

Magnificent 7 Portfolio Tracking Report

Executive Summary

Overview

The Magnificent 7 portfolio showed **stable but uneven headcount growth**, alongside fluctuations in job posting activity and hiring efficiency. Overall talent mobility was active, with **companies tapping into diverse geographies and adjusting role mixes** to align with changing strategies. Notable trends included **improved time-to-hire rates and a dynamic shift in role demands**, signaling evolving portfolio priorities.

Key Takeaways

01

Portfolio Overview: The portfolio displayed moderate headcount growth with variations across companies, indicating differentiated hiring strategies.

02

Portfolio Aggregate Indicators: A trend toward more efficient hiring was evident, though compensation satisfaction levels showed slight volatility.

03

Portfolio Geographical Exposure: The portfolio maintained a strong U.S. dominance but demonstrated incremental diversification toward India and Germany.

04

Role Trends for Portfolio: Role demands shifted, with engineering and operations seeing heightened activity while traditional support roles declined.

Filters

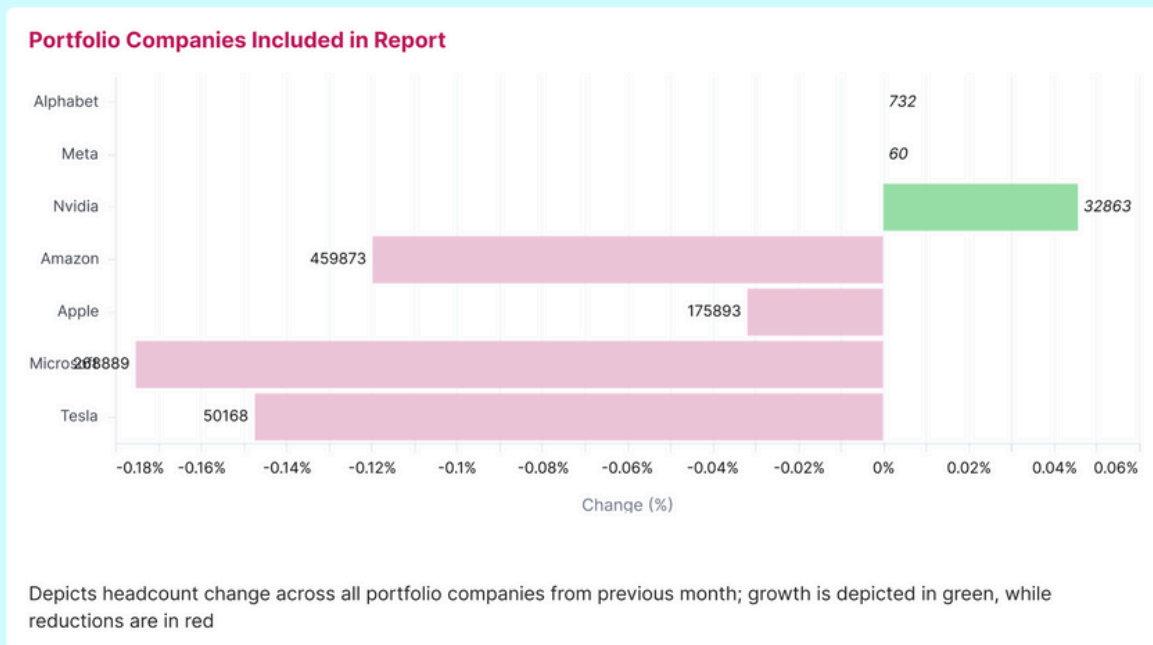
- **Report Month:** 04/2025
- **Lookback Period:** Between 11/01/2024 - 04/01/2025 (inclusive)
- **Portfolio Companies:** Nvidia, Apple, Microsoft, Amazon, Meta, Alphabet, Tesla

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Portfolio Overview

- Portfolio-wide headcount showed **modest and steady growth**, suggesting cautious optimism in workforce expansion across most companies.
- **Nvidia exhibited the most notable positive headcount change**, indicating aggressive talent acquisition to support scaling initiatives.
- Companies like **Meta and Alphabet recorded flat headcount growth**, reflecting possible stabilization after previous periods of workforce adjustment.
- **Growth indices across the portfolio revealed limited volatility**, highlighting a more disciplined and predictable hiring cadence.

