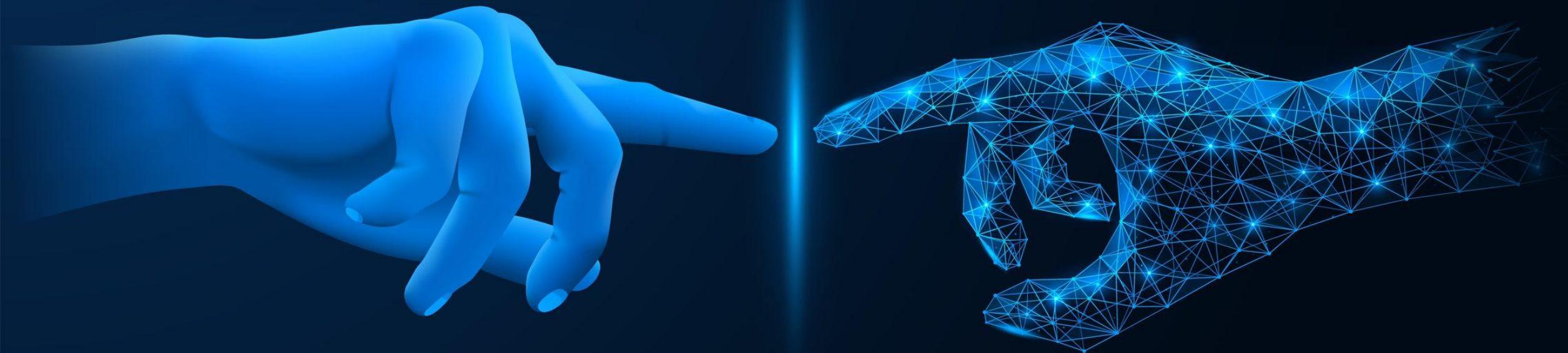




# Fortune 500 Companies Hiring Characteristics



This report examines how Fortune 500 hiring in 2025 differs from 2024, highlighting shifts in skills, workloads, job types, locations, experience mix, and AI adoption - revealing a move toward efficiency, resilience, modular roles, and enterprise-scale AI integration

**January 2026**

# Major Characteristics of Fortune 500 hiring in 2025

## 1. AI Hiring becomes ‘Embedded’ inside business and enterprise functions

AI skills and tools are becoming increasingly prevalent in job descriptions for Customer Support, Sales & Marketing, Manufacturing, and Financial Operations, where AI is powering automation, decision support, and productivity gains across frontline and operational workloads.

## 2. Skills Density (defined for this report as Skills Per Role) increases across all major job functions

From 2024 to 2025, skill intensity rose sharply across tech jobs (software, data, AI, and cloud roles) as well as operations, corporate strategy, supply chain, and retail.

## 3. Hiring growth is led by execution roles

Fortune 500 hiring is increasingly focused on execution-oriented individual contributors, with leadership hiring remaining more selective and targeted.

## 4. Global Hiring Momentum Continues

From 2024 to 2025, Fortune 500 hiring continued across global geographies, with talent at the top of Fortune 500 companies' minds.

## 5. Demand is concentrated more in “Operators of AI.”

Fortune 500 AI demand is focusing on operating AI rather than Building AI. Governance, orchestration, and integration skills—such as Responsible AI, AI governance, LangChain, workflow automation, RAG, and AI integration—are growing far faster than builder skills like model training, deep learning, neural networks, and generative modeling, signaling enterprise-scale AI adoption.

# Major Characteristics of Fortune 500 hiring in 2025

## 6. Hiring Signals Emphasize Cost Optimization Language

Across Fortune 500 tech roles, Cost Optimization-driven hiring language is rising sharply, especially in AI/ML, software engineering, cloud, and data engineering, as job descriptions increasingly emphasize ROI, cost-to-serve, productivity gains, and margin protection over pure build-led growth.

## 7. Hiring growth in 2025 is strongest in control-oriented skill clusters—security, privacy, AI governance, risk, and cost optimization.

