



SAPPHIRE
HUMAN SOLUTIONS

India's Most Agile Executive Search Firm

Sapphire Insights

Partners hired from non Big 4 background in FY 2019-20

June 2020

Partners hired from non-Big 4 backgrounds during FY 19-20

Key Observations

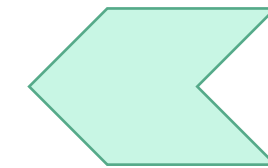
- Big 4s typically have been hiring a lot of Partners from within Big 4s and IBM & Accenture
- Big 4s have been strengthening their partnerships by hiring a lot of talent from non Big 4s
- Majority of hires are in advisory practice followed by tax. Audit practice continues to mainly depend on internal growth and hiring within Big 4s
- Within Advisory practice, talent has been hired in the following practices; management consulting, risk advisory, infrastructure advisory, tech consulting, cyber security, analytics and human capital consulting
- No. of partners hired by each Big 4 from non Big 4 backgrounds is as follows:
 - EY - 8
 - KPMG - 6
 - PwC - 4
 - Deloitte - 3

Partners hired from non-Big 4 backgrounds during FY 19-20



Sudip Datta

Joined



From



In

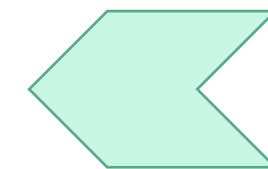
Infra
Advisory

Career Highlights

- May 2019-Tilldate-Partner at PwC
- 2006- 2019 -Chief Operating Officer atIL&FS
- 1999-2005- Sr VP a SRIE Infrastructure



Sandeep Sarkar



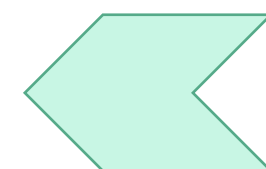
Financial
Risk Advisory

Career Highlights

- May 2019-Tilldate-Partner at Deloitte
- Feb 2012-Oct 2018-Head Sales and Trading at MUFGB
- Jul 2004-Jan 2012-President and Managing Director at Yes Bank Limited
- Sep 2000-Jun 2004-Vice President at Bank of America



Jeffry Jacob



Management
Consulting

Career Highlights

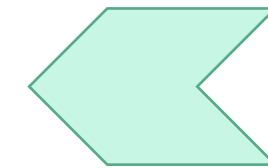
- Mar 2019-Tilldate-Partner at KPMG
- Feb 2012-Mar 2019-Partner at Roland Berger
- Apr 2007-Feb 2012 -Principal at Tata Strategic Management Group
- Aug 2005-Mar 2007 -Manager at Lexus

Partners hired from non-Big 4 backgrounds during FY 19-20



Joined

Deloitte.



From



In

Technology
Consulting
Practice

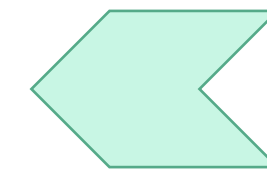
Career Highlights

- May 2019-Tilldate-Partner at Deloitte
- Jul 2016- Mar 2019 -Director at CSC
- 2008 - Jun 2016 -Director at KPMG
- 2006 - 2008 -Manager at KPMG

Shweta Gugnani Kapoor



Deloitte.

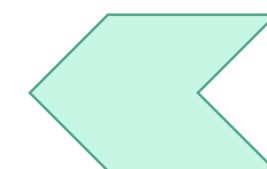


Human
Capital
Consulting

Career Highlights

- Dec 2019-Tilldate -Partner at Deloitte
- Mar 2006- Dec 2019-Partner at Aon
- Jun 2004-Mar 2006-Senior Manager at ICICI Bank
- May 2002-May 2004 -Consultant at Hewitt Associates

Ananadorup Ghose



IT Risk
Consulting
Practice



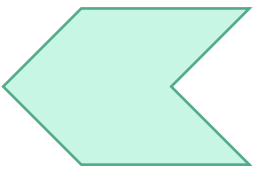



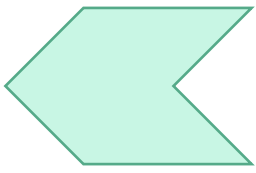



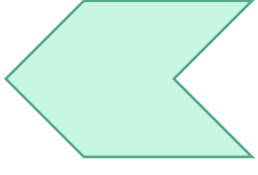

Career Highlights

- Nov 2019-Tilldate -Partner at PwC
- Apr 2016-Nov 2019 -Director at Cisco
- Dec 2002-Mar 2016-Director at PwC

