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NVIDIA Workforce Insights Benchmark Report

February 2025

Executive Summary

Overview

NVIDIA continues to lead workforce expansion in the semiconductor and AI industry, outpacing key competitors—AMD, Intel, and Qualcomm. The company's hiring trends reflect its strategic focus on **AI development, high-performance computing, and semiconductor innovation.**

Key Takeaways

- **Workforce Expansion & Hiring Intensity:** NVIDIA has the highest headcount growth among peers, with a greater proportion of job postings relative to headcount, indicating aggressive hiring.
- **Top Hiring Priorities:** Software engineers, AI researchers, and system architects dominate NVIDIA's recruitment, aligning with its deep focus on accelerated computing.
- **Talent Retention & Competitive Talent Flows:** NVIDIA gains more talent from competitors than it loses, particularly from AMD and Intel, but faces increasing attrition to Big Tech AI and cloud firms.
- **Employee Sentiment & Retention:** Higher compensation, culture, and benefits scores contribute to NVIDIA's ability to retain key technical talent.
- **Geographic Expansion Strategy:** While North America remains the primary hiring hub, NVIDIA is accelerating expansion into Europe and Asia-Pacific to support global AI and semiconductor R&D.

## Workforce Expansion & Competitive Hiring Intensity

NVIDIA's **headcount growth surpasses that of AMD, Intel, and Qualcomm**, reinforcing its leadership in AI and semiconductor innovation.

- **Job posting intensity is significantly higher than its peers**, reflecting NVIDIA's rapid hiring strategy.
- **Time to fill roles has increased slightly**, likely indicating that the competition for top-tier AI and semiconductor talent is intensifying.
- NVIDIA's expansion has been particularly strong in **AI, chip design, and cloud-based hardware development**, areas where it continues to differentiate itself from traditional semiconductor firms.

Headcount Growth Comparison and Headcount Growth per Role
See Appendix for Hiring Intensity and Posting Closing Time

Headcount Growth (%)
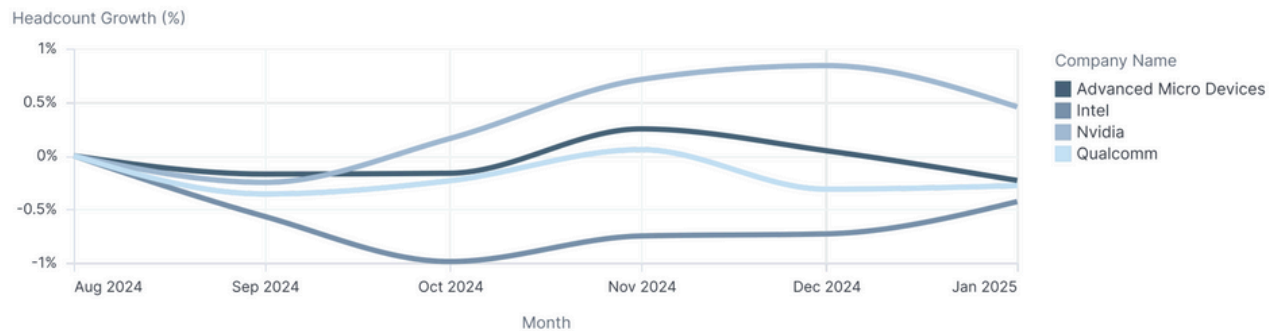
Headcount Growth Per Role (%)

Company Name →	Advance...	Intel	Nvidia	Qualcomm
Role	Change (%)	Change (%)	Change (%)	Change (%)
Engineering	-0.3%	-0.4%	0.4%	-0.3%
Finance	-0.2%	-0.3%	0.0%	-0.2%
HR	0.0%	-0.7%	-0.2%	-0.3%
IT	-0.4%	-0.5%	0.3%	-0.3%
Interns	-3.9%	-0.5%	0.9%	-0.7%
Leadership	0.0%	-0.6%	0.0%	-0.4%
Legal	5.0%	-0.6%	0.0%	0.0%
Marketing	-0.4%	-0.5%	0.4%	-0.2%
Operations	-0.1%	-0.3%	0.2%	-0.2%
Other G&A	-0.1%	-0.4%	0.0%	0.0%
Research, Design & ...	0.0%	-0.4%	0.5%	-0.5%
Sales	0.7%	-0.2%	1.0%	-0.5%
Strategy & Analytics	-0.3%	-0.6%	0.1%	-0.6%

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NVIDIA's Top Hiring Priorities: AI, Engineering, and System Architecture

NVIDIA's hiring is heavily weighted toward **software, AI research, and hardware design**, positioning it ahead of competitors in accelerated computing and AI-driven semiconductor development.