Across Fortune 500 companies, AI is scaling across the enterprise, and companies are increasing hiring for roles focused on control, governance, and cost discipline.

## 8. The Fortune 500 increases contract, project-based, and specialist hiring

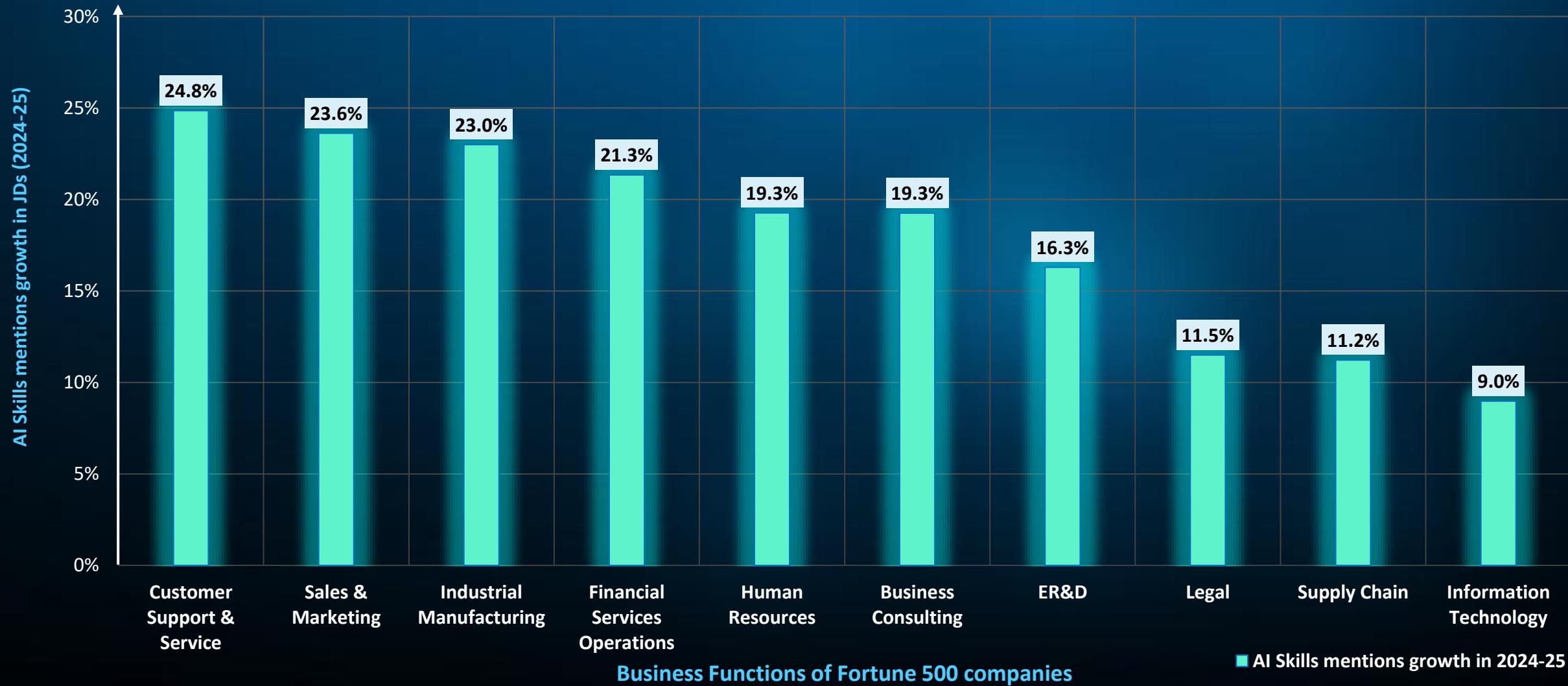
In 2025, Fortune 500 companies increasingly rely on contract and specialist hiring, with contract roles rising sharply. This shift is evident across Engineering (R&D, quality, project roles) and Finance (accounting, analyst, AP specialist roles), signaling flexible, demand-led workforce deployment.

