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# Portfolio Tracking Report

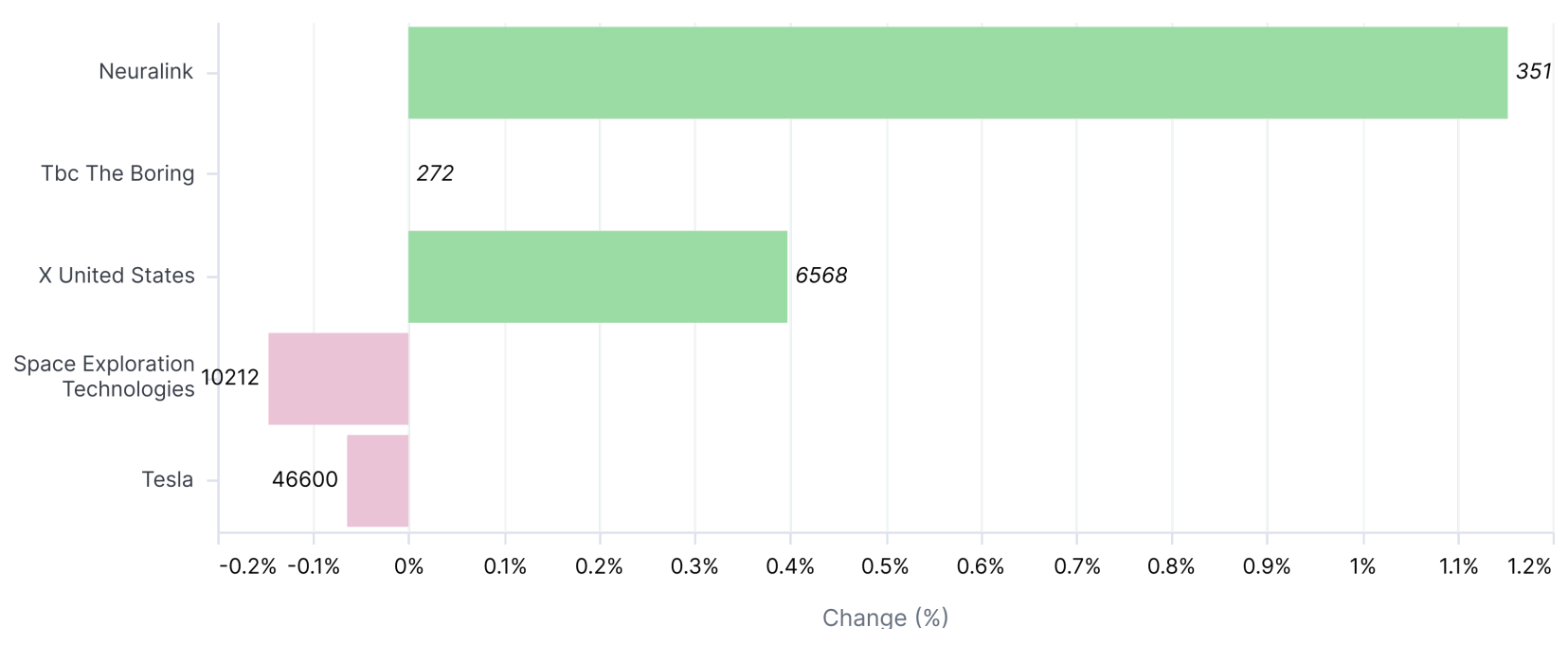
Portfolio companies: Tesla,X United States,Space Exploration Technologies,Tbc The Boring,Neuralink  
 Report Month: 2025-01

## Portfolio overview

This section provides a quick glance at the companies in the portfolio and the change in their headcount over the previous month. For example, you can find:

- How much has a company in the portfolio grown in headcount over the previous month?
- Which companies in the portfolio are expanding the fastest?