Saravanabhava KTS

Partners hired from non-Big 4 backgrounds during FY 19-20



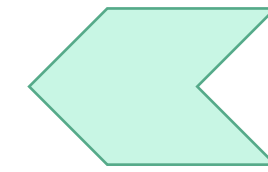
	Joined		From		In	
 <p>Nimilita Chatterjee</p>					<p>Financial Services Analytics</p>	<p>Career Highlights</p> <ul style="list-style-type: none"> • Jul 2019-Tilldate-Partner at EY • Oct 2010-Jul 2019-SVP Data and Analytics at Equifax • Oct 2015-Oct 2016 -Co founder at Xtravity Technologies Pvt Ltd • Mar 2007-Oct 2010-Head Products and Portfolio at Barclays Bank • Feb 2002-May 2007-Manager at Standard Chartered Bank
 <p>Manasvi Srivastava</p>					<p>Indirect Tax Practice</p>	<p>Career Highlights</p> <ul style="list-style-type: none"> • Oct 2019-Tilldate-Partner at KPMG • Mar 2010-Sep 2019 -Global Head Customs at Microsoft • Jul 2006-Feb 2010 -SVP at BMR Advisors • 1992-Jul 2006-Additional Commissioner at Govt of India, Customs and Central Excise and Service Tax
 <p>Aditya Mehra</p>					<p>Deals Strategy</p>	<p>Career Highlights</p> <ul style="list-style-type: none"> • Jan 2020-Tilldate -Partner at PwC • Aug 2017-Nov 2019 -Vice President at Sterlite Power • Jul 2003-Jul 2017-General Manager at Arcelor Mittal • Jun 1996-Mar 2002-Associate Consultant at EY

Partners hired from non-Big 4 backgrounds during FY 19-20



Rishi Harlalka

Joined



From

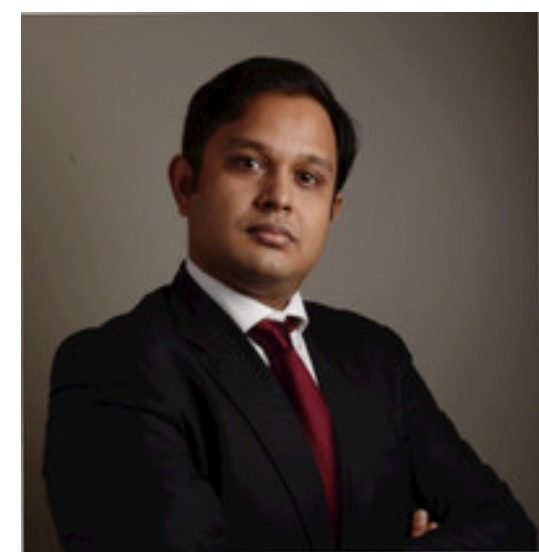


In

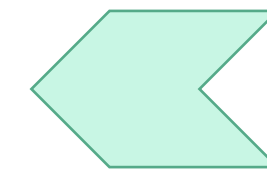
Transfer Pricing Practice

Career Highlights

- Apr 2019-Tilldate -Partner at KPMG
- Jun 2016-Mar 2019-Partner at Walker Chandiook &Co
- Jan 2003-May 2016 -Partner at Rishi Madhur & Co
- Apr 1997-Jan 2003-Manager Tax at KPMG



Aakash Chatterjee



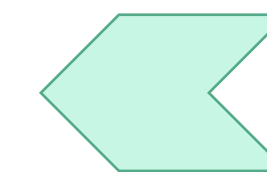
Human Capital Consulting

Career Highlights

- May 2019-Tilldate-Partner at PwC
- Jul 2011-May 2019-Senior Principal at Korn Ferry
- Sep 2008- Jul 2011-Head Alternate Investments Products at Axis Bank
- May 2006-Sep 2008 -Product Manager at ICICI Bank



Kaustav Sen



Management Consulting Practice

Career Highlights

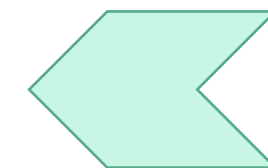
- Feb 2019-Tilldate -Partner at KPMG
- Jan 2015-Jan 2019 -Business Head at KEC International
- Dec 2006-Dec 2014 -Principal at A T Kearney
- May 2004-Dec 2006 -Manager at Tata

Partners hired from non-Big 4 backgrounds during FY 19-20



Ajit Jain

Joined



From



In

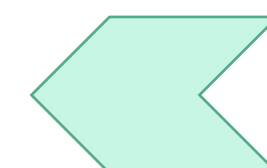
Tax Litigation

Career Highlights

- Dec 2019-Till date -Partner at KPMG
- Jan 2017-Dec 2019-Managing Partner at Ajit Kumar Jain & Co LLP
- Oct 2016- Dec 2016 -Partner at KPMG