## 9. Early signals suggest external hiring is slowing in select roles identified as highly automatable or augmentable by AI; further data is needed to confirm the trend

Preliminary analysis shows that job postings in highly AI-augmentable roles are declining faster than in low-augmentation roles across corporate functions, suggesting early substitution of routine work through AI, particularly in Finance

AI penetration is rising across Fortune 500 business functions between 2024 and 2025. IT and R&D reflect AI normalization, while other functions are now experiencing AI diffusion.

### Growth of AI Skills mentions in JDs analyzed across Business Functions of Fortune 500 companies



Rising skill requirements in Fortune 500 job postings reflect deeper technology integration and clearer role expectations.



## Average Skills per JD across Job Functions in Fortune 500 Companies



Note: Draup leveraged its database of over 1 billion job descriptions to analyze global hiring trends and generate insights on Fortune 500 companies' jobs worldwide.

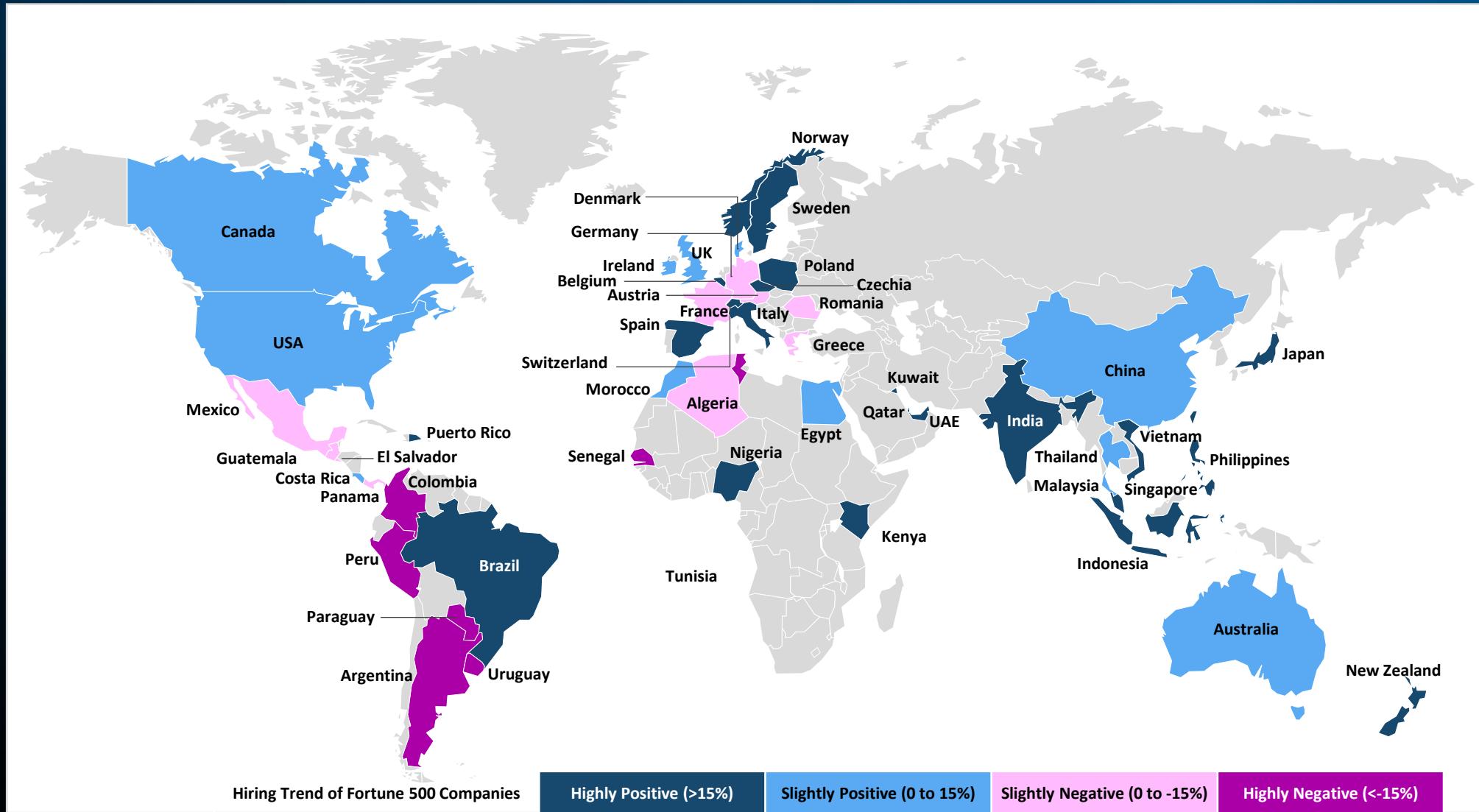
# Fortune 500 companies are focusing on hiring Individual contributors