### Portfolio Companies Included in Report

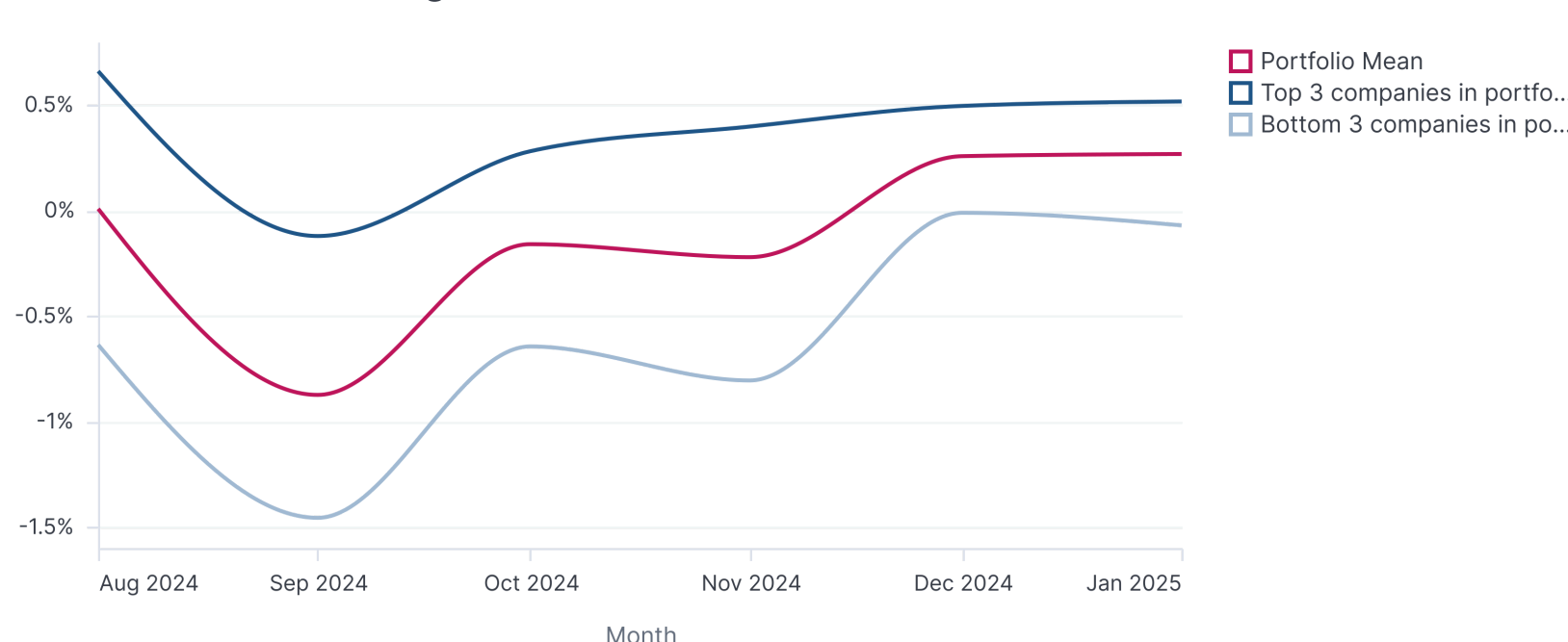


## Portfolio aggregate indicators

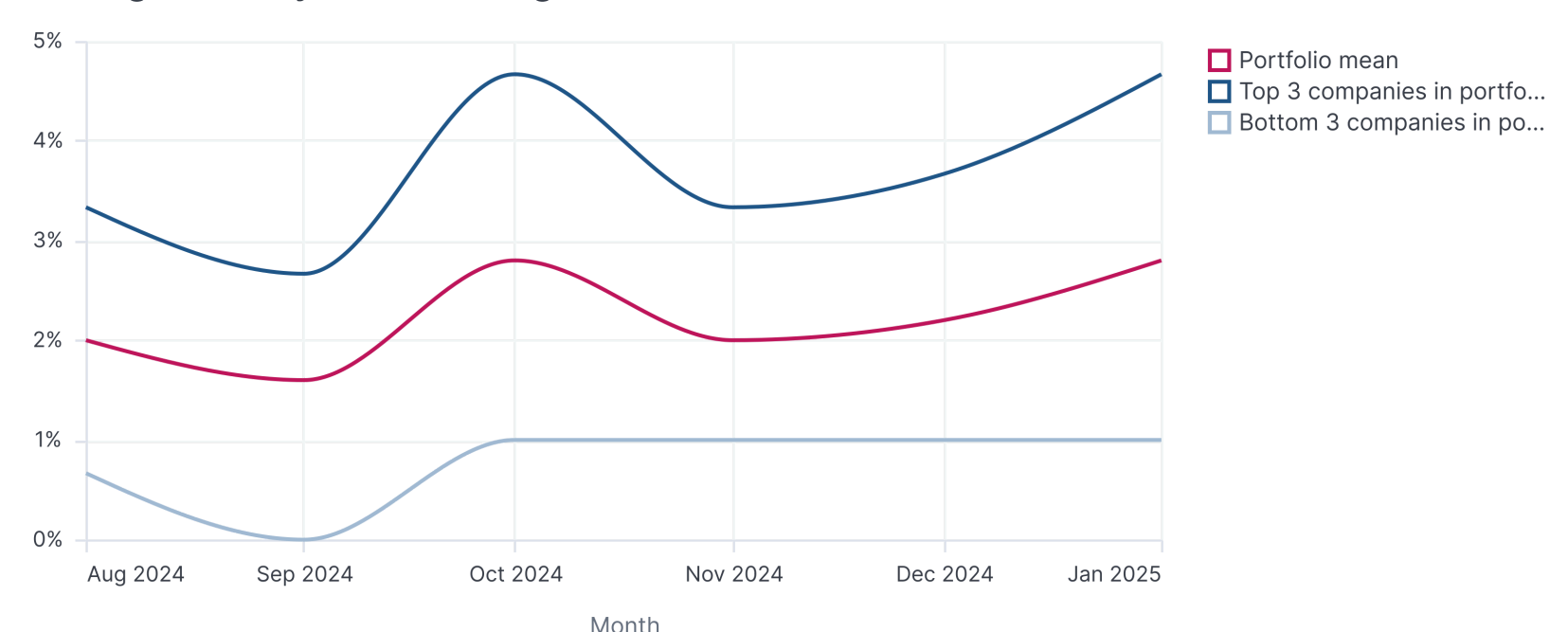
This section compares the overall portfolio performance with that of the top and bottom companies across various metrics. Some of the questions that this section answers:

- How rapid is the hiring in top companies when compared to the rest of the companies in the portfolio (*Time-to-hire*)?
- Does the portfolio have enough companies that are growing at a fast enough rate (*Growth index*)?
- How does the overall sentiment across compensation, senior management and job satisfaction look like?

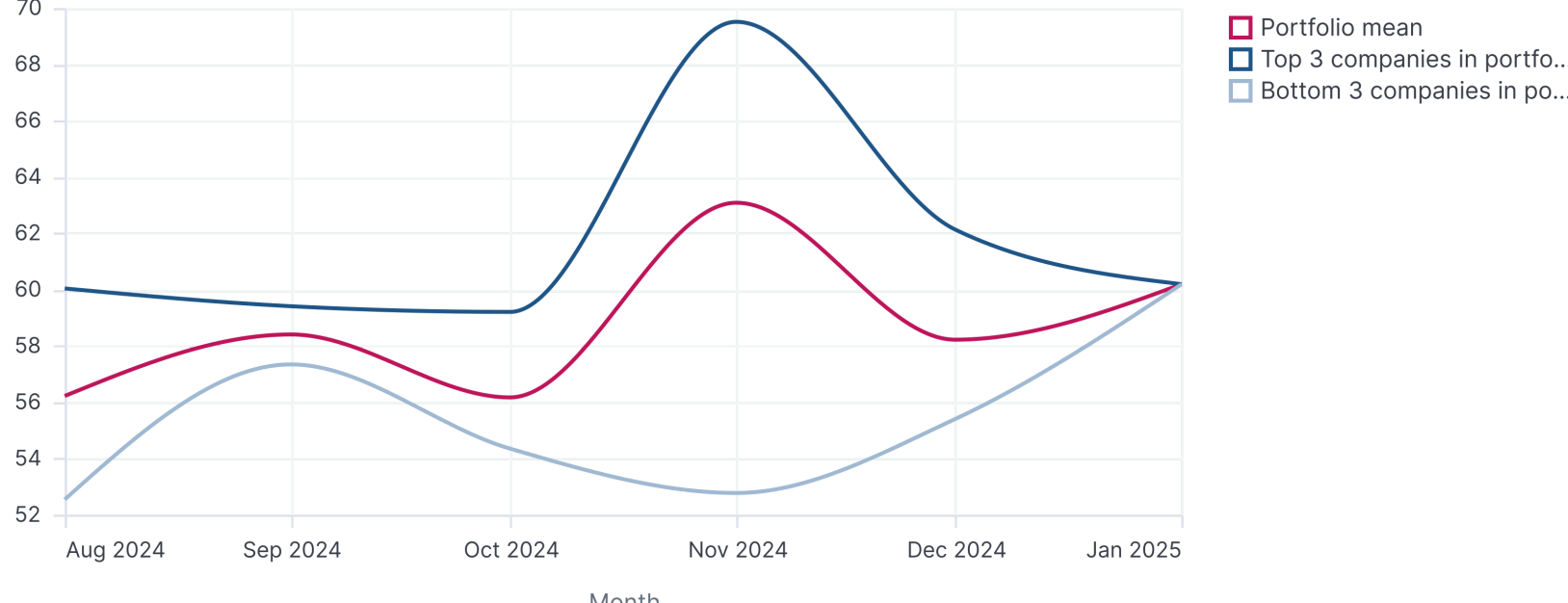
### Growth Index (% Change in Headcount)