Most in-demand roles:
- **Software Developers / Engineers** – Leading all job postings.
- **Computer Systems Engineers / Architects** – Essential for AI model optimization.
- **Data Scientists** – Supporting AI and deep learning projects.
- **Hardware Engineers** – Key for GPU and semiconductor innovation.
- **Network Engineers** – Supporting cloud-based AI acceleration.

Compared to its peers, NVIDIA's hiring mix emphasizes **AI and software talent**, while AMD and Intel focus more on **mechanical and manufacturing engineers**, reflecting their focus on fabrication.

Top Roles in Demand – NVIDIA versus Peers

Top Roles in Demand (Target)

Job Title	Period → Change %	Current Period ⓘ Job Postings ↓	Previous Month ⓘ Job Postings
software developer / engineer	-20%	177	220
computer systems engineer / architect	15%	61	53
data scientist	9%	36	33
hardware engineer	-26%	29	39
network engineer / architect	-7%	27	29
product manager	14%	25	22
program manager	110%	21	10
unclassified occupation	125%	18	8
software qa engineer / tester	0%	17	17
industrial engineer	600%	14	2

Top Roles in Demand (Peers)

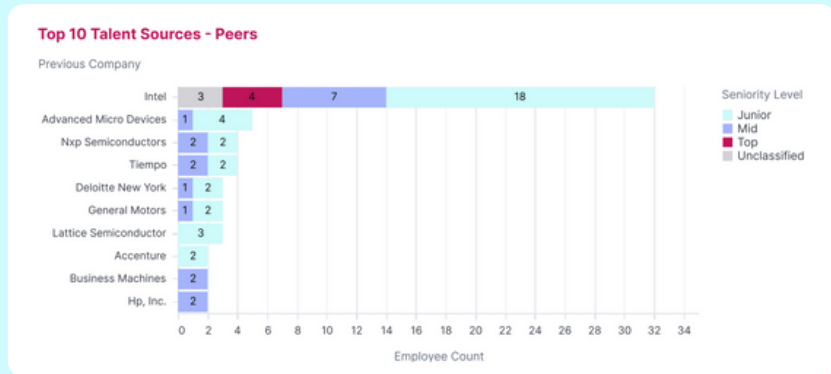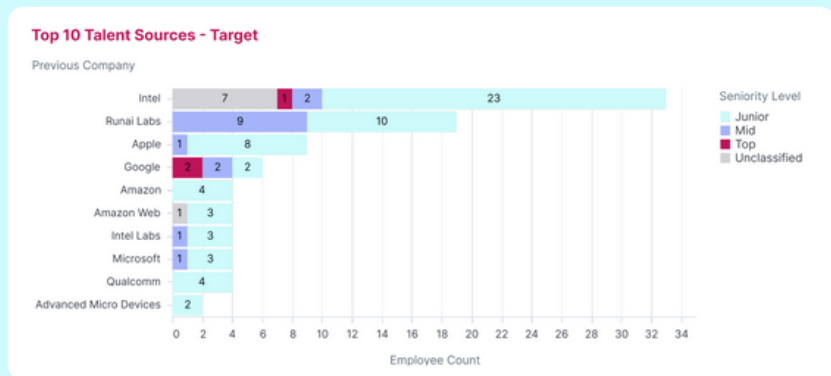| Job Title	Period Change %	Current Period ⓘ Job Postings ↓	Previous Month ⓘ Job Postings
software developer / engineer	11%	428	386
computer systems engineer / architect	54%	249	162
hardware engineer	25%	223	178
mechanical engineer	12%	170	152
manufacturing engineer	-17%	128	154
unclassified occupation	31%	123	94
engineering manager	49%	73	49
human resources / labor relations specialist	338%	70	16
industrial engineer	331%	69	16
software qa engineer / tester	-14%	63	73

Talent Retention & Competitive Talent Flows

NVIDIA **continues to attract more talent from competitors than it loses**, particularly from **Intel, AMD, and leading AI firms**. However, attrition trends indicate a shift toward:

- **Big Tech AI research divisions** (Google DeepMind, OpenAI, Microsoft AI, AWS AI Labs).
- **Cloud infrastructure companies** (AWS, Google Cloud) expanding their semiconductor capabilities.
- **AI startups**, particularly in specialized AI hardware and networks systems.

Despite these competitive pressures, NVIDIA retains a **strong workforce due to higher sentiment scores in compensation, benefits, and work culture**. Additionally, employees who leave NVIDIA tend to have a **longer average tenure** compared to those exiting AMD and Intel, signaling higher overall retention.

