



Unicorn CFO Hiring | India & the USA

Observations & Insights

A Study by WalkWater Talent Advisors

Research Methodology

100

Indian Unicorns*
studied

50

US Unicorns*
studied

40+

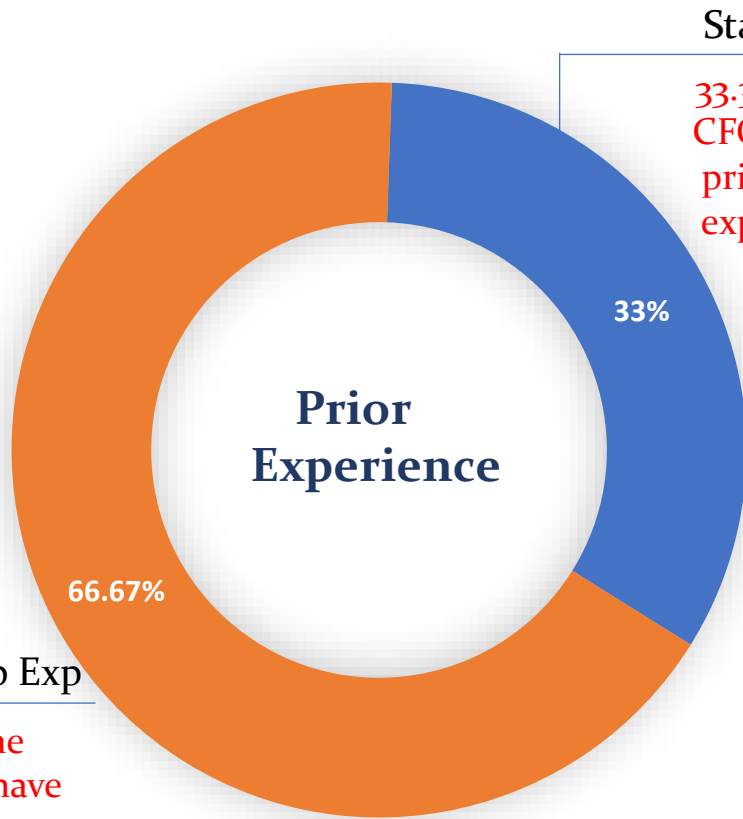
CFO Interviews

