

## CTOs @ FINTECH – A Demographic Dipstick Study

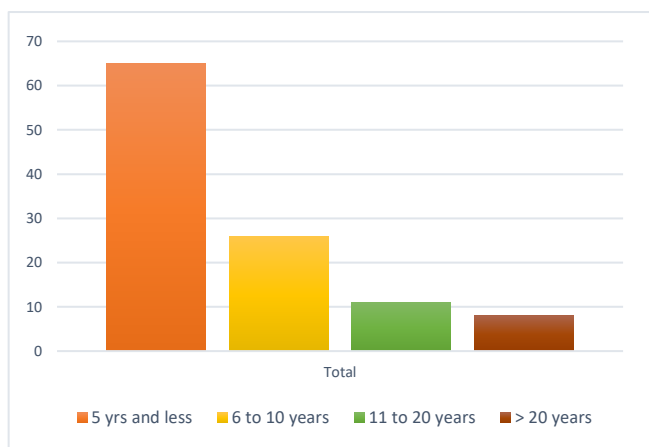
CTOs have always been a demographically interesting lot due to the widely varying career tracks that bring them to the CTO seat. Despite the differences in pedigree and circle of influence in their current roles, the term “CTO” evoked an almost homogeneous image - an image of a techie head honcho managing IT in a non-IT business. Despite the innumerable CTO seats in pure-blood IT organizations, the CTO title still sets apart the individual from the other ‘techie’ in the organization. The image of the CTO is undergoing a massive shift, thanks to the new-age startups built on Technology as a pivot. The role and titles are evolving to establish the circle of influence expected out of the role. Creative titling like “CEO-IT” can today be seen on profiles and who-is-who of organisations.

We decided to do a dipstick study on the demographics of current day CTOs and picked an industry based cohort to work with. This Dipstick is a study of CTO profiles in 200 Indian Fintech Companies.

### Company Mix

The sample of companies we picked consisted a mix of young and old Fintech services and solutions companies. While 59% were recent startups 5 years and lesser in age, we also had a 7% that were over 20 years in existence as a business. These are organisations that have either re-invented themselves as a Fintech name or have launched a Fintech venture as part of their Financial services background.

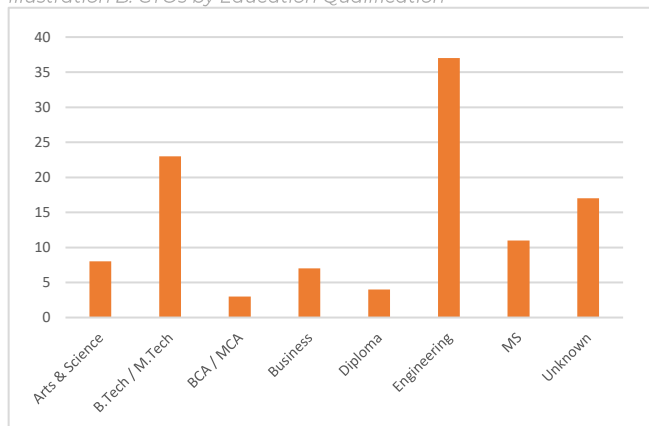
Illustration A: Age of study sample organisations



### Qualification of CTOs

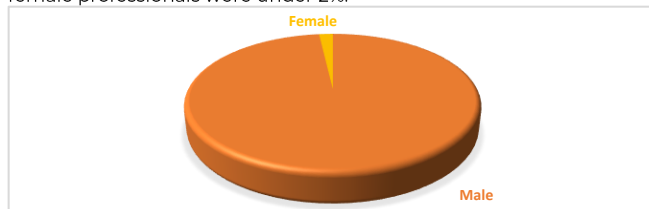
Engineering (34%) and B.Tech/M.Tech (21%) are the popular qualifications. BCA / MCA at 3%, Diploma at 4% and Business qualifications at 6% were the bottom three.

Illustration B: CTOs by Education Qualification



### CTOs by Gender

Under representation of Female professionals in Senior IT roles is observed in the Fintech CTOs space as well. Of the sample studied, female professionals were under 2%.

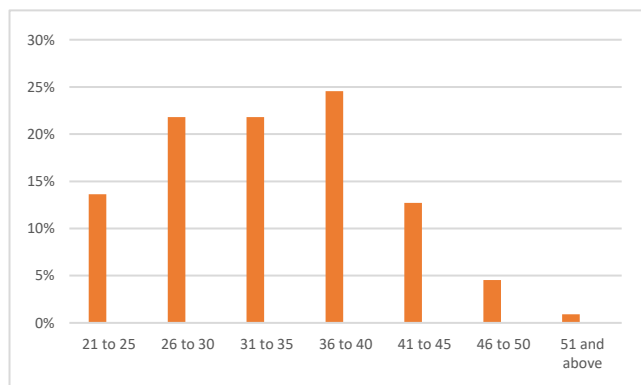


*The sheer number of players and fastracked deals in the Fintech space have created enormous opportunities for IT talent. The rise in the number of Fintech and product companies is primarily driven by increased adoption of Tech by both traditional BFSI players and new age NBFCs. A mix of technical and functional expertise is required to be at the helm of technical affairs at Fintech cos. This has triggered the hunt for relevant talent across the spectrum, with factors like age and industry backgrounds not always coming in the way. Some of the Fintech companies are also founded & operated by young entrepreneurs who double up as CTOs and CIOs.*