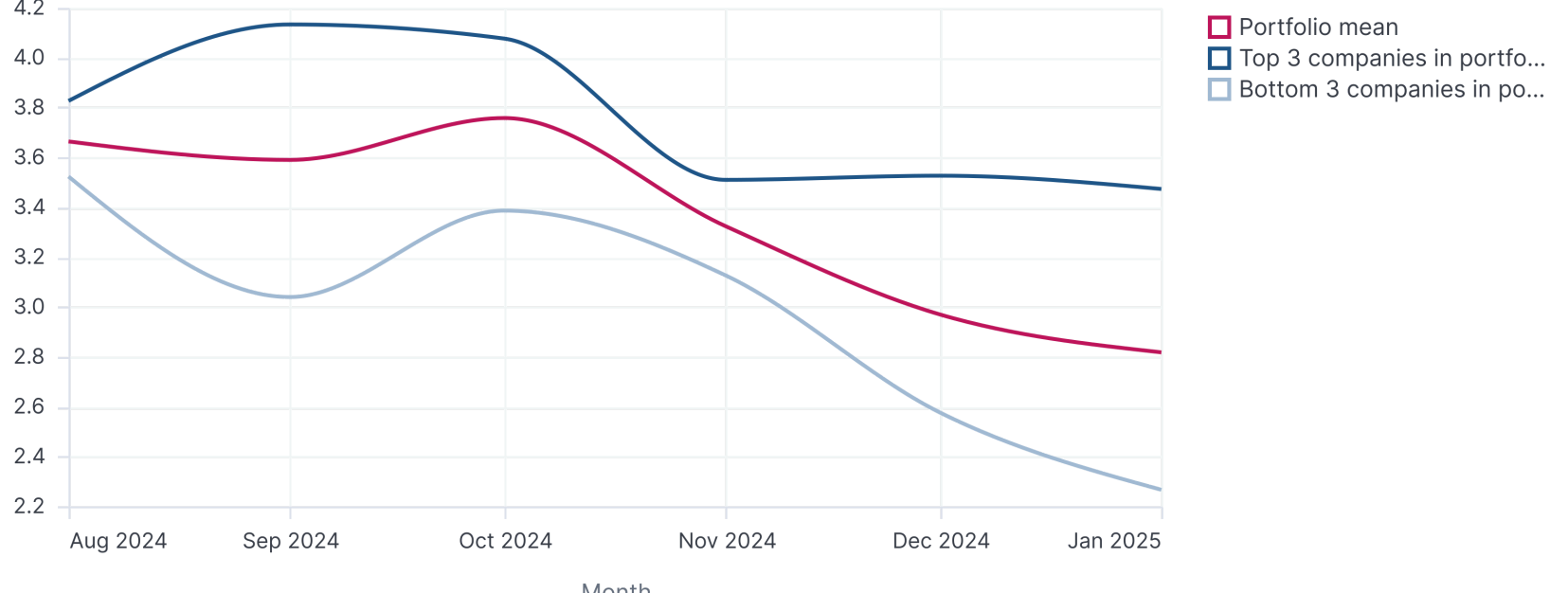
### Posting Intensity (Job Postings as % of HC)



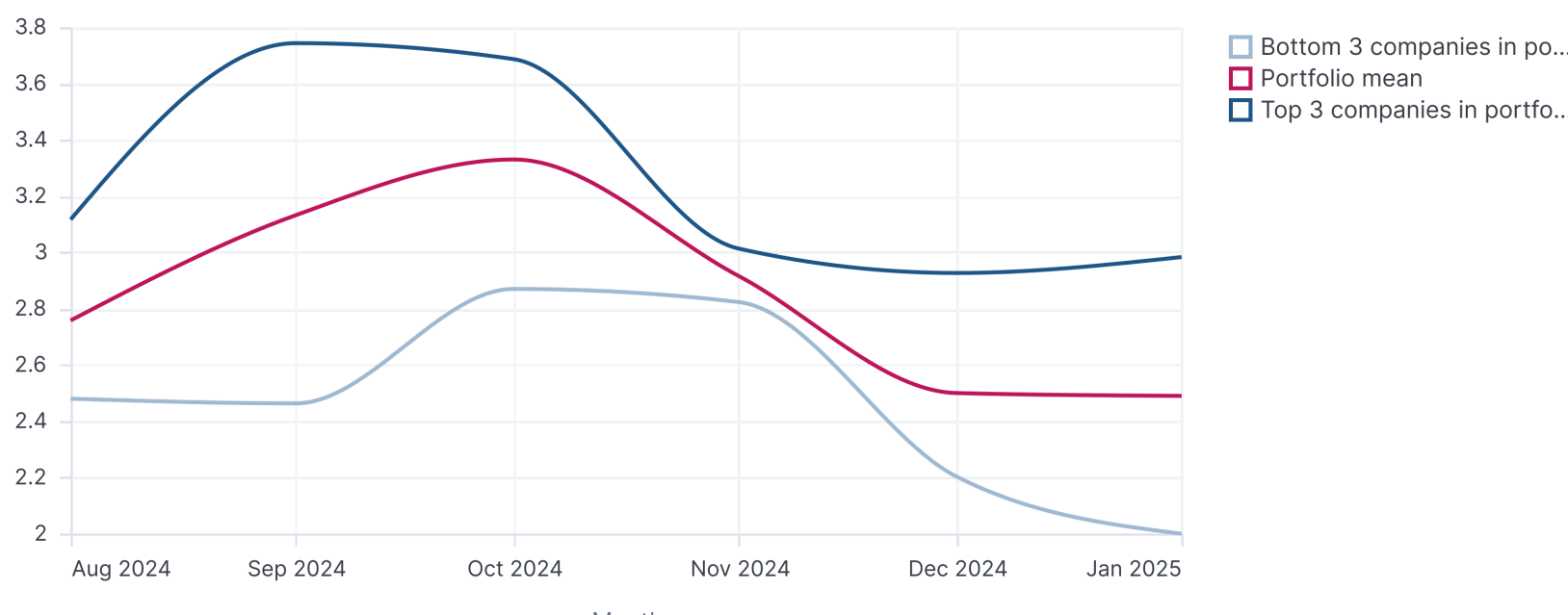
### Time-to-Hire (Avg. Days Until Job Post Closed)



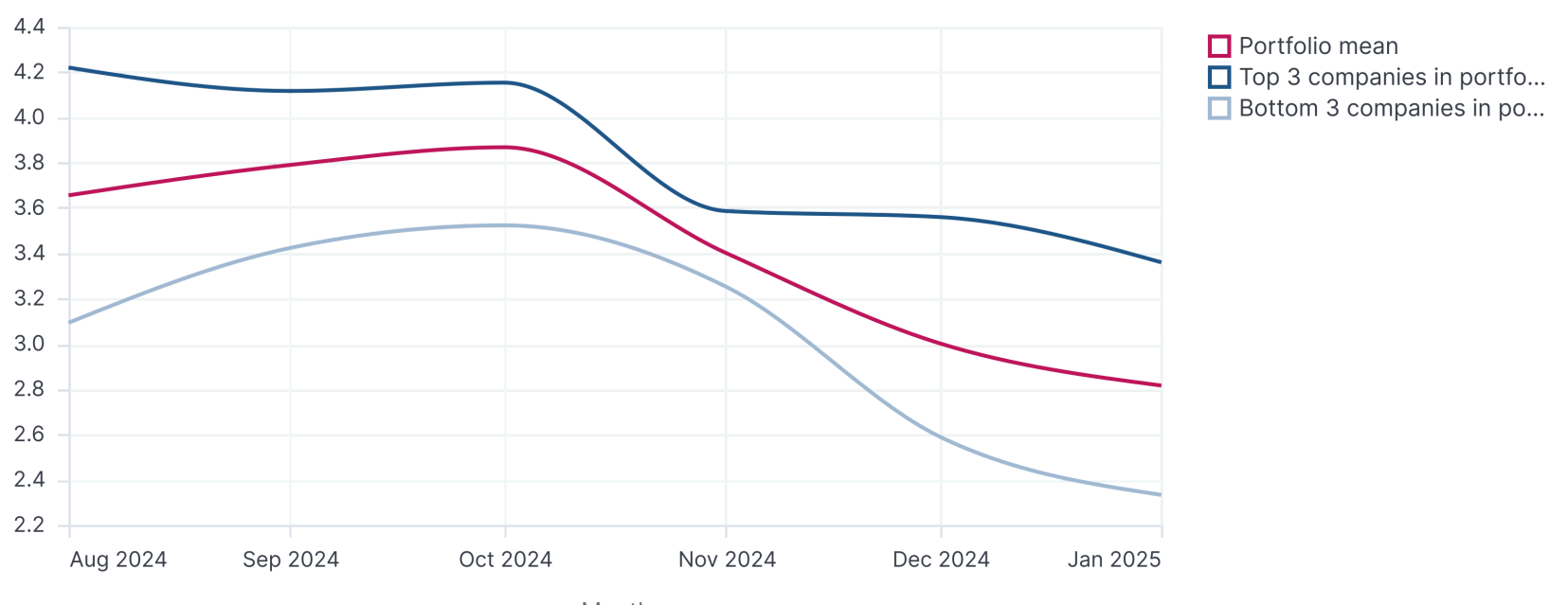
### Job Satisfaction (Avg. Sentiment Score)