*The term unicorn refers to any startup that reaches the valuation \$1bn

*Some of these unicorns have become publicly traded companies

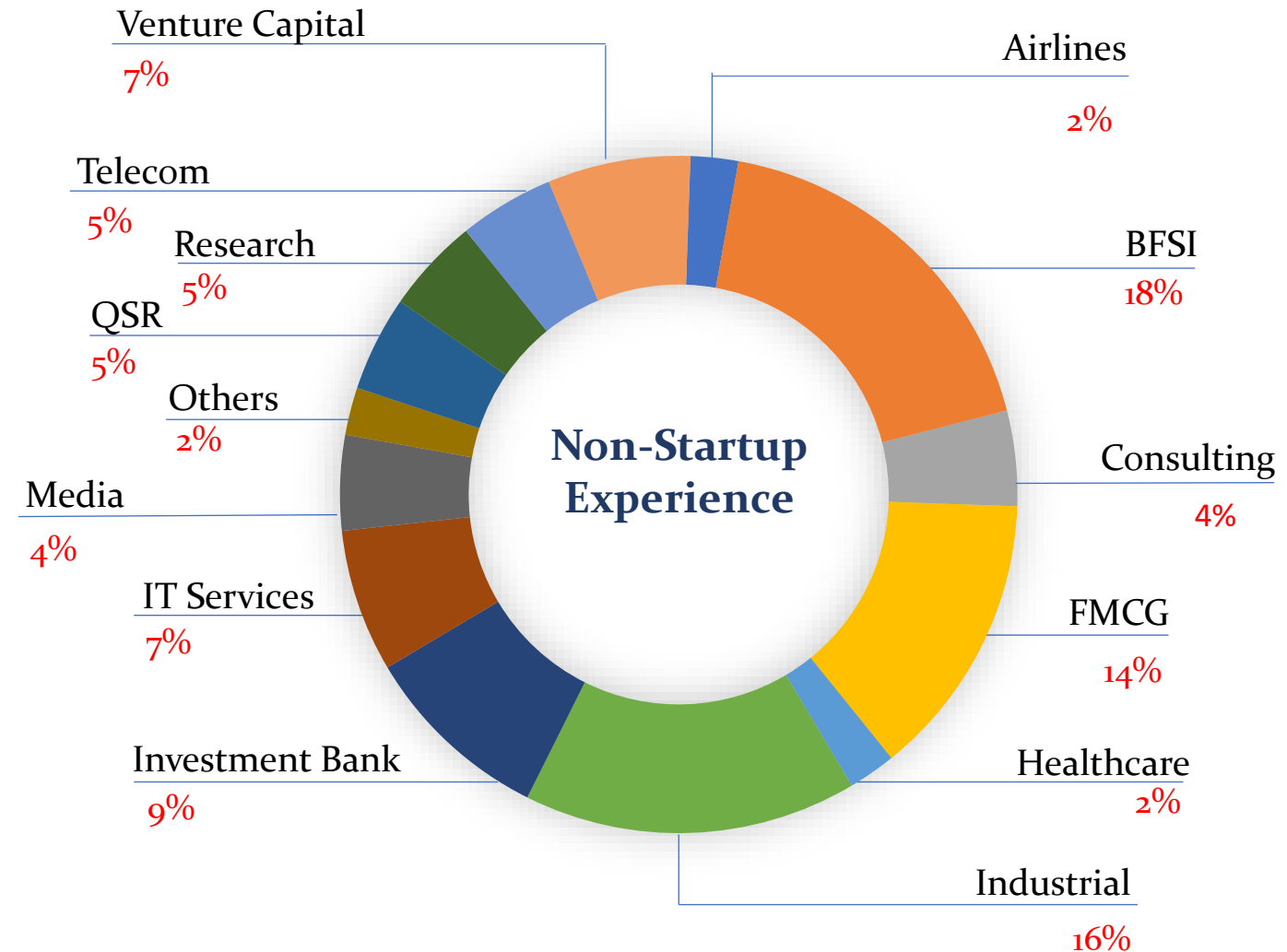
Source: This information was obtained through our analysis and conversations with CFOs across Unicorns.