## Job Demand Growth Rate across Hierarchical levels in Fortune 500 Companies from 2024-25



# Global hiring momentum continues

## Hiring Trend of Fortune 500 Companies between 2024-25 and 2025-26

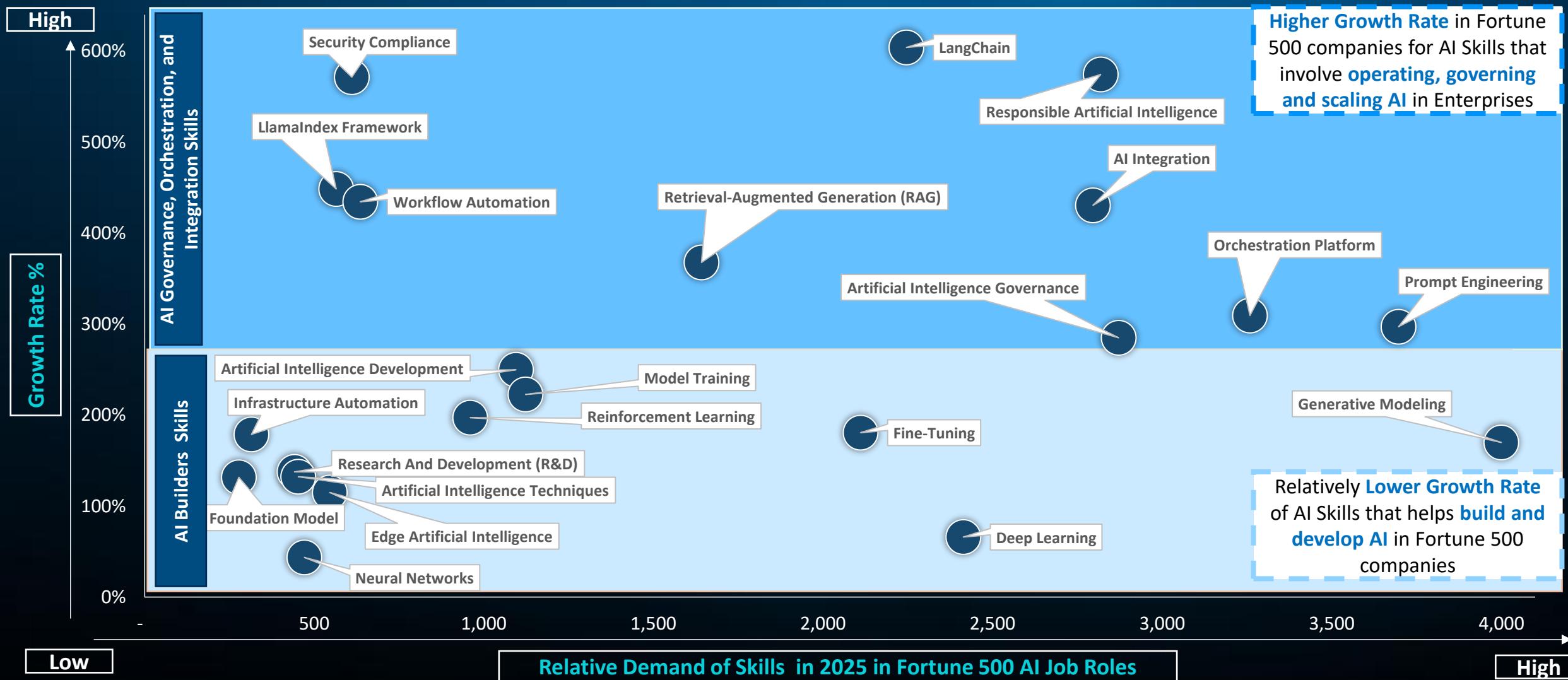


Top Growing Countries	Growth Rate of Job Openings
Kuwait	82%
Belgium	64%
Qatar	57%
Nigeria	37%
UAE	36%
Vietnam	36%
Brazil	35%
Indonesia	34%
Italy	32%
Norway	30%
Puerto Rico	26%
Sweden	22%
Spain	21%
Switzerland	21%