Rakesh Dharawat



d h r u v a

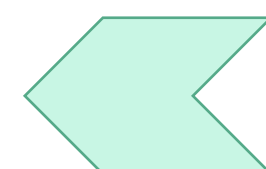
Direct Tax Advisory

Career Highlights

- Oct 2019-Tilldate-Partner at KPMG
- Nov 2014-Oct 2019-Partner at Dhruva Tax Advisors
- Prior, Partner with PwC & KPMG



Gaurav Chadha



Tax Practice

Career Highlights

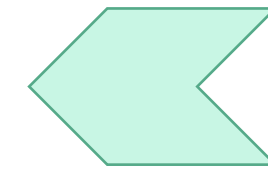
- Jan 2019-Tilldate-Partner at EY
- Apr 2010-Jan 2019-Finance Controller at Huawei Telecommunications
- Aug 2007-Apr 2010-Manager at EY
- Apr 2007-Aug 2007-Executive at PwC
- Mar 2005-Apr 2007-Executive at RSM Advisory

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Sudhanshu Singh

Joined



From



In

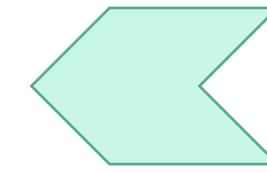
Analytics
Practice

Career Highlights

- Jun 2019-Tilldate -Partner at EY
- Jun 2003-May 2019-SVP and Business Leader, Analytics at Genpact
- 1993-2001-Deputy Manager at SAIL



Radhika Saigal



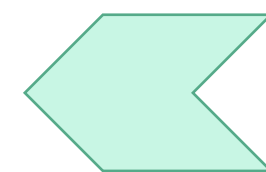
Financial
Services
Advisory

Career Highlights

- Oct 2019-Tilldate -Partner at EY
- Mar 2012-Sep 2019 -Director at Citi
- Jul 2000-Feb 2012 -Consulting Practice Director at Oracle Financial Services
- Aug 1998-Jun 2000-Senior Software Engineer at Tata Consulting Services



Binu Chacko



Cloud
Transformation &
Cyber Security

Career Highlights

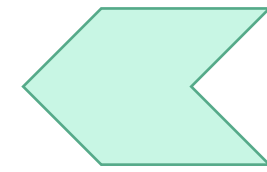
- Nov 2019-Tilldate-Partner at EY
- Dec2017-Oct 2019 -Senior Vice President at Cloud4CServices
- Apr 2017-Nov 2017 -Global Head at Wipro
- Feb 2014-Apr 2017 -Head Cyber Security at Reliance Jio

Partners hired from non-Big 4 backgrounds during FY 19-20



Sampath Rajagopalan

Joined



From



In

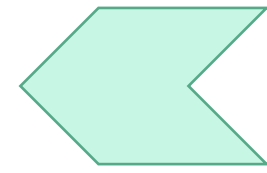
Entity
Compliance
and
Governance

Career Highlights

- Jan 2019-Tilldate-Partner at EY
- Jul 2008- 2019 -Head Secretarial and Compliance at Trilegal
- 2006-2008-Company Secretary at Bank of America
- 1998-2006-Company Secretary at Essilor I



Pankaj Sharma



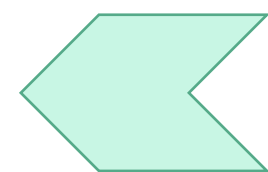
Regulatory
Advisory

Career Highlights

- Feb 2020-Tilldate -Partner at EY
- Jul 2008- 2019 -Country Manager at Telenor India
- Mar 1997- Jun 2008 -Account Director Motorola



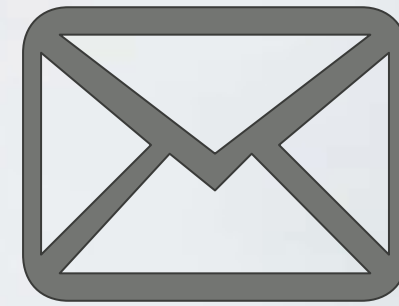
Rohit Agarwal



Tax Advisory

Career Highlights

- Feb 2020-Tilldate -Tax Partner at EY
- Apr 2008-Feb 2020 -Tax Director at Vodafone Idea Ltd
- Oct 2000-Mar 2008 -Finance Controller at Star India Pvt Ltd
- Jun 1998-Sep 2000-Manager Finance at SBI Capital Markets



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