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Vikram has consistently been ranked as one of India's leading employment lawyers. He has been advising several leading multi-national companies on intricate and challenging aspects of the complex labour laws in India, helping them navigate through the maze of over 100 laws (national and state-specific) dealing in employee & HR matters. In addition, he also advises clients on new age HR issues such as employee stock options, intellectual property assignment, competition and solicitation restrictions, structuring of expatriate and secondment arrangements, post-merger integration, compensation structuring and code of conduct & social media policies. His expert advice is generally sought after on urgent and sensitive matters such as employee harassment, employee fraud, policy violation, confidentiality breach, investigations, employment termination and employment litigation. His clientele includes Airbnb, AMD, Amdocs, ANZ, Bank of New York Mellon, Bentley Systems, ByteDance, Canva, Cohesity, Coinbase, Dun&Bradstreet, Gemini Intergalactic, General Mills, HP, Integreon, LinkedIn, Meta, Millennium Partners, Morgan Stanley, New Relic, Nvidia, NXP, Pluralsight, PI Industries, Pure Storage, Rippling, Seagate, Skillsoft, Snowflake, Synopsys, TJX, TriNet, Toyota, Water.org, Young Life, ZS Associates.

Experience

- Partner, AZB & Partners (2024 – Present)

Key Practice Areas

- Employment/Labour & Benefits

Memberships

- Co-Chair, IBA's Employment & Industrial Relations Law Committee
- Subject Matter Expert - Industrial Relations, SHRM India
- Bar Council of Maharashtra & Goa (2003)

Professional Qualifications

- Bachelor of Law, GLC, 2002
- MMS (Fin), Rizvi Institute of Management Studies, 1998
- BCom, NM College, 1996

Ranked as a 'Band 1' Lawyer for Employment (2024 – 2026) and Real Estate (2024) by Chambers & Partners Asia-Pacific

Inducted into the 'Hall of Fame' for Labour & Employment by Legal 500 Asia Pacific (2025 – 2026)

'Recommended Lawyer' for White-Collar Crime by Legal 500 Asia Pacific (2025 – 2026)

Recognized as an 'Elite Practitioner' for Labour & Employment by AsiaLaw Profiles (2024 – 2025)

Recognized as a 'Litigation Star of the Year' for Labor and Employment by Benchmark Litigation Asia Pacific (2025 – 2026)

Recognized in the India Business Law Journal A-List (2025 – 2026)

Recognized as 'Global Elite Thought Leader' for Labour & Employment by Lexology Index (2025)

Recognized as 'Thought Leader' for Labour & Employment by Who's Who Legal (2024)

Featured in the 'Top 100 Indian Lawyers' list, published by India Business Law Journal (2024)