Talent Sources and Employee Sentiment Scores
See Appendix for Talent Destinations – NVIDIA versus Peers

Top 10 Talent Sources - Target

Previous Company

Top 10 Talent Sources - Peers

Previous Company

Sentiment Sub-Scores (average) With Change (%)

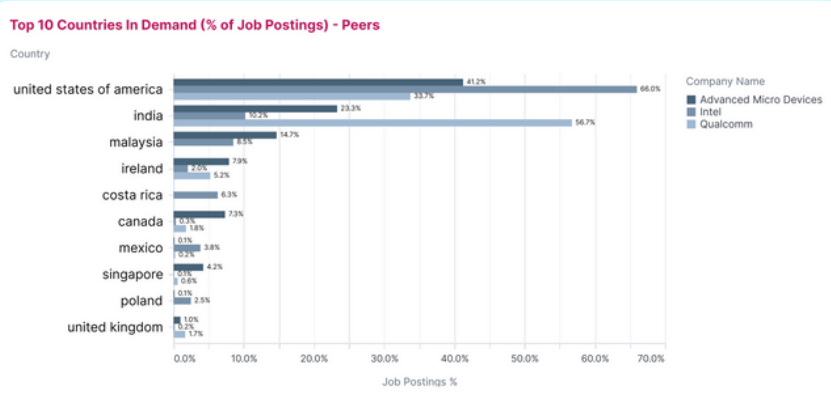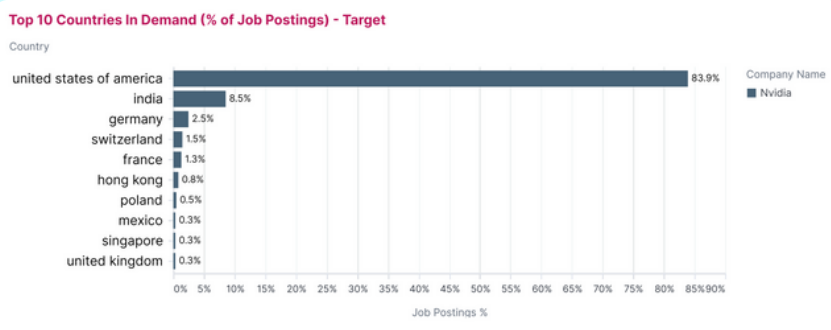| Period	Current Period ⓘ											
Company Name ↑	Overall Score	Overall Score change %	Senior Manageme	Senior Management Score change %	Compensati Benefits	Compensation Benefits Score change %	Work Life Balance	Work Life Balance Score change %	Culture Values	Culture Values Score change %	Diversity Inclusion	Diversity Inclusion Score change %
Advanced Micro Devices	3.94	-3.4%	3.62	-3.5%	3.71	-1.9%	3.87	-0.5%	3.96	-2.9%	4.09	-1.4%
Intel	3.85	-0.3%	3.19	-0.9%	3.72	0.3%	4.08	-1.2%	3.89	-1.5%	4.17	-3.0%
Nvidia	4.4	0.9%	4.14	1.2%	4.46	1.1%	4.11	4.8%	4.5	3.2%	4.36	1.2%
Qualcomm	3.99	1.0%	3.38	-0.6%	3.95	1.0%	3.09	-5.2%	3.58	-3.5%	3.8	-2.3%

Geographic Hiring Strategy: Expanding Beyond North America

NVIDIA's hiring footprint **strategically aligns with AI and semiconductor industry growth markets**, reinforcing its **global expansion strategy**:

- **High hiring activity in North America**, particularly **California, Texas, and Washington**, where NVIDIA has strong R&D and operational presence.
- **Growing international hiring efforts**, especially in **Europe and Asia-Pacific**, aligning with **AI infrastructure development and strategic semiconductor investments**.
- **Compared to AMD and Intel, NVIDIA's hiring is more concentrated in AI-heavy hubs**, rather than spread across multiple regions.
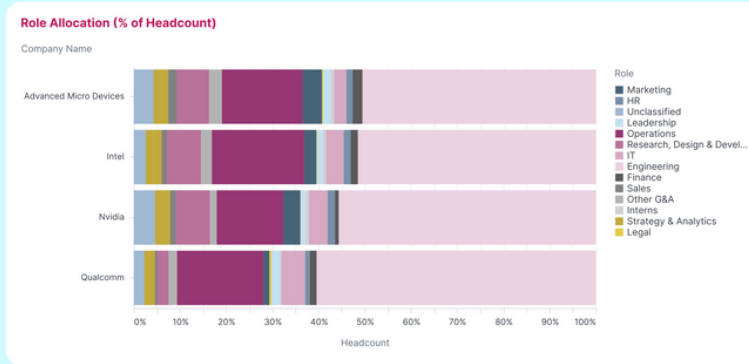
Geographic Hiring Trends – Top Countries
See Appendix for Top US States