Only 33% Unicorn CFOs hired in India have prior startup experience



Start-up Exp
33.33% of the CFOs have prior startup exp

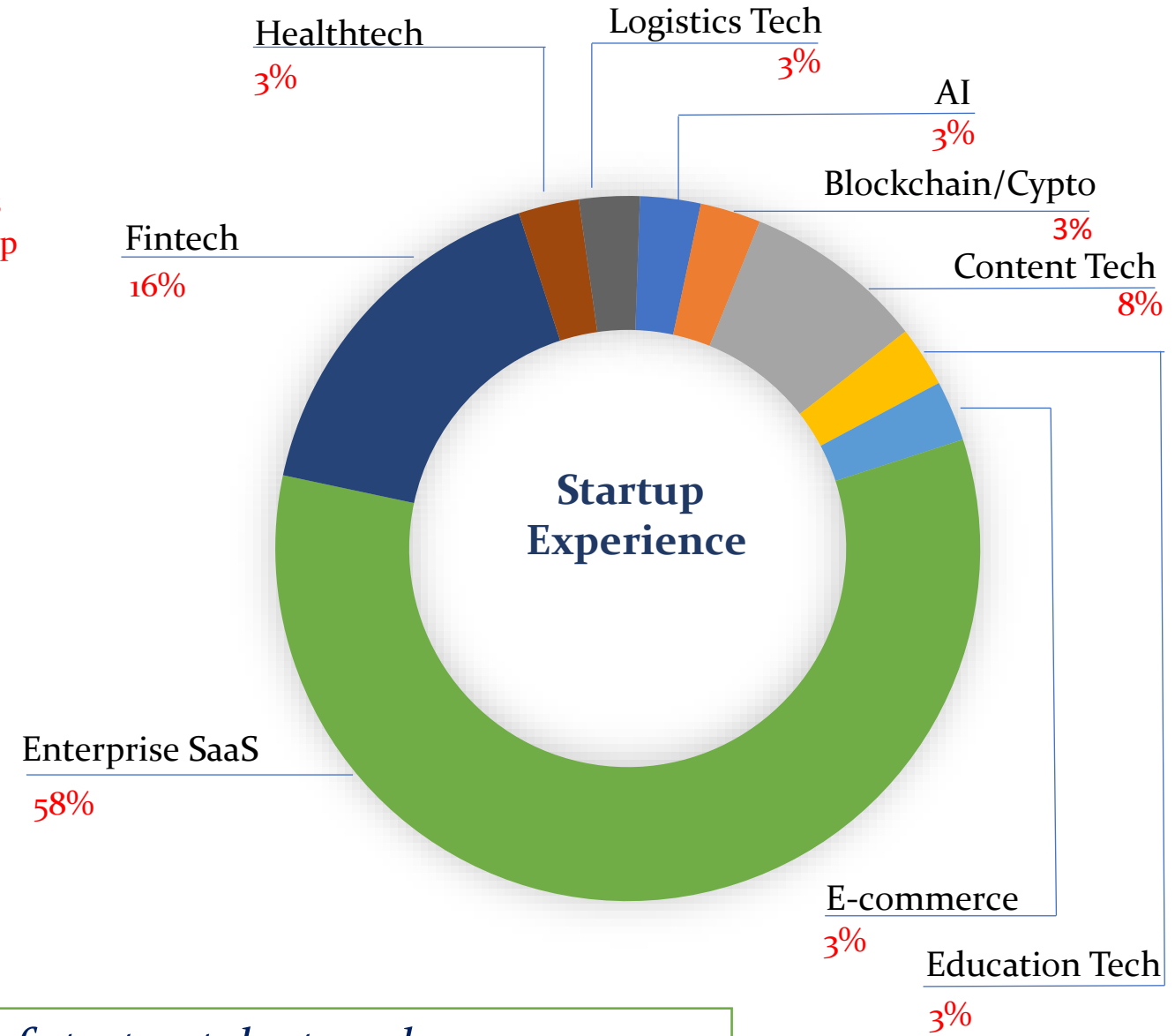
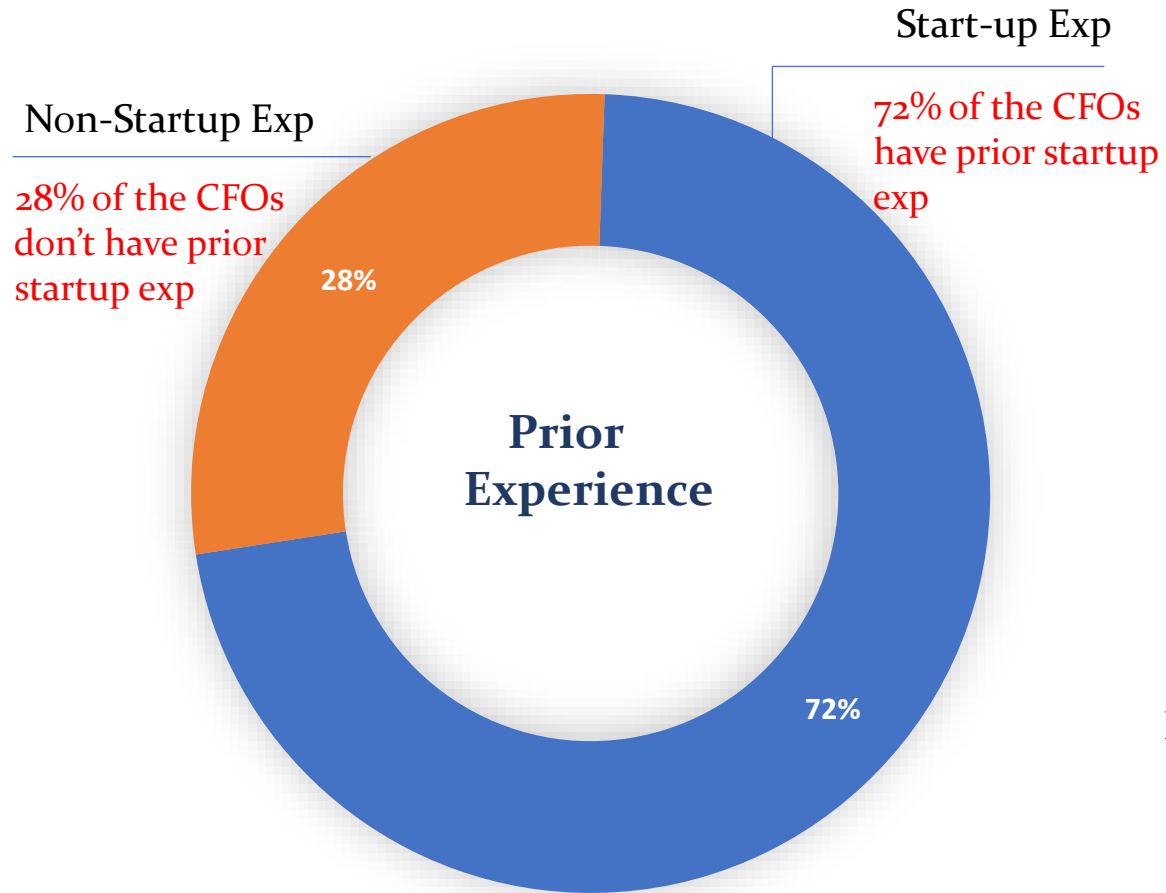
Non-Startup Exp
66.67% of the CFOs don't have prior startup exp



