

EtonBridge
Partners

Executive Moves

Senior Appointments
in Financial Services

October – December 2025

Welcome to our quarterly insight into C-Suite and Executive movements across Financial Services

This snapshot of leadership moves from October to December 2025 highlights the evolving landscape across the financial services sector.

This quarter marked a pronounced rise in external appointments, representing a shift away from the previously balanced mix of internal and external moves. While themes such as “job hugging” and the “great stay” have often been used to describe recent talent dynamics, the increase in external hires suggests growing market confidence and a renewed appetite for external leadership appointments.

CEO and board activity has been particularly strong across this final quarter of 2025. In a recent Forbes article, it was recorded that global CEO tenure has continued to shorten, from 8.4 years in 2023 to 7.2 years today, which may be an indication of heightened board expectations and a growing demand for rapid, demonstrable impact. In an environment defined by constant disruption, scrutiny, and complexity, the pressure on CEOs and boards has never been greater which may explain why there remains high levels of activity in this area. These dynamics are explored in greater depth in our recent ‘Trust at the top’ article.

Broader economic and cultural factors are also influencing executive decision-making. Recent analysis, including our Autumn Budget Insights with David Smith, Economics Editor of The Sunday Times, sheds light on the economic pressures shaping leadership agendas.

We have included moves within:

- [People & Culture / Human Resources](#)
- [Reward](#)
- [Digital, Technology & Transformation](#)
- [CEO & Board](#)
- [Finance](#)





People & Culture / Human Resources

- **Zareena Brown:** Appointed Group Chief People Officer at Admiral Group, previously Chief People Officer at Melrose Industries.
- **Lynn Burns:** Appointed Chief People Officer at Linklaters, previously held senior HR roles at HSBC.
- **Andy Robinson:** Appointed Chief People Officer at Brooks Macdonald, previously Global Head of Human Capital at Alantra.
- **Suzanne Scott:** Appointed Chief People & Culture Officer at Allianz UK, previously Chief People and Corporate Responsibility Officer at AXA UK.
- **Zarina Ward:** Appointed Chief HR Officer at Novuna, previously Global Chief People Officer at Kantar Public.
- **Helen Cowper:** Appointed Chief People Officer at Afin Bank, previously Group HR Consultant at Cedar Trace Limited.
- **Emma Holden:** Named Chief People Officer at Legal & General, currently serving as Chief People Officer at Man Group. Emma will start her new role at the end of January 2026.
- **Rachel Duncan:** Appointed Chief People Officer at Metro Bank, previously Global Reward Director and subsequently Chief People Officer at Experian.



Digital, Technology & Transformation

- **Mark Budd:** Appointed Chief Operating Officer at DUAL UK, previously Deputy Chief Operating Officer the same company.
- **Simon Tasker:** Appointed Chief Transformation Officer at M&G, previously a Partner at Deloitte and held senior leadership roles at Credit Suisse.
- **Daniel Pass:** Appointed Chief Technology Officer at Send Technology Solutions, previously Chief Technology Officer at Perenna.
- **Russell Strevens:** Appointed Chief Technology Officer at Tandem Bank, previously Chief Technology Officer at Small World Financial Services.
- **James Crow:** Appointed Chief Technology Officer at Kaizen, previously Head of Engineering at the same company.
- **Ali Khan:** Appointed Chief Data Officer at Finastra, previously Group Chief Technology & Product Officer at Bravura.
- **Matthew McCormack:** Appointed Chief Information Security Officer at Finastra, previously Managing Director and Chief Information Security Officer at BNY.
- **Sanjay Jain:** Appointed Chief Information Officer at Finastra, previously Senior Director M&A at Honeywell.
- **Mansoor Reehana:** Appointed Head of AI at Allianz UK, previously Data Science Manager at Allianz.

CEO & Board

- **Angela Byrne:** Named as Chief Executive Officer of Standard Life's Pensions & Savings business, joining the organisation in January 2026, after previously spending 20 years at NatWest, most recently holding
- **David Lindberg:** Appointed Chief Executive Officer of HSBC UK, previously Chief Executive Officer of Retail Banking at NatWest Group.
- **Mitchell Bellenie:** Appointed Chief Executive Officer at Finanze Capital, previously Chief Executive Officer at Trinius Finance.
- **Andy Golding:** OSB Group has announced that Chief Executive Officer Andy Golding will retire from his role and the Board by the end of 2026.
- **Andrew Hunter:** Appointed Division Managing Director of Venture Capital Coverage at NatWest Group, previously Managing Director of HSBC Innovation Banking.
- **Monica Kalia:** Appointed Independent Non-Executive Director at TBC Bank Group PLC
- **David Rush:** Appointed to the UK board of Gallagher as Independent Non-Executive Director and will chair the Audit Committee.
- **Christopher Smuel:** Appointed Independent Non-Executive Director at Oakleaf Capital Investments in addition to becoming Chair of the Board in March 2026.