Philippines	20%
Poland	19%
Japan	19%
New Zealand	17%
Czechia	16%
Singapore	16%
India	15%
Malaysia	15%
Ireland	13%
Costa Rica	12%
Denmark	11%
Egypt	10%
Canada	8%
Thailand	6%
Morocco	5%
China	4%
USA	4%
Australia	4%
United Kingdom	2%

# Demand is moving from AI builders to operators, with governance and integration skills scaling faster



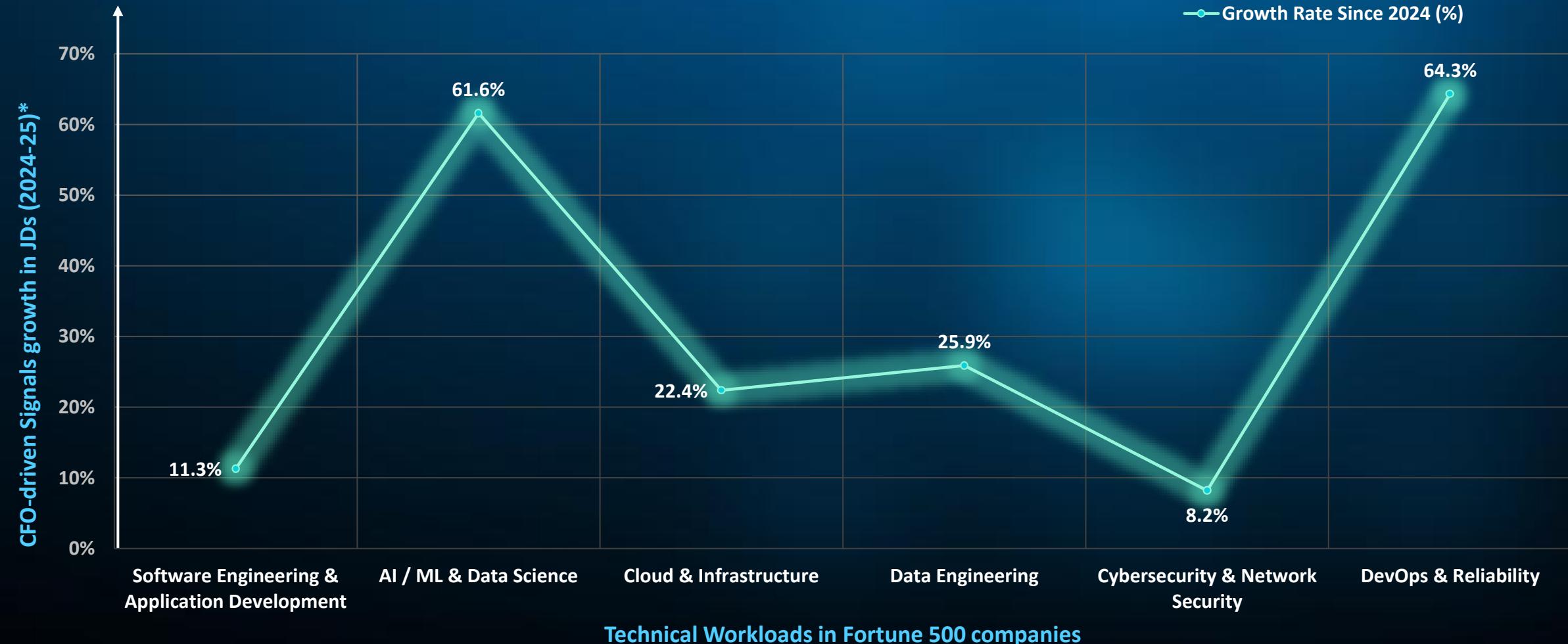
## YoY Growth Rate of AI Skills in Fortune 500 Companies from 2024-25 to 2025-26