Portfolio Companies Included in Report

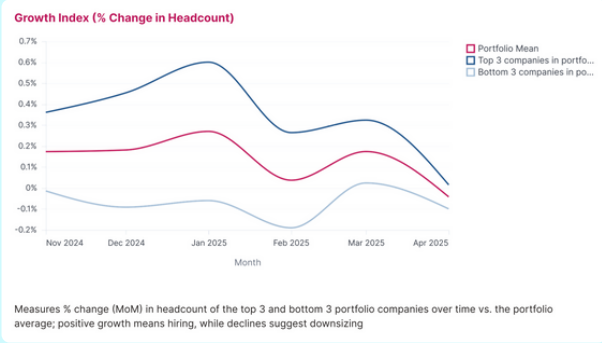


Portfolio Aggregate Indicators

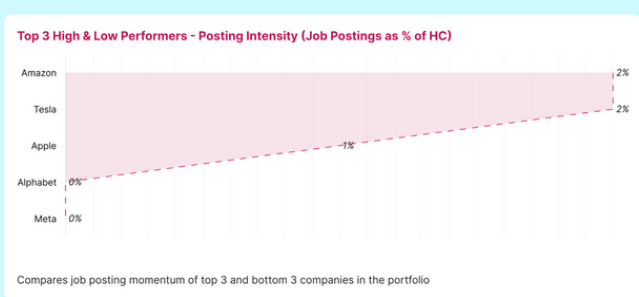
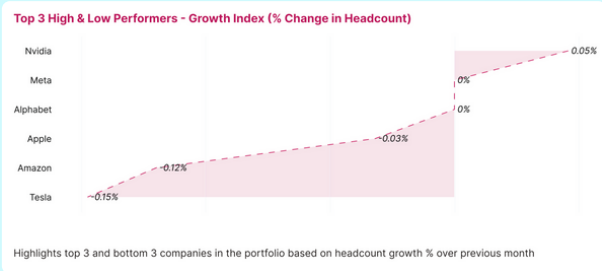
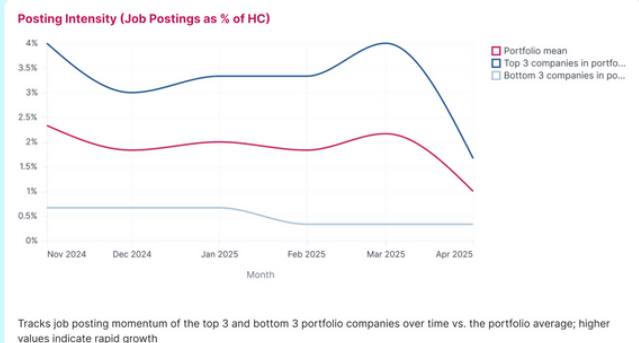
- Overall posting intensity in the portfolio **declined slightly over the past few months**, suggesting a selective approach toward new hiring.
- **Time-to-hire metrics improved marginally**, with companies like Alphabet achieving particularly quick hiring cycles, pointing to process optimization.
- **Compensation satisfaction across the portfolio remained high but showed minor dips**, indicating emerging pressures on compensation competitiveness.
- Although leading the portfolio in job posting intensity, **Tesla and Amazon showed lower hiring momentum compared to others**, reflecting a possible hiring slowdowns.