### Senior Management Satisfaction (Avg. Score)



### Compensation Satisfaction (Avg. Score)

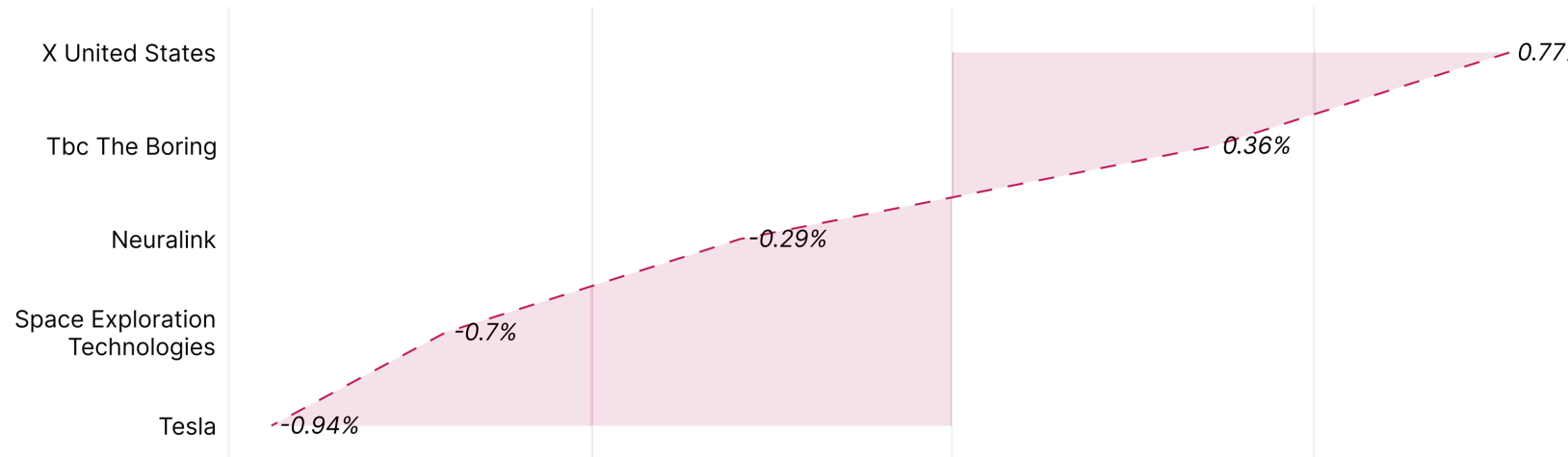


## Portfolio deepdive

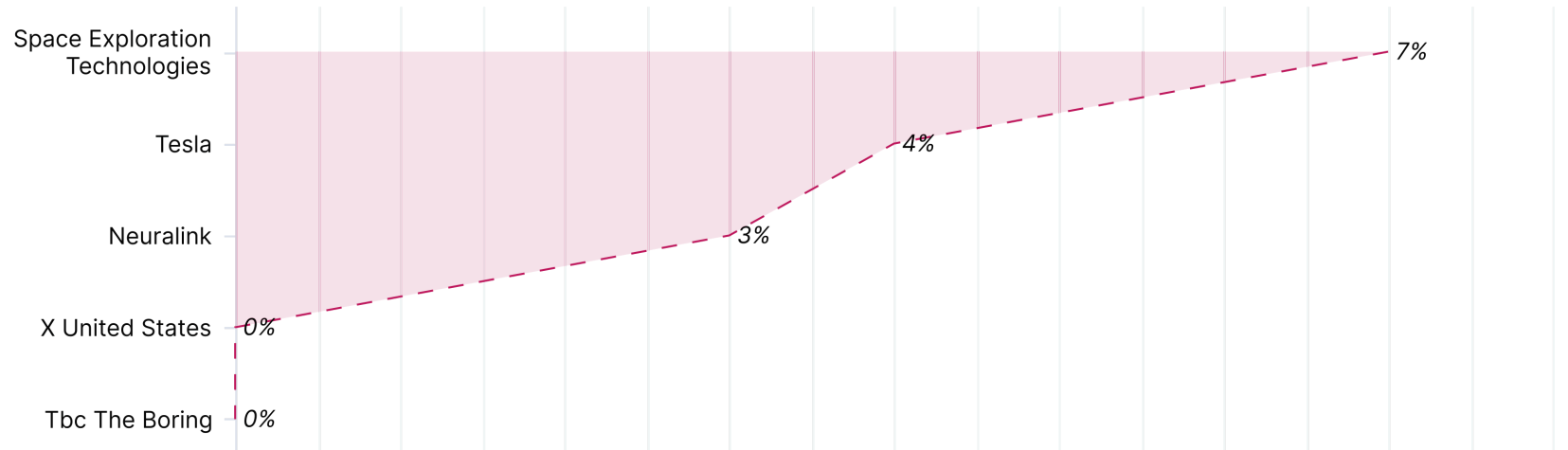
This section compares the top and bottom 3 companies to reveal key trends in hiring and sentiment. Some of the questions that this section answers:

- Which companies are thriving and struggling the most in terms of growth, and how does that reflect in their hiring trends?
- Which companies are leading and lagging across various sentiment scores?