In 2025, tech hiring language increasingly reflects cost-optimization priorities, signaling a shift toward efficiency-led demand



## Cost Optimization-driven Signals in Tech Job Postings of Fortune 500 Companies (2024–2025)

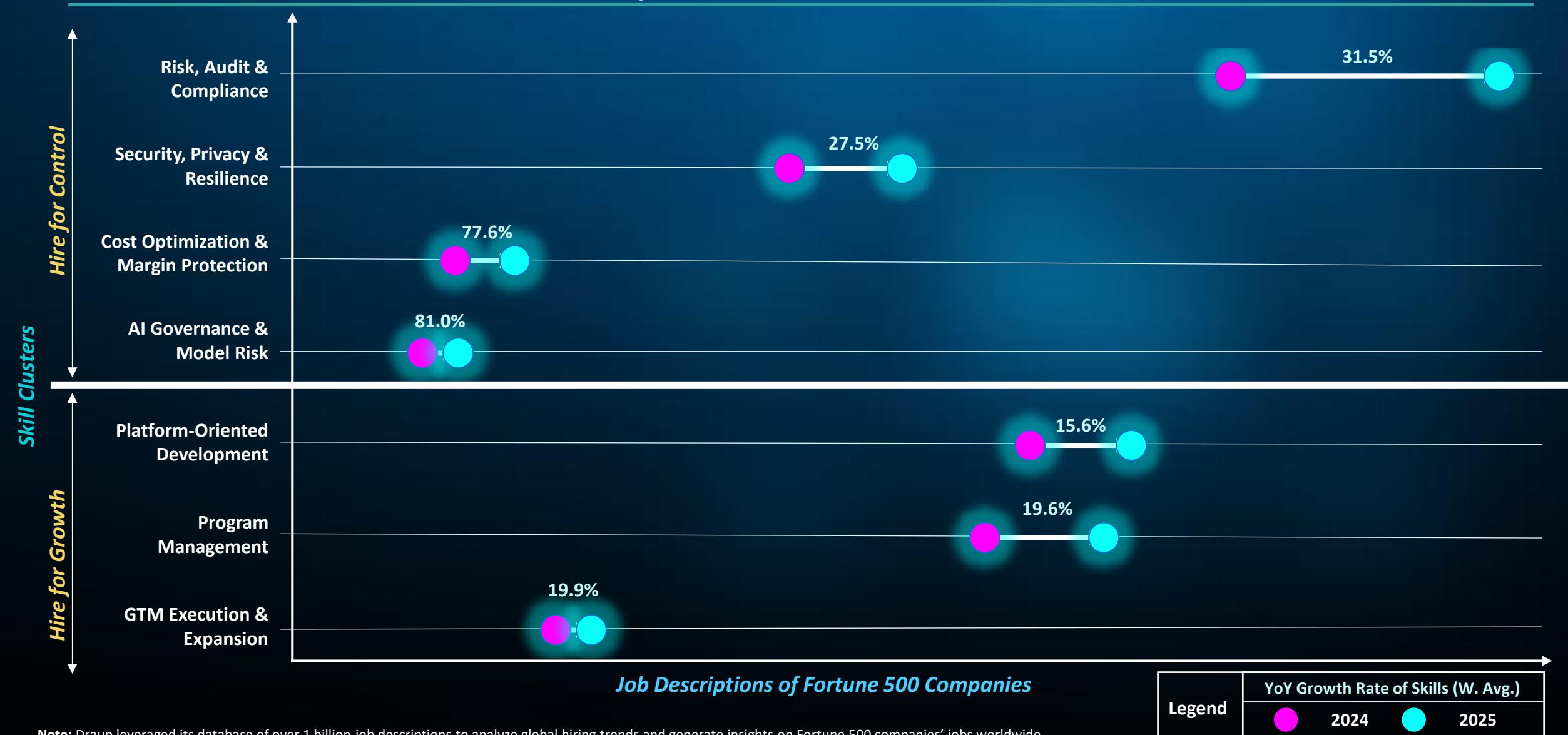


Note: Draup leveraged its database of over 1 billion job descriptions to analyze global hiring trends and generate insights on Fortune 500 