Top 3 High & Low Performers, Growth Index, Hiring Intensity, and More
See Appendix for Job and Senior Management Satisfaction Scores

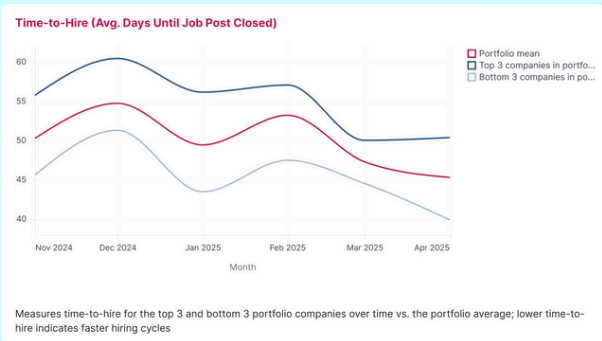
Growth Index



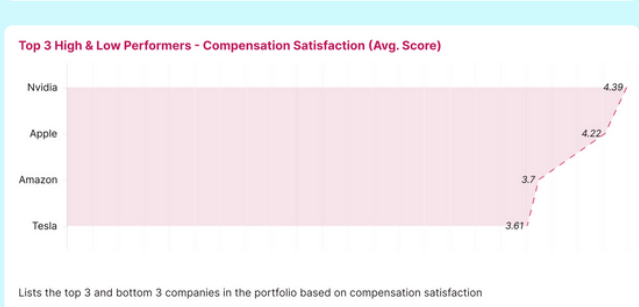
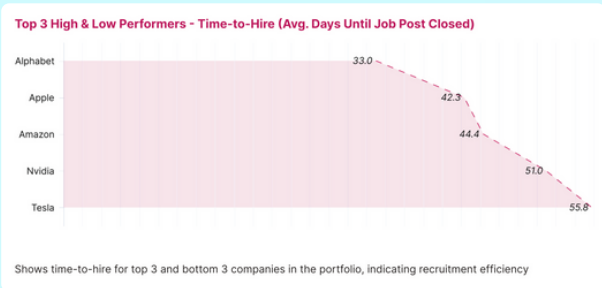
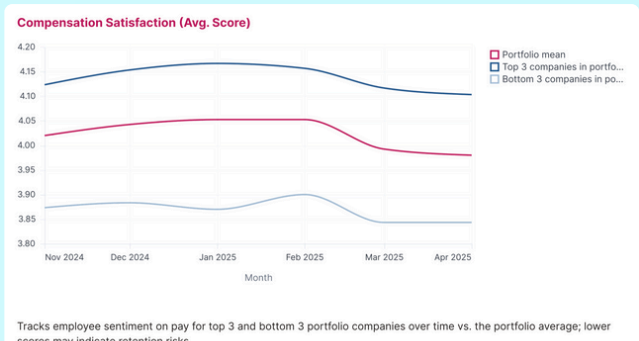
Hiring Intensity