*Only 70% of Indian Unicorns have CFOs
BFSI, Industrial & FMCG are the top 3 sources of non - startup talent pool*

Source: This information was obtained through our analysis and conversations with CFOs across Unicorns.

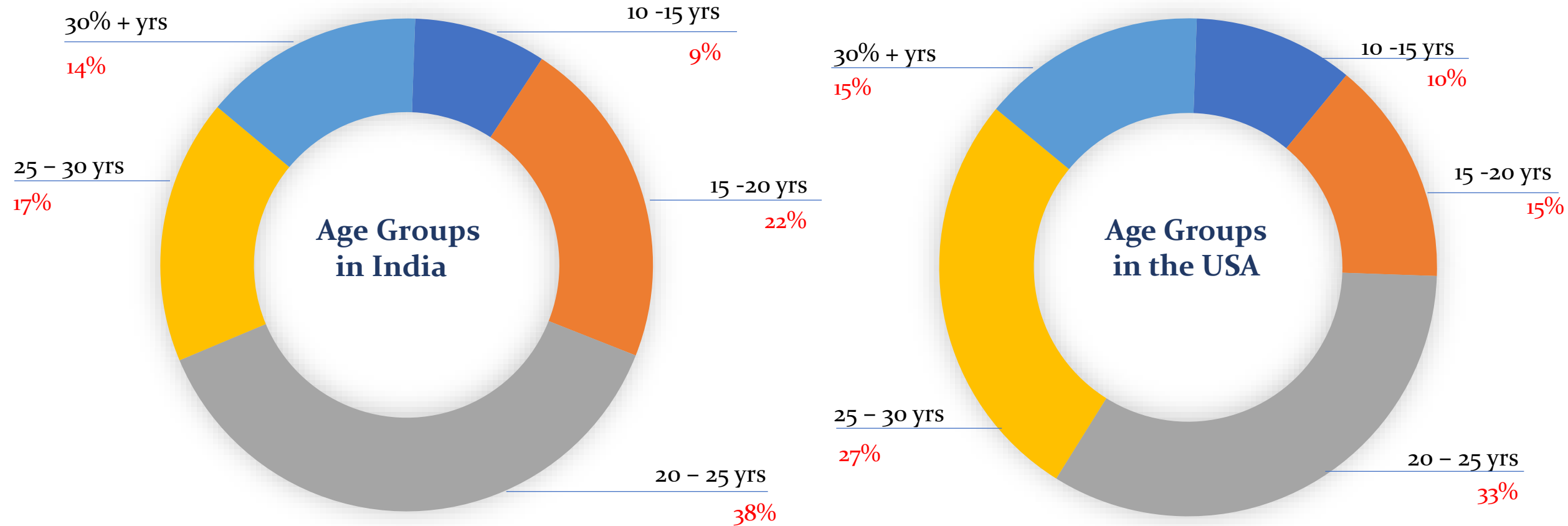
72% Unicorn CFOs hired in the USA have prior startup experience