companies' jobs worldwide. \*CFO-driven signals refer to mentions of terms such as ROI, Margin protection, Cost Optimization, etc. in Job Descriptions

# Hiring growth in 2025 is strongest in control-oriented skill clusters—security, privacy, AI governance, risk, and cost optimization



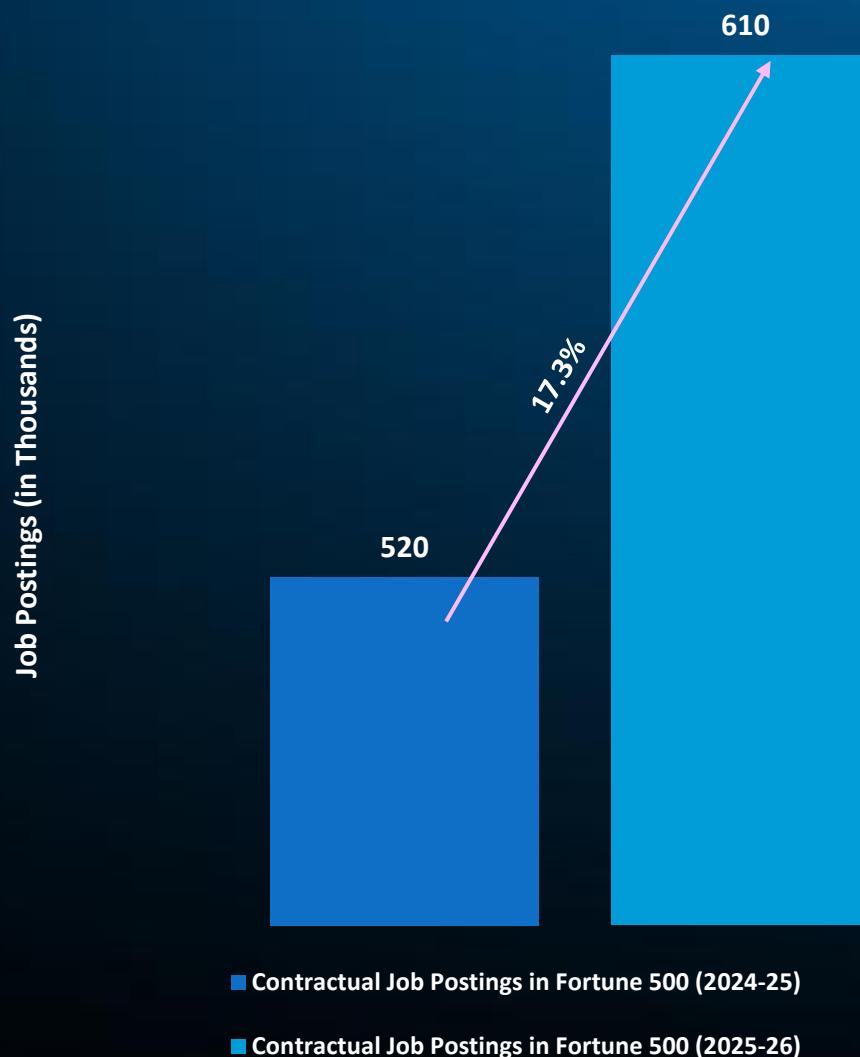
## YoY Growth Rate Analysis of Hire for Control & Hire for Grow Skill Clusters



