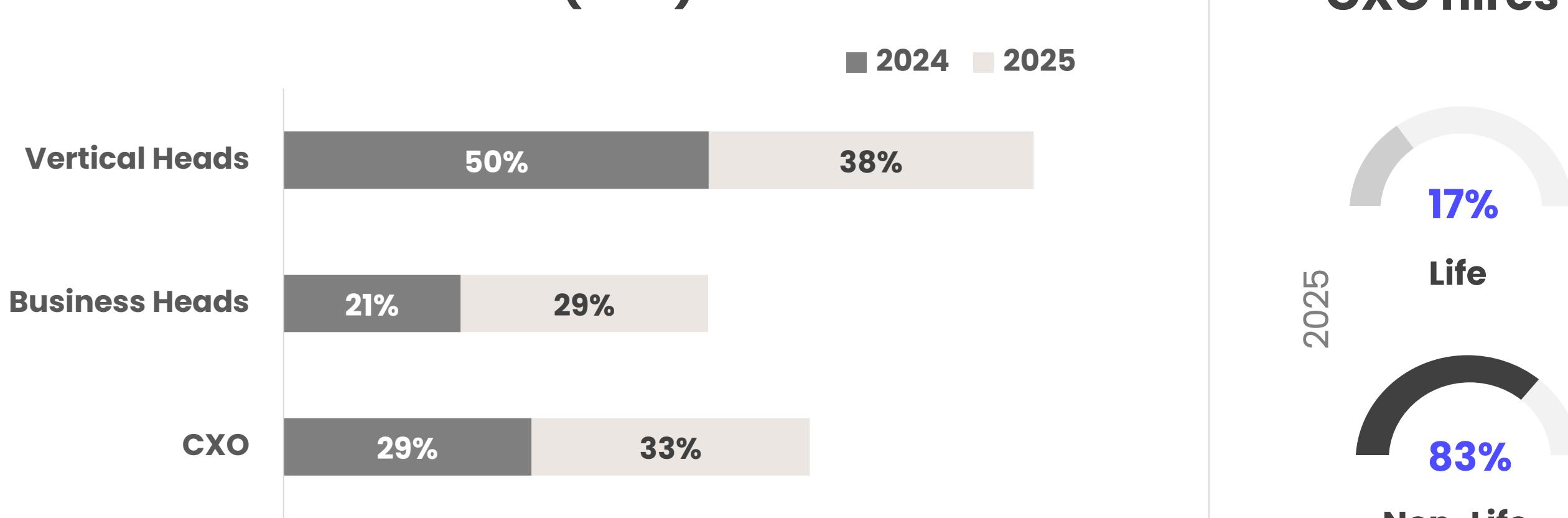
Segment wise movements



Function wise movements (VP+)



Level wise movements (VP+)



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

Insurance

Key senior movements

2025

 ADITYA BIRL CAPITAL HEALTH INSURANCE	Dr. Vinod Rayala Head – Claims, Transformation & Efficiency	[Ex-ICICI Lombard]
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 ASEGO Global Assistance • Travel Insurance	Jesal Trivedi Chief Operating Officer	[Ex-Vymo]
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 AXA	Alok Shukla Chief Executive Officer	[Ex-Munich Re]
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 AXIS MAX LIFE INSURANCE	Dipesh Desai EVP & Head: Agency- Growth Channels	[Ex-HDFC Life]
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 BAJAJ LIFE GOALS. DONE.	Gaurav Sanghavi EVP & Head – Fixed Income	[Ex-Cholamandalam MS GI]
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 BAJAJ LIFE GOALS. DONE.	Ravindrapratap Singh SVP & Business Head – NBFC & MFI	[Ex-ICICI Prudential]
---	--	-----------------------

 GENERAL BAJAJ	Rakesh Kaul Chief Distribution Officer – Retail	[Ex-SBI General]
---	--	------------------

 Bandhan Life	Maneesh Mishra Chief Product & Marketing Officer	[Ex-IndiaFirst Life]
--	---	----------------------

 bharat RE	Subodh Kumar SVP – Head Liability	[Ex-Reliance GI]
--	---	------------------