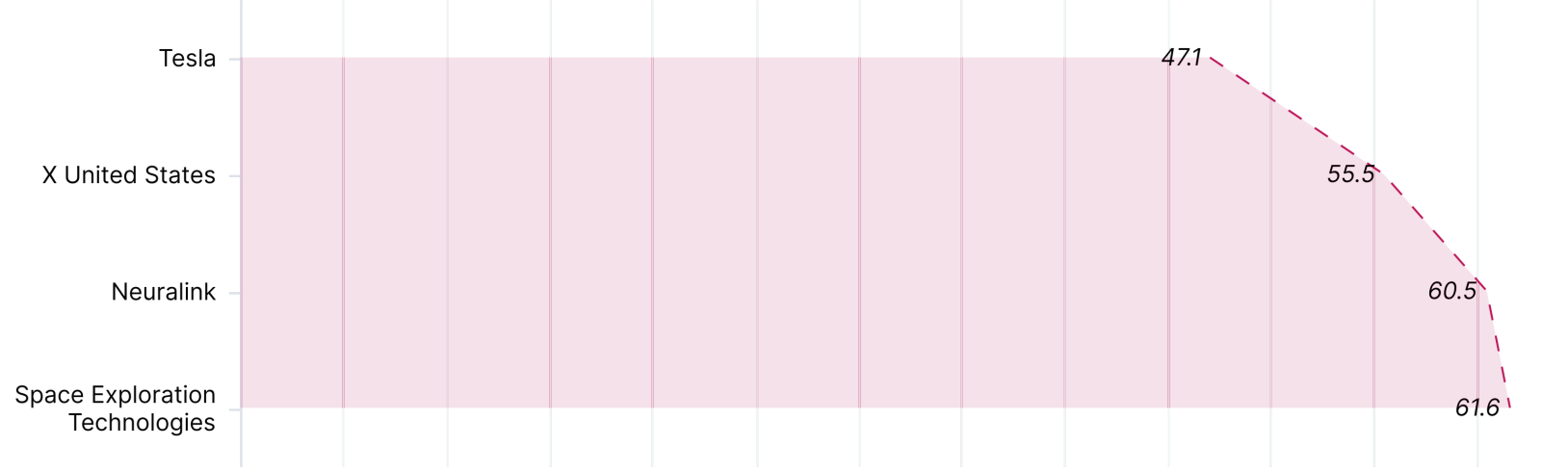
### Top 3 High & Low Performers - Growth Index (% Change in Headcount)



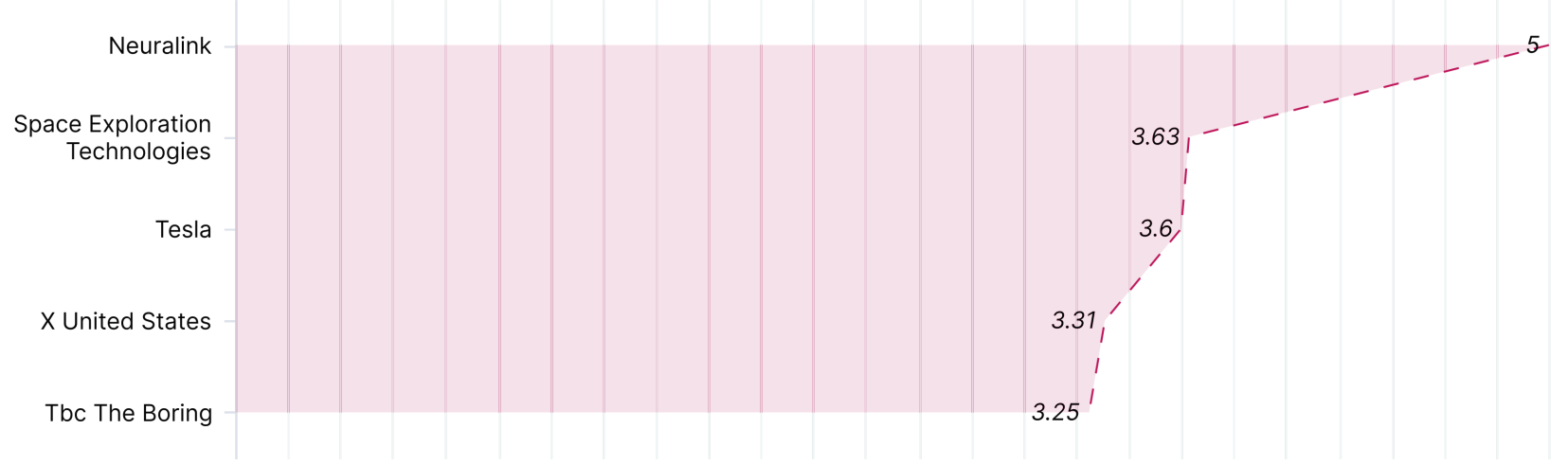
### Top 3 High & Low Performers - Posting Intensity (Job Postings as % of HC)



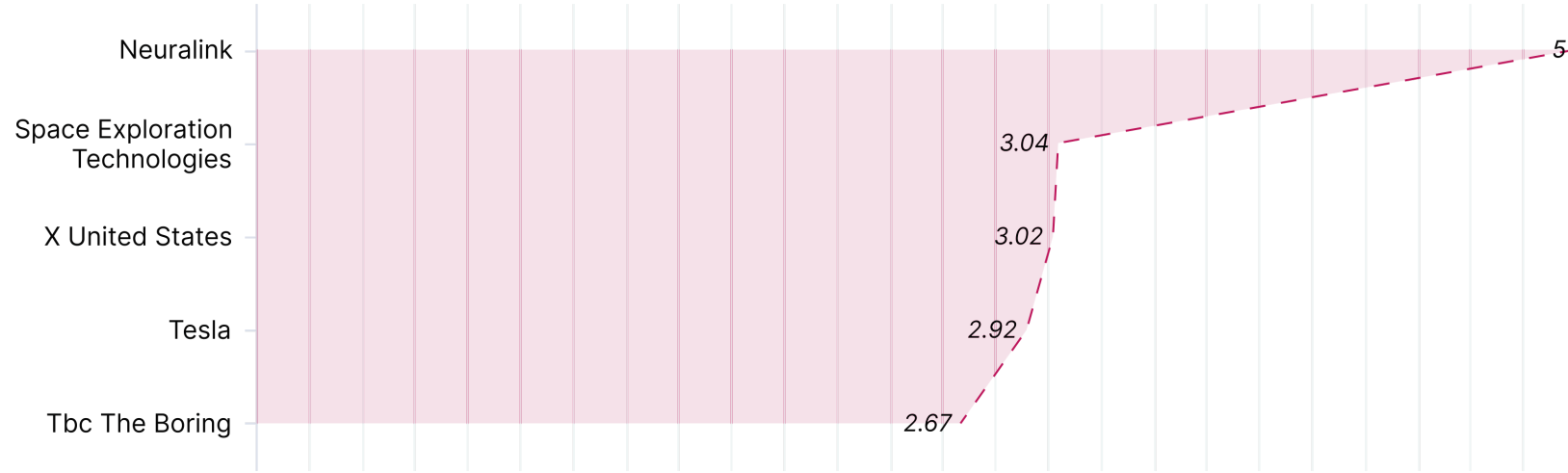
### Top 3 High & Low Performers - Time-to-Hire (Avg. Days Until Job Post Closed)