Enterprise SaaS and Fintech are the top 2 sources of startup talent pool

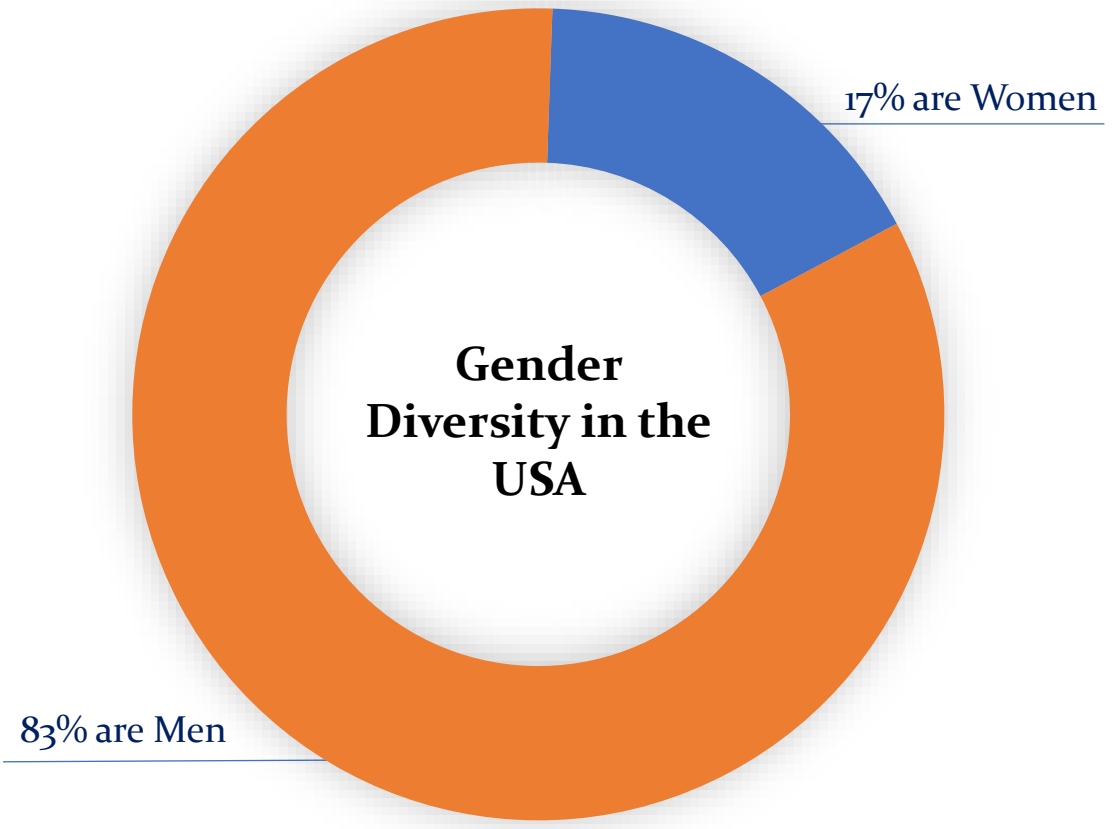
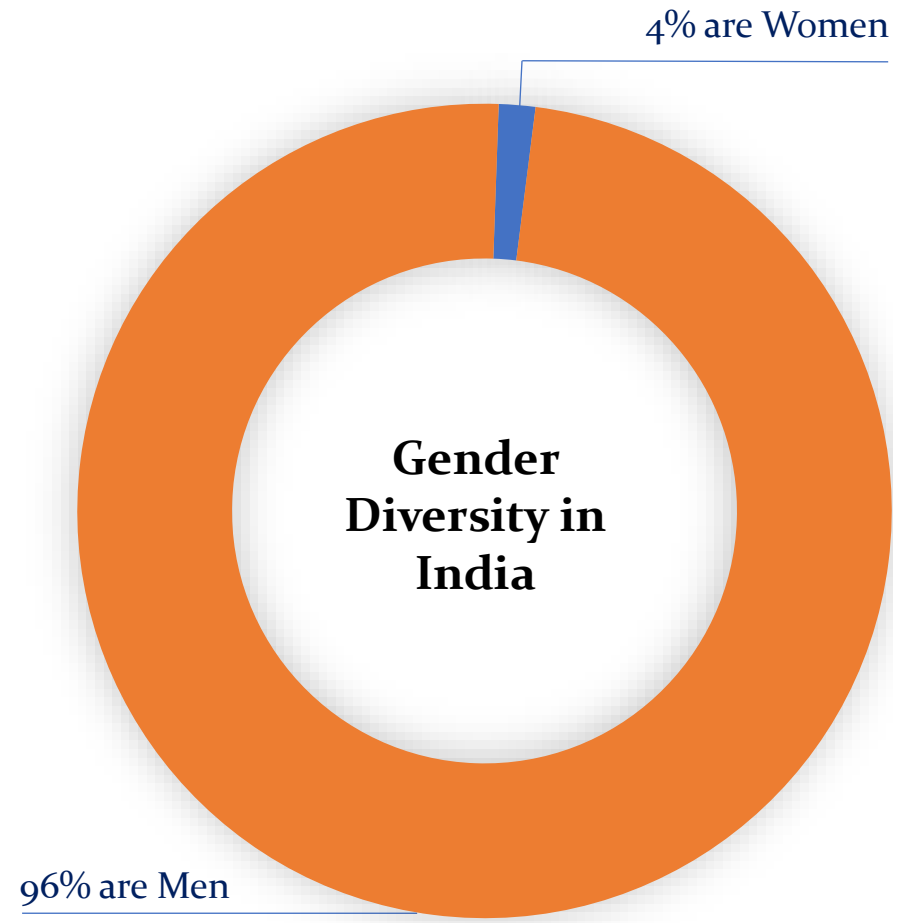
Source: This information was obtained through our analysis and conversations with CFOs across Unicorns.