 bharti AXA	Prerak Parmar Chief Growth Officer	[Ex-Reliance Nippon Life]
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 edme Clarity in Complexity	Nitin Firke MD – Reinsurance	[Ex-Mahindra Insurance Broking]
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 edme Clarity in Complexity	Pronoy Das Head Reinsurance	[Ex-Mahindra Insurance Broking]
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 FUTURE GENERALI TOTAL INSURANCE SOLUTIONS	Shubham Gupta VP – Pricing	[Ex-ICICI Lombard]
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 HDFC ERGO	Nimmi Sharma EVP – Reinsurance	[Ex-Munich Re]
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 HDFC Life Sarvatha ke jiyو!	Alok Asrani Head: Agency Strategy & Account Management	[Ex-DBS Bank]
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 KIWI INSURANCE	Saurav Jaiswal MD & CEO	[Ex-Tata AIG]
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 KIWI INSURANCE	Pratik Gupta Chief Distribution Officer – Retail	[Ex-Zurich Kotak GI]
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 KIWI INSURANCE	Taposh Nandi Chief Claims Officer	[Ex-Tata AIG]
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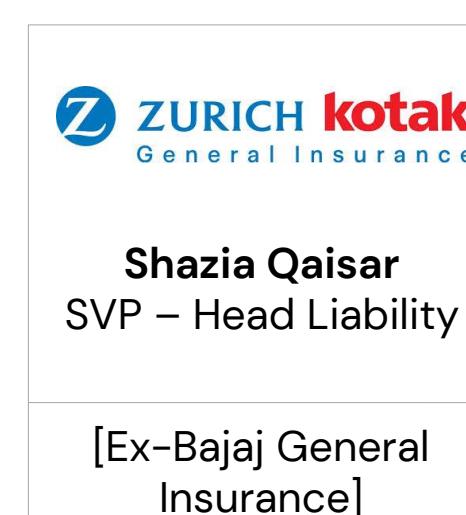
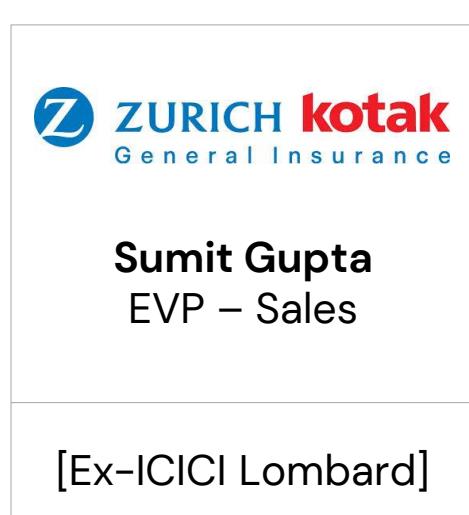
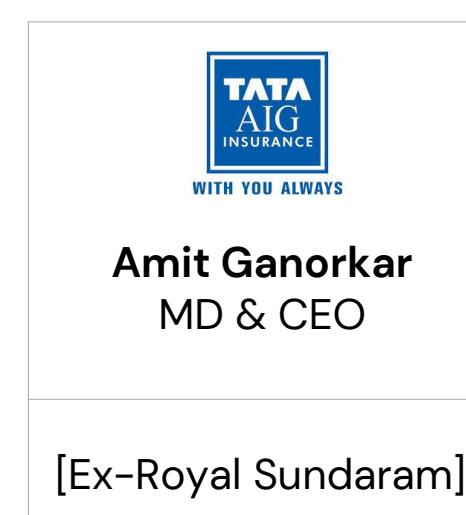
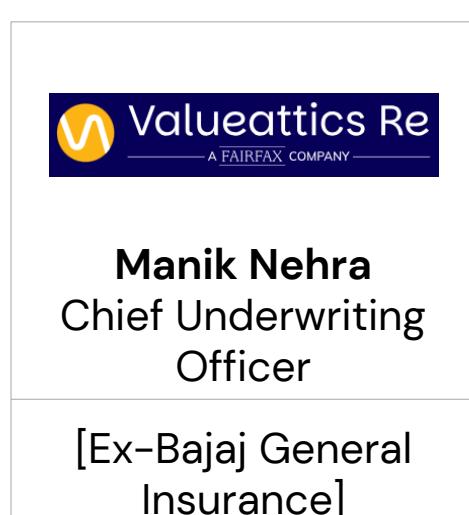
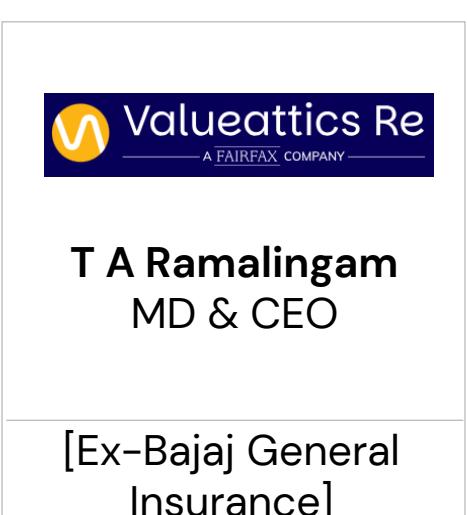
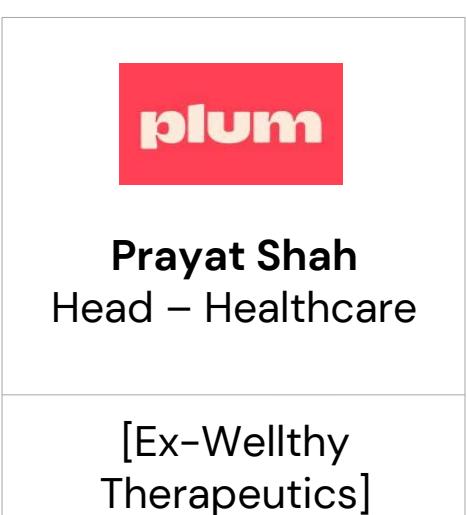
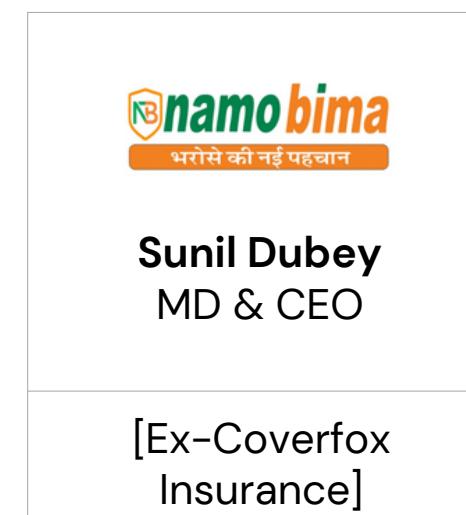
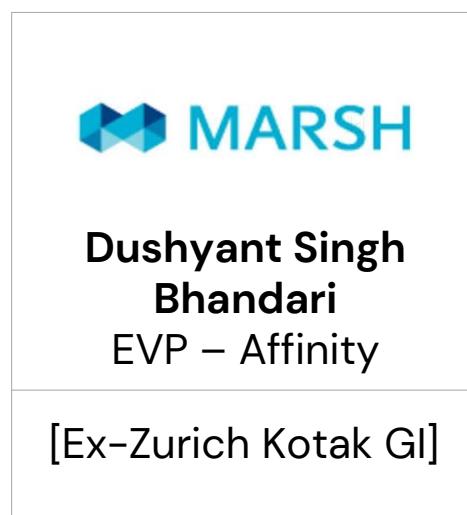
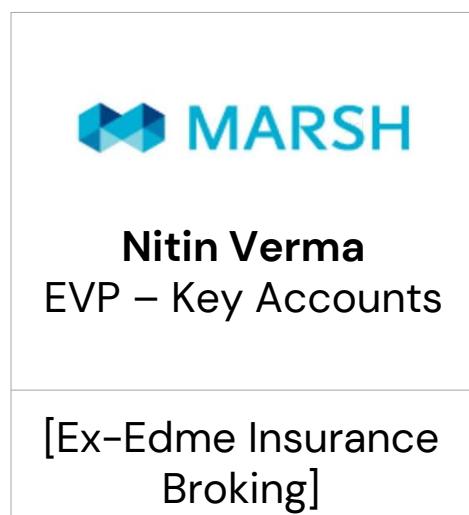
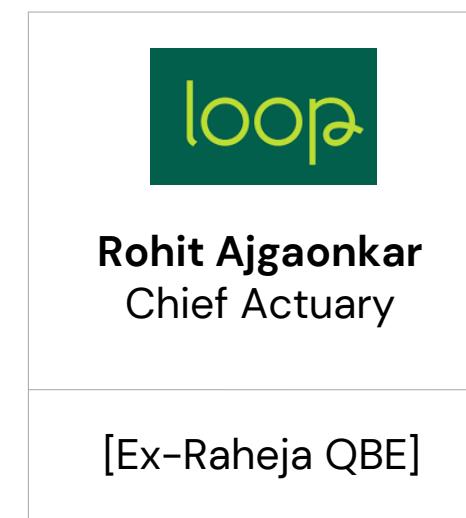
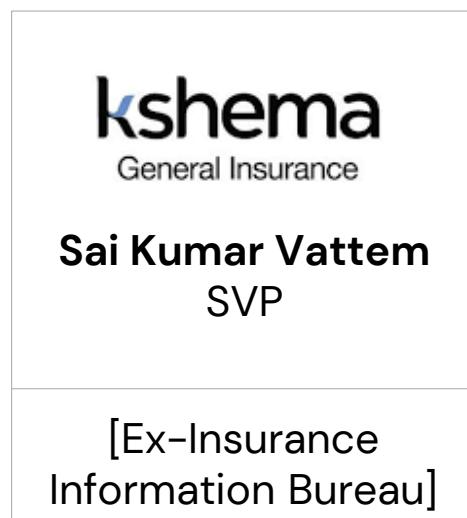
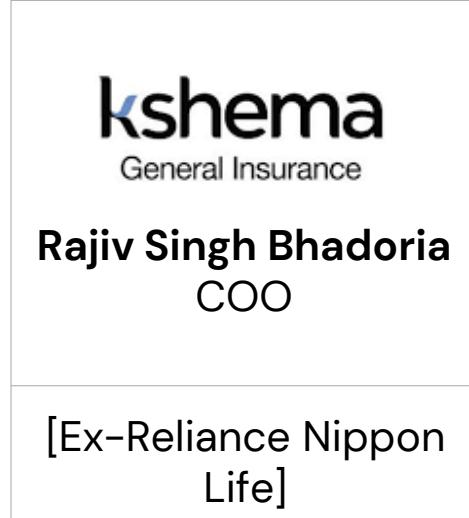
 KIWI INSURANCE	Neel Chheda Chief Underwriting Officer	[Ex-Tata AIG]
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 KIWI INSURANCE	Rupinderjit Singh Head – Product & Digital Business	[Ex-Acko]
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Insurance