### CTOs by Age

The average age of a CTO has reduced from 38 to 34 over the last 3.5 years. 14% of the CTOs are 25 years and below. 44% are in the 26 to 35 years age group forming the largest group in this cohort. This is followed by 36% in the 36 to 45 group.

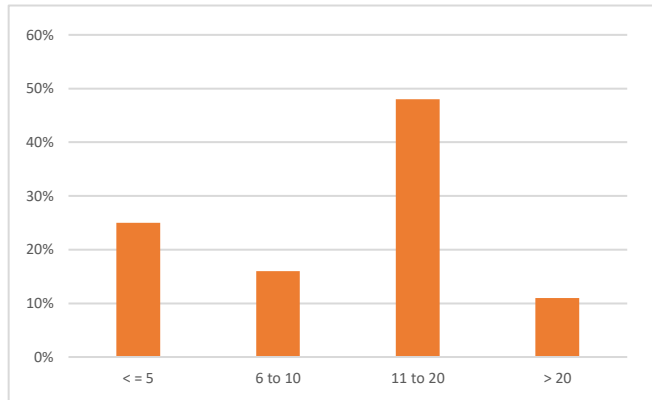
Illustration C: CTOs by Age



### CTOs by Experience

The average experience level of CTOs is 12.5 years. 25% of CTOs hold a total experience of 5 years and below. The largest group continues to be in the 11 to 20 years experience bracket with 48%. Within the 11-20 years experience group, 55% are in the 11 to 15 years category.

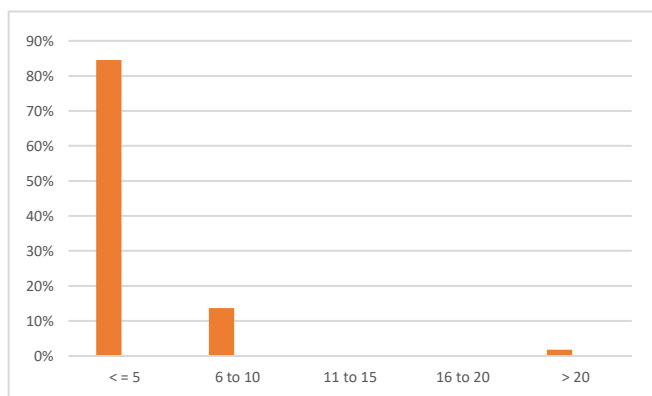
Illustration D: CTOs by years of experience



### Current Tenure

83% of CTOs in the cohort are fairly recent in their current organisations, i.e they have clocked below 5 years in their current role. Within this group that has current tenure lesser than 5 years, a whopping 59% are below 2 years. This is reflective of the hyper activity in the Fintech domain with new venture, funding and expansions, necessitating a change or addition of CTOs to the crew.

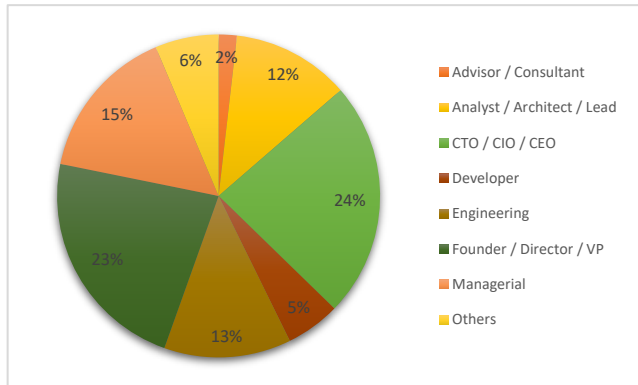
Illustration E: CTOs by current tenure



### CTOs by Previous Role

24% of the CTOs were holding a C-Suite role in their previous organisation, whilst 23% have become CTOs from prior roles like Director and VP. One-fifth of the CTOs have fast-tracked into CTO roles from being Developers, Programmers and Software Engineers, while 15% were in Team Lead and Managerial roles in Development.

Illustration F: CTOs by Previous Role



### Initial Observations – Fintech CTOs

#### Previous Experience

- Average experience level of CTOs is 12.5 years
- 25% of CTOs hold a total experience of 5 years and below
- 24% have previous C-Suite experience
- 11% have previous Founding experience
- 23% have previously been in Director and VP level roles

#### Current Tenure

- 36% Organizations had CTOs when they were Founded
- 59% CTOs hold less than 2 years tenure in their current roles

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