### Top 3 High & Low Performers - Job Satisfaction (Avg. Sentiment Score)



### Top 3 High & Low Performers - Senior Management Satisfaction (Avg. Score)



### Top 3 High & Low Performers - Compensation Satisfaction (Avg. Score)

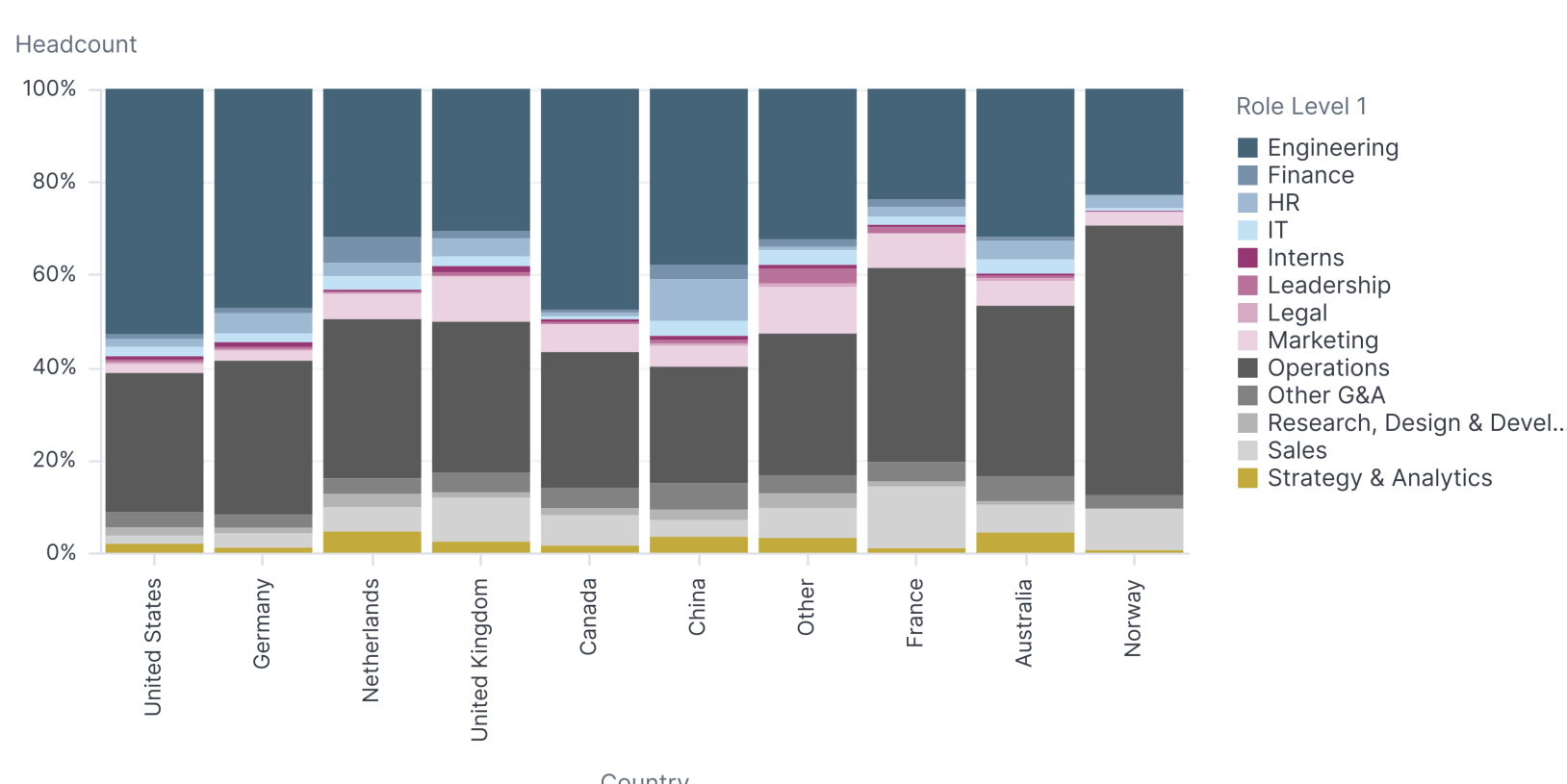


## Portfolio geographical exposure

This section provides information on the geographical distribution of the portfolio companies' current workforce and new job postings. Some of the questions that this section answers are:

- What are the top countries driving the engineering talent pool in the portfolio companies (*Geographic footprint*)?
- Which locations are the portfolio companies targeting for workforce expansion (*Top 10 countries in demand*)?

### Geographic Footprint



### Top 10 Countries in Demand

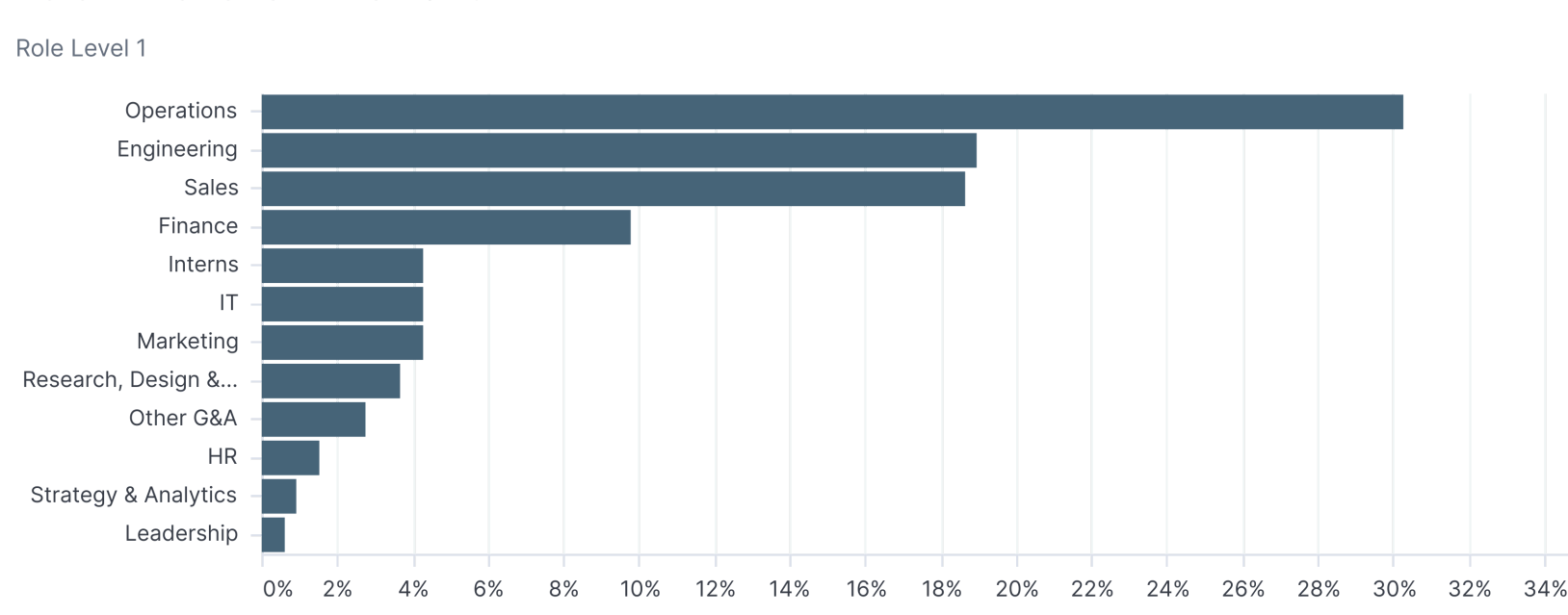
Country	Job Postings ↓	Change (%)
united states of america	1422	13.13%
germany	127	33.68%
united kingdom	82	95.24%
netherlands	58	1.75%
canada	54	-28%
australia	31	-46.55%
italy	27	92.86%
singapore	20	100%
mexico	20	100%
denmark	15	0%

## Role trends for portfolio

This section analyzes role trends across the portfolio, highlighting growing and declining job roles, and those in demand. Some of the questions that this section answers are:

- What role functions are seeing the most hiring momentum across the portfolio? (*Top 10 job titles in demand*)?
- Do the changes in job role demand align with broader industry transformations? (*Top 10 growing job roles*)?