Key senior movements

2025



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

Contact Us

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Bandra East,
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Gurgaon

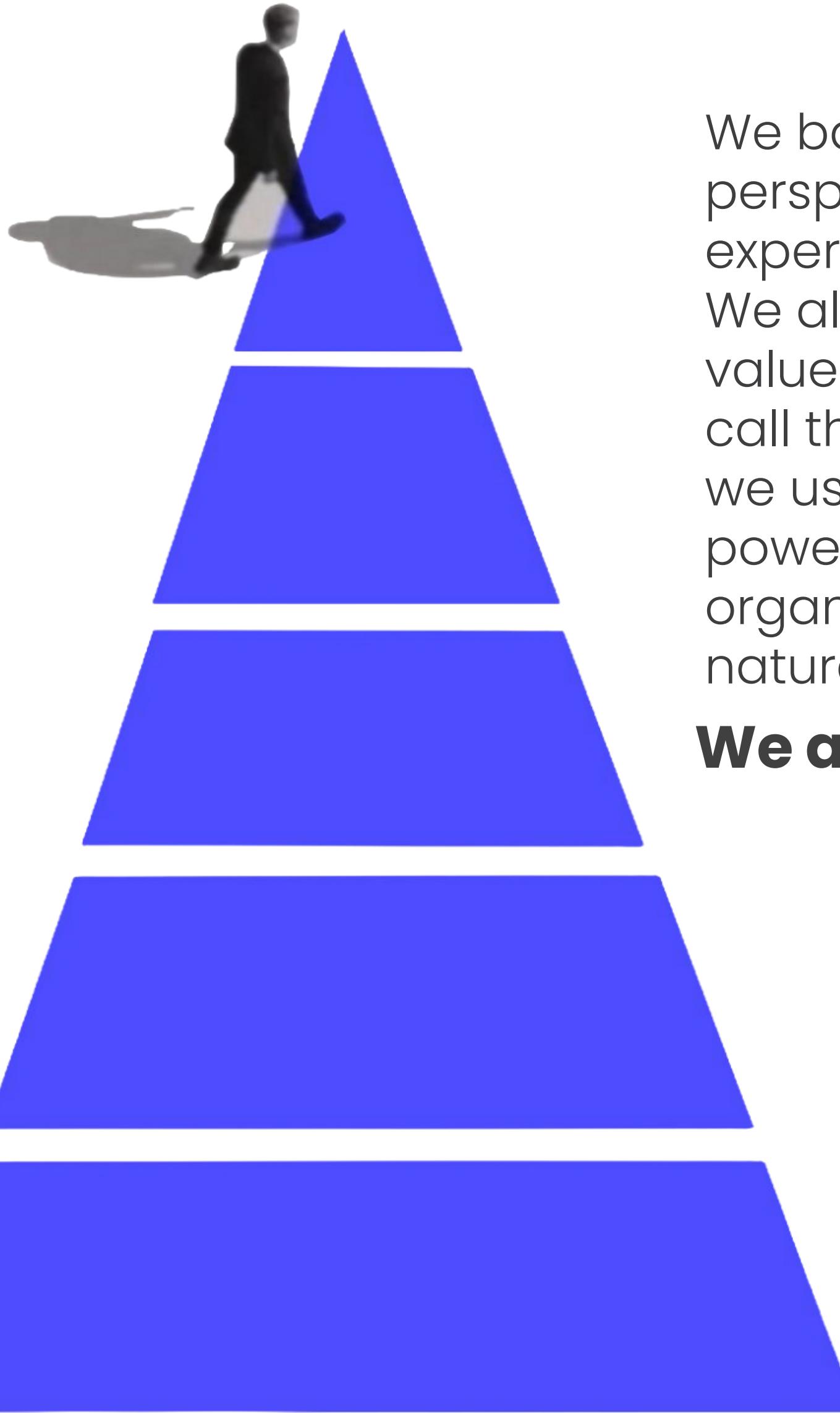
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Gurugram 122001

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