Unicorn CFOs in India are younger compared to the USA



15 - 25 years of experience makes up 60% of the talent pool in India
20 - 30 years of experience makes up 60% of the talent pool in the USA

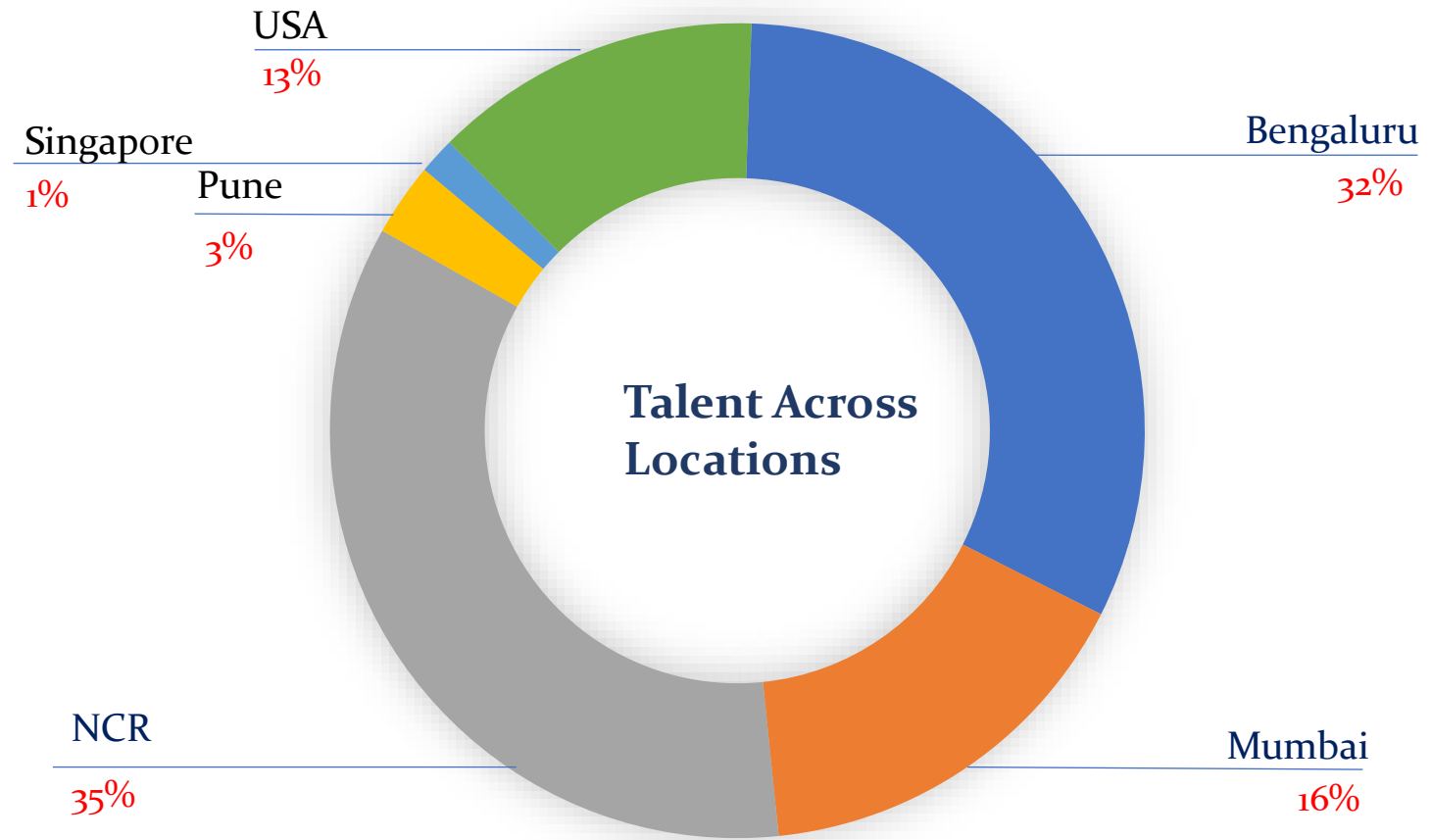
An argument for greater gender diversity among CFOs at Unicorns



The representation of women CFOs in unicorn startups is comparatively higher in the USA, standing at 17%, compared to 4% in India.

Source: This information was obtained through our analysis and conversations with CFOs across Unicorns.

67% of Indian Unicorn CFOs are in NCR and Bangalore



Base location of 9 CFOs is USA and 1 is Singapore, all of whom are Indian Enterprise SaaS unicorns; Of these 10 CFOs, 50% are US citizens.

Source: This information was obtained through our analysis and conversations with CFOs across Unicorns.

Crucial competencies Unicorn CFOs

Ability to shape company and business growth strategy

Fund Raising and Mergers & Acquisitions

Investor Relations – Strong VC & PE community connect

Board Relations

Resilience

Deep appreciation of Technology

Summary of Observations & Insights

70%

Indian Unicorns have CFOs and the remaining have SVPs / VPs of Finance

67%

CFOs have been hired from traditional industries in India

38%

CFOs have been hired from traditional industries in US

India - BFSI, Industrial & FMCG are the top 3 sources of non - startup talent pool

USA - Enterprise SaaS and Fintech are the top 2 sources of startup talent pool

35 – 45 years

Age for Indian Unicorn CFOs

12+

CFOs quit Indian Unicorns in the last 1 year

15+

CFOs were hired by Indian Unicorns in the last 2 years

40 – 50 years

Age for US Unicorn CFOs

4%

Women CFOs in India

17%

Women CFOs in the USA

NCR and Bangalore are the hottest hubs for CFO hiring in India



THANK YOU