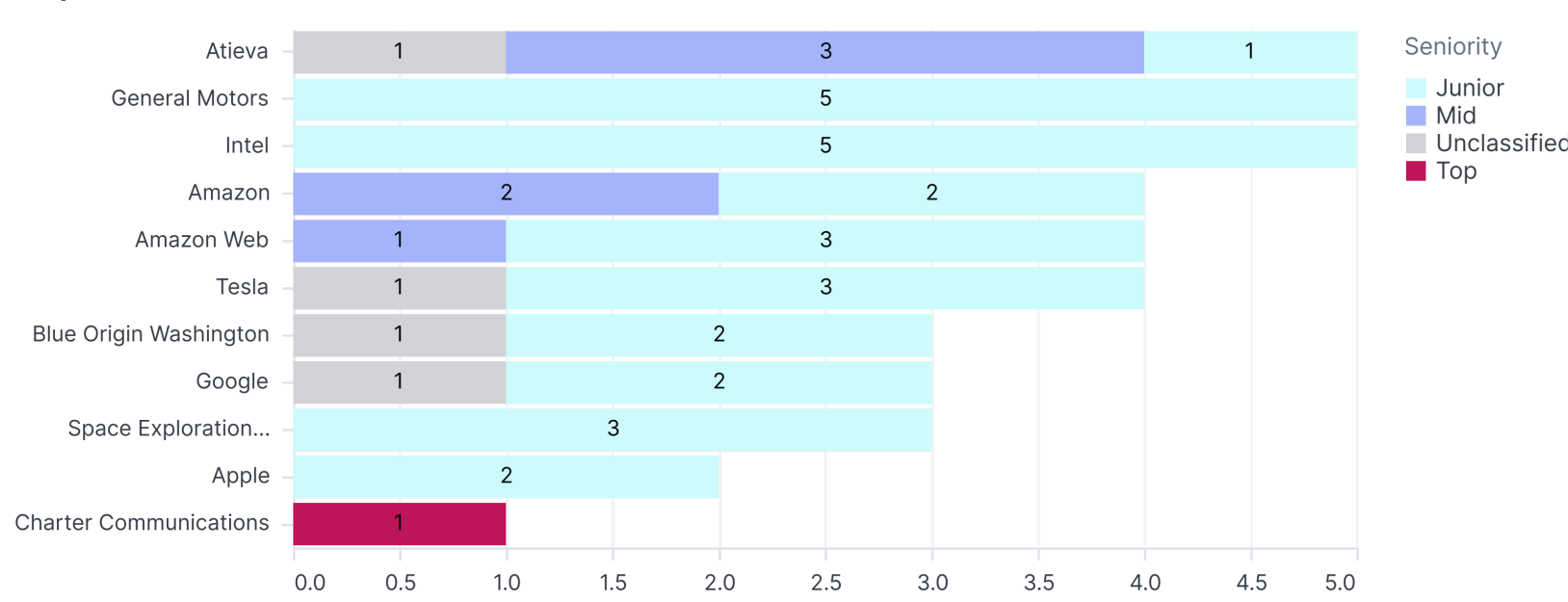
### Role Functions in Demand



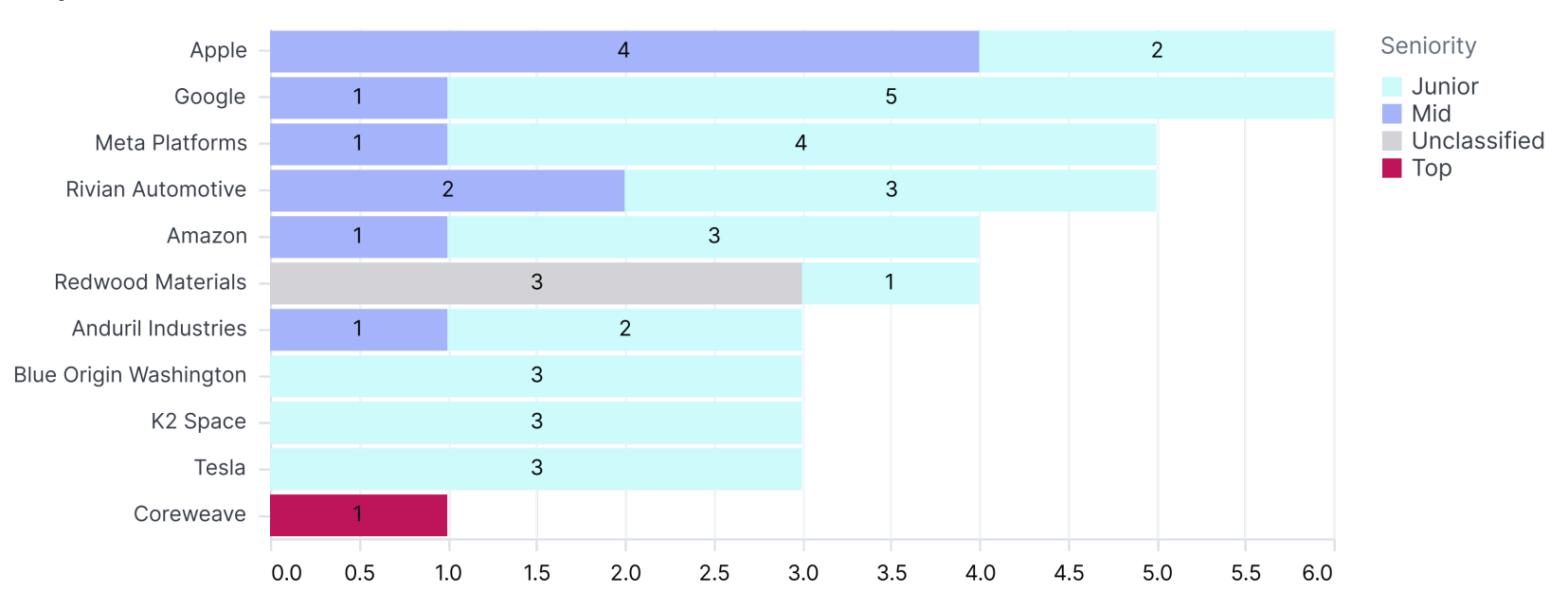
### Top 10 Job Titles in Demand

Job Title	Job Postings ↑	Change (%)
Sales Representative	109	96%
Mechanical Engineer	96	-2%
Customer Service Representative	86	-31%
Software Developer / Engineer	79	46%
Computer Systems Engineer / Architect	67	86%
Computer Programmer	52	
Electrical Engineer	43	34%
Production Supervisor	41	21%
Detailer	41	8%
Manufacturing Engineer	38	-28%