Time-to-Hire



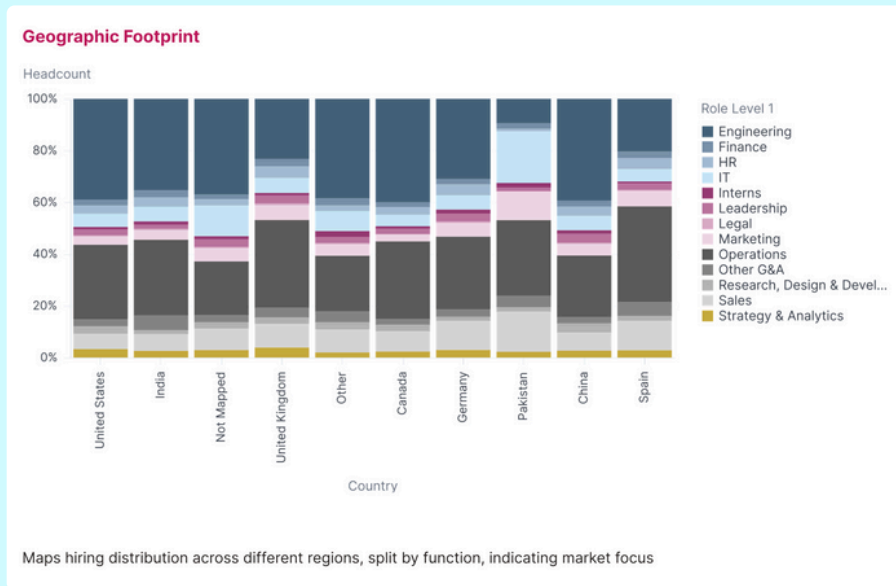
Compensation Satisfaction



Portfolio Geographical Exposure

- **The United States remained the overwhelming hub** for portfolio company talent, reaffirming its strategic importance in talent concentration.
- **India emerged as a strong secondary center**, suggesting a growing reliance on global talent pools to support engineering and IT roles.
- **Germany and the United Kingdom witnessed slight increases in job demand**, reflecting deeper penetration into European markets.
- **'Not Mapped' locations still contributed a measurable headcount**, hinting at remote work or decentralized hiring practices across companies.

Geographic Hiring Trends – Top Countries



Top 10 Countries in Demand

| Country | Job Postings ↓ | MoM Change % |
|--------------------------|----------------|--------------|
| united states of america | 7775 | -44.03% |
| india | 1222 | -13.15% |
| germany | 829 | -39.4% |
| united kingdom | 747 | -8.12% |
| mexico | 351 | -41.5% |
| canada | 247 | -46.3% |
| singapore | 235 | -31.69% |
| ireland | 182 | -50.41% |
| spain | 171 | -49.56% |
| brazil | 164 | -27.75% |

Highlights the most important hiring locations globally, showing workforce expansion trends

Note: '% change' represents change with respect to end of previous month

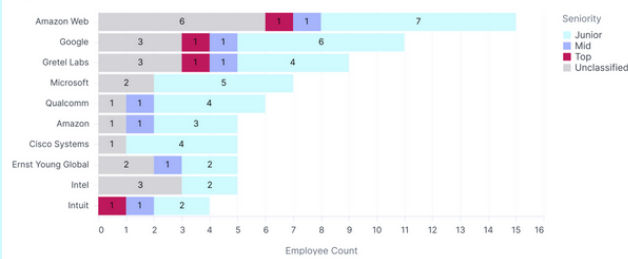
Role Trends for Portfolio

- **Engineering and Operations roles dominated new job postings**, underscoring a strong focus on core product development and operational scaling.
- **Software Developers and AI Engineers were among the top job titles in demand**, showing a clear investment in technical innovation.
- **Declining demand for Customer Service Representatives and Brokerage Clerks** pointed to automation or strategic shifts in customer operations.
- Talent sourcing patterns showed **companies drawing junior talent heavily from Amazon Web Services and Google**, indicating an active strategy to tap into technically skilled pools.

Talent Sources and Destinations

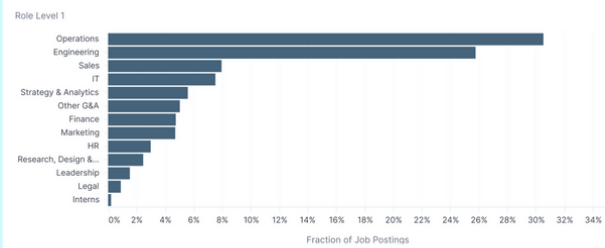
See Appendix for Top Seniority Talent Sources and Destinations

Top 10 Talent Sources



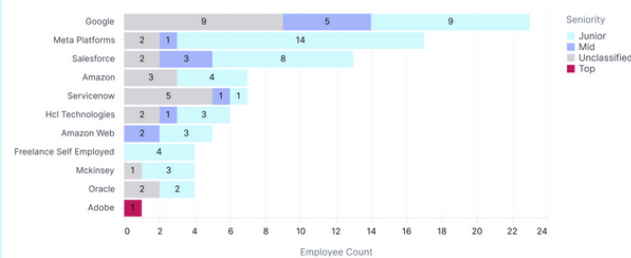
Lists the most common hiring sources, showing where companies attract talent from