Top 10 Countries In Demand (% of Job Postings) - Target

Country

united states of america	83.9%
india	8.5%
germany	2.5%
switzerland	1.5%
france	1.3%
hong kong	0.8%
poland	0.5%
mexico	0.3%
singapore	0.3%
united kingdom	0.3%

Company Name
■ Nvidia

Job Postings %

Top 10 Countries In Demand (% of Job Postings) - Peers

Country

united states of america	41.2%	33.7%	66.0%
india	10.2%	23.3%	56.7%
malaysia	8.5%	14.7%	
ireland	2.0% / 7.9%	5.2%	
costa rica	6.3%		
canada	0.3% / 1.8%	7.3%	
mexico	0.1% / 0.2%	3.8%	
singapore	0.5% / 0.6%	4.2%	
poland	0.1%	2.5%	
united kingdom	1.0% / 0.2%	1.7%	

Company Name
■ Advanced Micro Devices
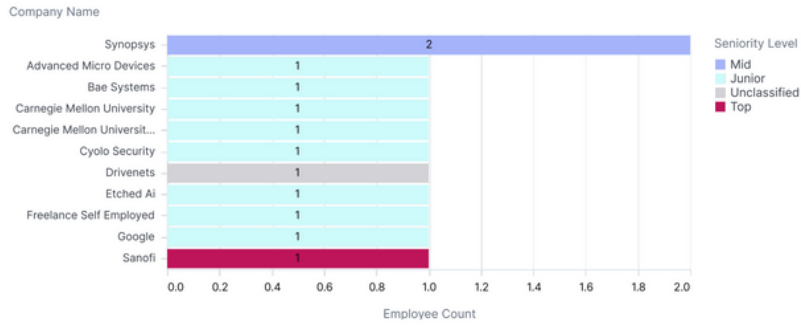■ Intel
□ Qualcomm

Job Postings %

Conclusion

NVIDIA's workforce expansion strategy reflects its leadership in **AI computing, semiconductor innovation, and global expansion**. The company's **aggressive hiring, strong retention rates, and high employee satisfaction scores** set it apart from competitors. However, it faces growing competition for AI talent from Big Tech and cloud providers. Sustained investment in talent acquisition and retention will be crucial to maintaining its market leadership.
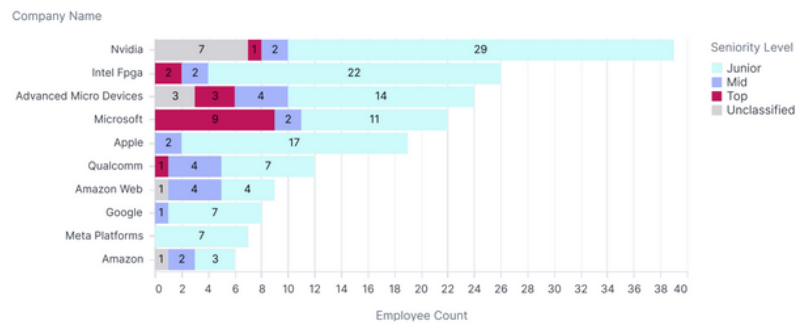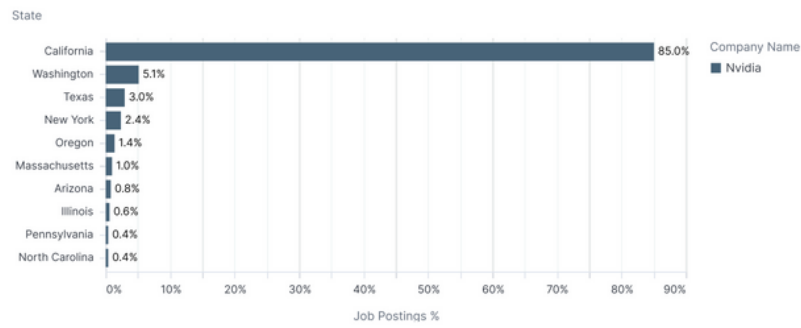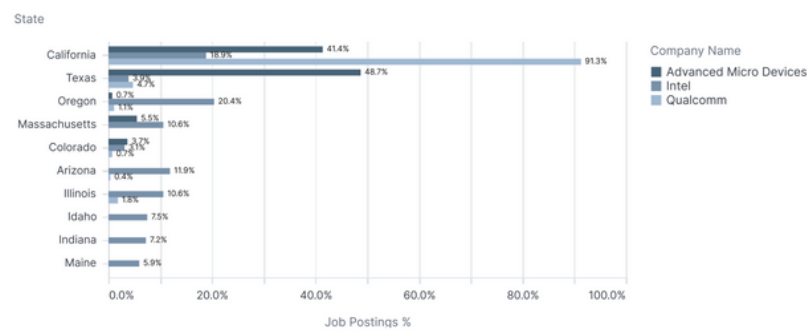
APPENDIX