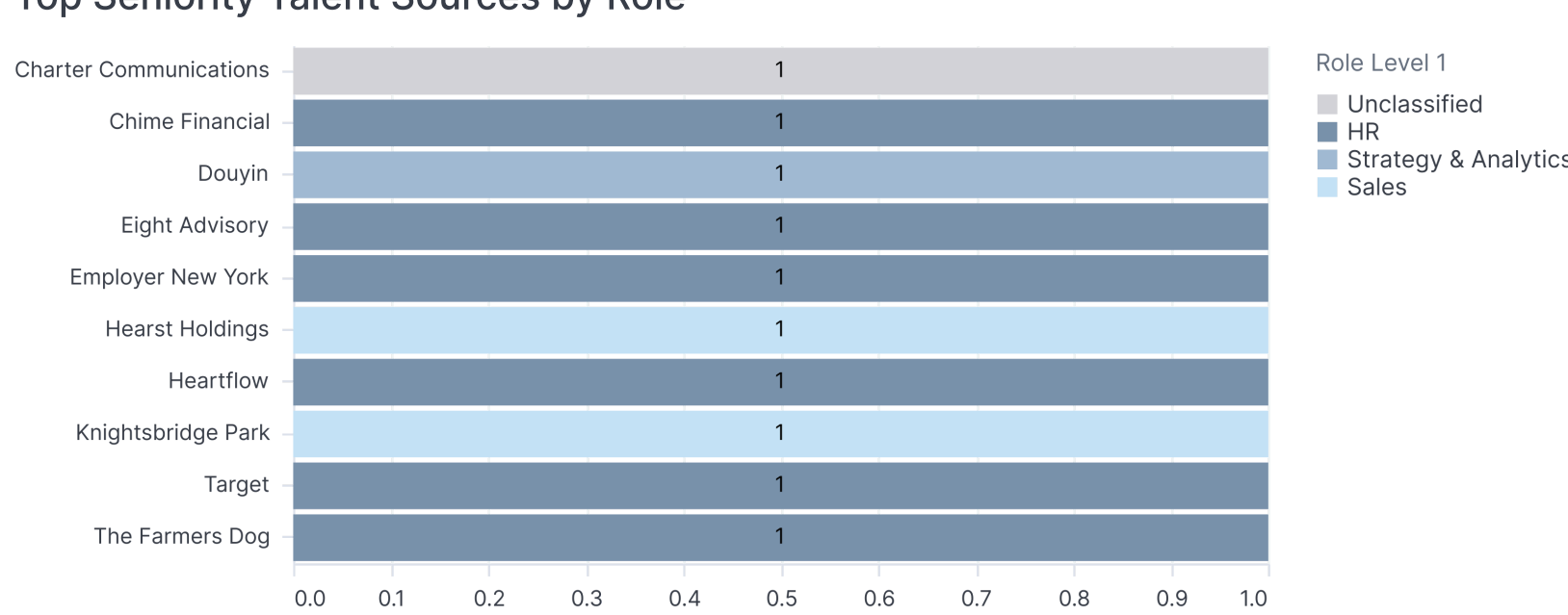
### Top 10 Talent Sources



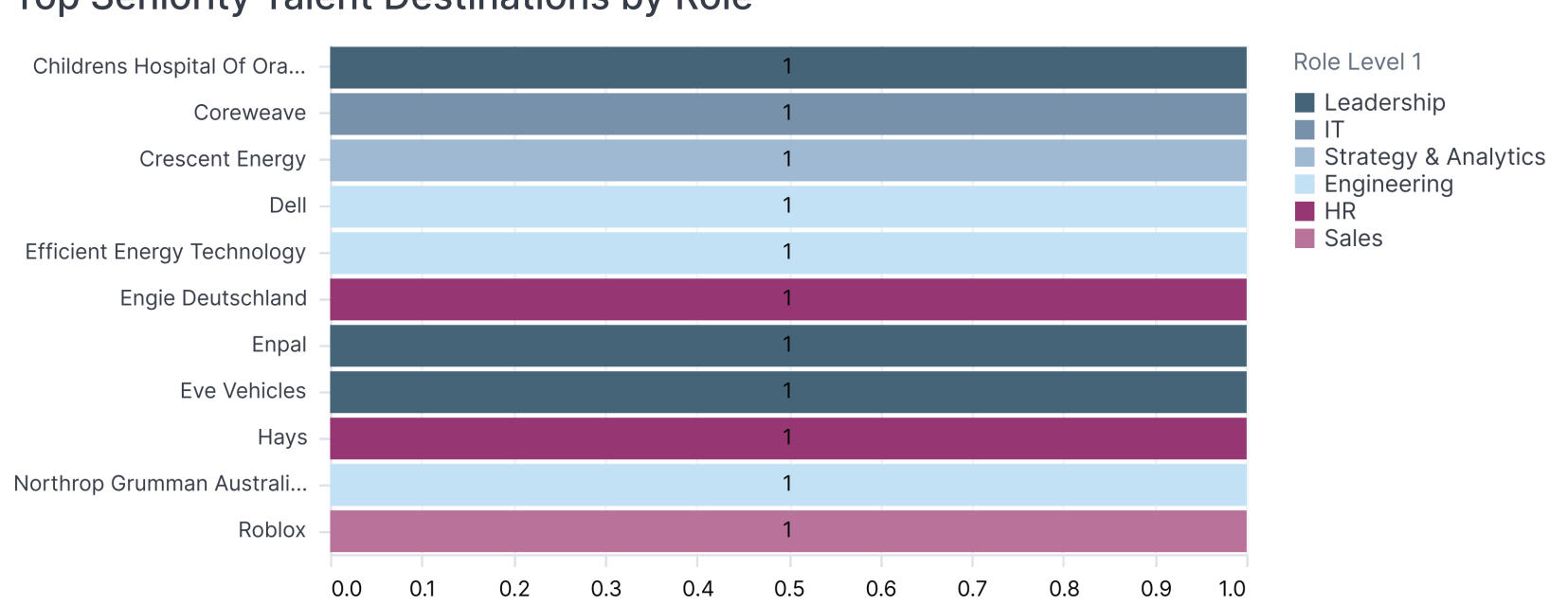
### Top 10 Talent Destinations



### Top Seniority Talent Sources by Role



### Top Seniority Talent Destinations by Role



### Top 10 Growing Job Roles

Job Title	Job Postings	Change (%) ↓
Cyber / Information Security Engineer / Analyst	22	2,100%
Estimator	31	182%
Production Worker	21	110%
Auto Body Technician	25	92%
Computer Systems Engineer / Architect	67	86%
Business Development / Sales Manager	21	75%
Supply Chain / Logistics Manager	29	71%
Computer Support Specialist	21	62%
Building And General Maintenance Technician	33	57%
Parts Specialist / Salesperson	30	50%

### Top 10 Declining Job Roles

Job Title	Job Postings	Change (%) ↑
Computer Programmer	52	
Automotive Service Technician / Mechanic	23	-54%
Maintenance / Service Supervisor	23	-39%
Repair / Service Technician	27	-37%
Customer Service Representative	86	-31%
Manufacturing Engineer	38	-28%
Quality Inspector / Technician	28	-15%
Retail Store Manager / Supervisor	27	-7%
Industrial Engineer	28	-3%
Mechanical Engineer	96	-2%