Role Functions in Demand



Identifies which job functions are most in demand across the portfolio, revealing hiring trends

Top 10 Talent Destinations



Shows most preferred exit destinations for employees, revealing talent retention challenges

Top 10 Job Titles in Demand

| Job Title | Job Postings ↓ | MoM Change % |
|---|----------------|--------------|
| Software Developer / Engineer | 1308 | -50% |
| Computer Systems Engineer / Architect | 490 | -40% |
| Tractor-Trailer Truck Driver | 476 | -23% |
| Product Manager | 411 | -32% |
| Artificial Intelligence Engineer | 410 | -43% |
| Engineering Manager | 346 | -33% |
| Account Manager / Representative | 309 | -53% |
| Warehouse Worker | 295 | 10% |
| Business Development / Sales Manager | 270 | -26% |
| Cyber / Information Security Engineer / Analyst | 256 | -36% |

Lists the most sought-after job roles, reflecting hiring priorities

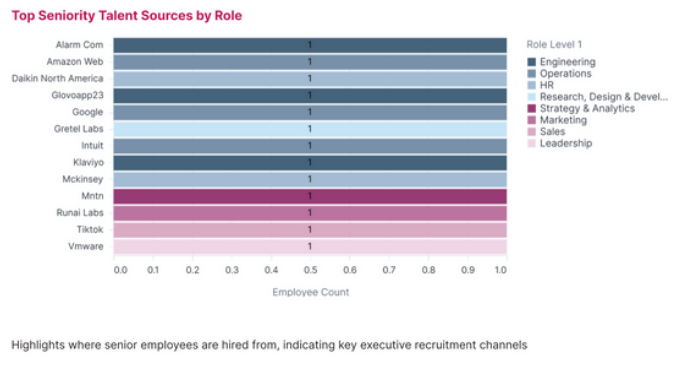
Note: '% change' represents change with respect to end of previous month

Conclusion

The Magnificent 7 portfolio reflects a **strategic balance between expansion and efficiency**. While overall growth was moderate, **companies emphasized faster hiring processes and deeper geographic diversification**. Role dynamics suggested a pivot toward technical and operational excellence, while traditional roles faced some contraction. Going forward, **disciplined talent strategies and global footprint optimization** will likely remain critical levers for sustainable growth.

Appendix





Top 10 Growing Job Roles

| Job Title | Job Postings | MoM Change % ↓ |
|--|--------------|----------------|
| Packager | 34 | 183% |
| Compensation / Benefits Manager | 24 | 71% |
| Transportation Manager | 76 | 69% |
| Merchandising Manager | 21 | 62% |
| Programme Manager | 30 | 58% |
| Postal Service / Mail Room Worker | 30 | 36% |
| Human Resources Assistant | 53 | 33% |
| Compensation / Benefits Analyst | 22 | 29% |
| Field Service Technician | 24 | 26% |
| Communications / Public Relations Specialist | 35 | 17% |

Highlights job roles experiencing the fastest hiring growth, indicating emerging industry needs

Top 10 Declining Job Roles

| Job Title | Job Postings | MoM Change % ↑ |
|------------------------------------|--------------|----------------|
| Brokerage Clerk | 33 | |
| Retail Sales Associate | 97 | -84% |
| Repair / Service Technician | 43 | -77% |
| Customer Service Representative | 184 | -74% |
| Unclassified Occupation | 542 | -74% |
| Sales Engineer | 23 | -74% |
| Merchandiser | 39 | -72% |
| Stocking Clerk | 25 | -71% |
| Scheduler / Operations Coordinator | 53 | -68% |
| Hardware Engineer | 83 | -67% |

Shows job roles with decreasing demand, signaling shifts in industry focus or automation impacts

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