Role Allocation (% of Headcount)

Geographic Footprint - Top 20 US States

Job Posting Intensity (% of Headcount)

Posting Closing Rate (Closed Postings / Open Postings)
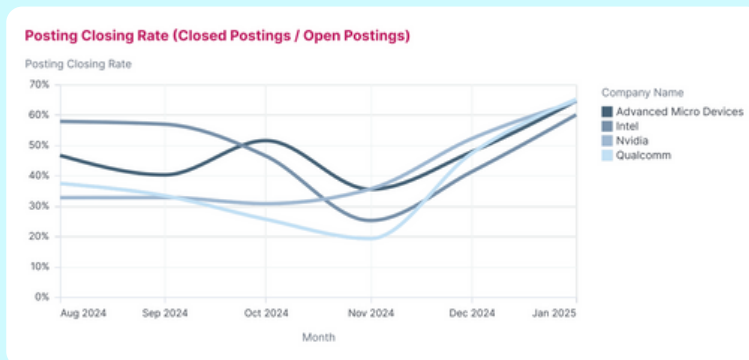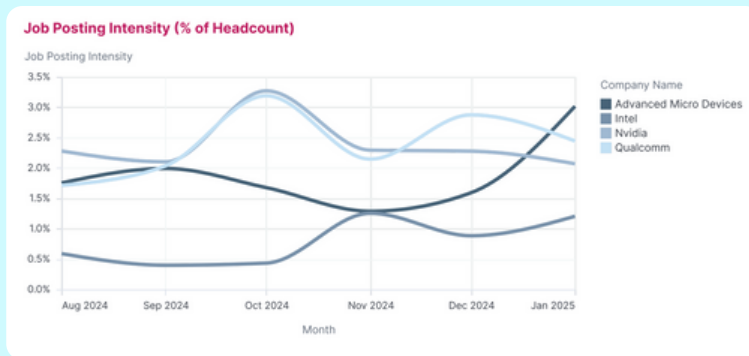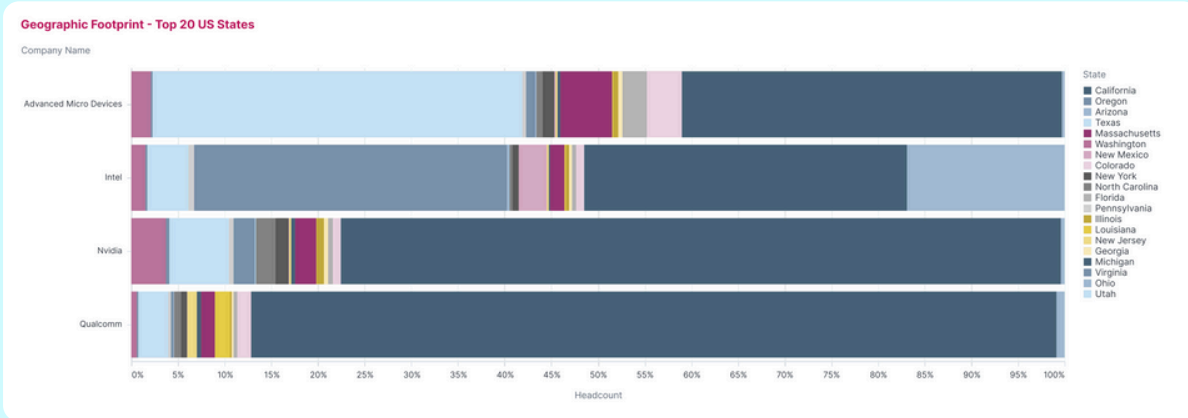
Top 10 Talent Destinations - Target

Company Name

Seniority Level
- Mid
- Junior
- Unclassified
- Top

Top 10 Talent Destinations - Peers

Company Name

Seniority Level
- Junior
- Mid
- Top
- Unclassified

Top 10 US States In Demand (% of Job Postings)- Target

State

Company Name
- Nvidia

Top 10 US States In Demand (% of Job Postings) - Peers

State

Company Name
- Advanced Micro Devices
- Intel
- Qualcomm