CEO & Board continued.

- **Kiernan Bell:** Appointed Independent Non-Executive Director at Oakley Capital Investments.
- **Nicolas Vassaux:** Appointed Non-Executive Director at Jade Road Investments.
- **Nathan Bostock:** Appointed Non-Executive Director and Chair at Jupiter Fund Management, succeeding David Cruickshank.
- **Andy Sinclair:** Appointed Chief Strategy and Investor Relations Officer at Legal & General, previously Managing Director and Head of the European insurance team at Bank of America Securities.
- **Shelley Malton:** Named Group Chief Operating Officer at Monzo Bank, commencing early 2026. Shelley previously served as Director of Operations at NatWest.
- **Jonathan Burdett:** Appointed Chief Risk Officer at Beazley, previously Partner at Deloitte within Risk Advisory.
- **Margaret Ammon:** Named Group Chief Risk Officer at Quilter, commencing early 2026, previously Chief Risk Officer at Legal & General Investment Management (LGIM).
- **Lloyd Pitchford:** Named Chair of the Audit Committee at London Stock Exchange Group, succeeding Dominic Blakemore, effective April 2026.



Finance

- **Anesh Patel:** Appointed Group Chief Financial Officer at EMV Capital, previously Chief Financial Officer at Feedback PLC.
- **Stephen Crowe:** Appointed Portfolio Chief Financial Officer at EMV Capital, previously Chief Financial Officer at the same business.
- **Susan Panuccio:** Named Group Chief Financial Officer at Howden Group, effective 6th January 2026, previously Chief Financial Officer at News Corp.
- **Andrew Kail:** Appointed Group Chief Financial Officer at Legal & General, previously Chief Executive Officer of L&G's largest business, Institutional Retirement
- **Jeff Davies:** Appointed Chief Financial Officer at Resolution Life Group, previously Group Chief Financial Officer at Legal & General.
- **Matthew Cohen:** Appointed Chief Financial Officer at Personal Group Holdings, previously Chief Financial Officer at Intact Insurance Europe.
- **Andrew Conroy:** Named Chief Financial Officer at Newcastle Building Society, previously Chief Financial Officer at Leeds Building Society.
- **Chris Freckelton:** Appointed Chief Financial Officer at S&U plc, previously Senior Auditor at Deloitte.

Meet the team

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Get in touch with our Financial Services team

From senior leadership hires to interim specialists, our Financial Services team works closely with organisations to deliver the talent needed for long-term success.



Katrina Stewart
Executive Search,
HR Practice

→ Meet Katrina



Georgina Knowles
Interim Management,
HR Practice

→ Meet Georgina



Toby Burton
Executive Search, HR,
Reward & Member of
the Board Practice

→ Meet Toby



Eleanor Sutton
Executive Search,
Reward Practice

→ Meet Eleanor



Katie Hevey
Interim Management,
Digital & Technology
Practice

→ Meet Katie



Gavita Phull
Delivery Consultant,
CEO Practice

→ Meet Gavita



Martha Pierce
Executive Search,
Finance Practice

→ Meet Martha



Paul Eastwood
Head of Executive
Search, CEO Practice
& Member of the
Board Practice

→ Meet Paul

About Eton Bridge *Partners*

We are a leading Executive Search, Interim Management and Consulting firm with a strong reputation for building relationships and delivering excellence for our clients in over 35 countries around the world.

We have a strong track record of acting as trusted partner to a wide range of clients from ambitious SMEs to PE-backed portfolio companies and global blue-chip organisations.

People have always been at the heart of everything we do, whether placing permanent or interim senior hires or delivering organisational change through our experienced consultants.

Our specialist practices cover the breadth of corporate leadership.

Board

Placing Boardroom leaders to steer business strategy and success



CEO

Combining strong relationships with global market insight, we find outstanding leaders



Business Transformation

Delivering cross-functional, business-wide transformation through exceptional people



Digital & Technology

Appointing commercial digital leaders who can focus hearts and minds to drive strategic growth



Finance

A strong track record of finding exceptional CFOs and their direct reports



Human Resources

Finding strategic HR leaders that shape performance-driven, engaging cultures



Legal, Risk & Compliance

Finding the best legal, risk and compliance leaders in the market, a critical role for growth



Commercial, Sales & Marketing

Attracting the best talent to boost brand equity and revenue



Procurement, Supply Chain & Operations

Sourcing the best operational leaders for organisations to thrive and survive