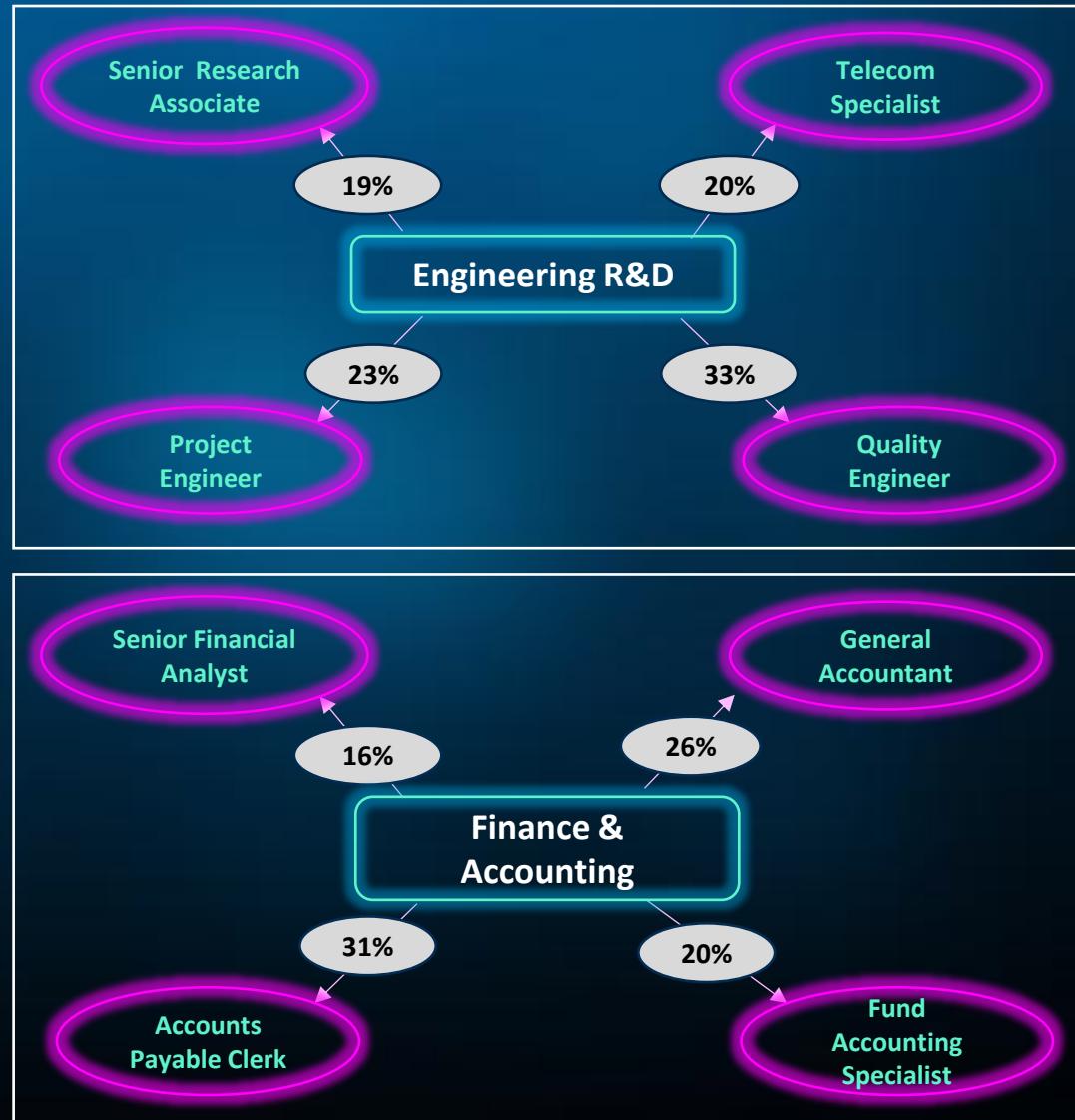
Note: Draup leveraged its database of over 1 billion job descriptions to analyze global hiring trends and generate insights on Fortune 500 companies' jobs worldwide.

# Fortune 500 hiring more contract and specialist roles for flexible execution

## Contractual Job Demand Growth Rate in Fortune 500 Companies from 2024-25



### Affected Contract Roles & Business Functions (2024-25)\*

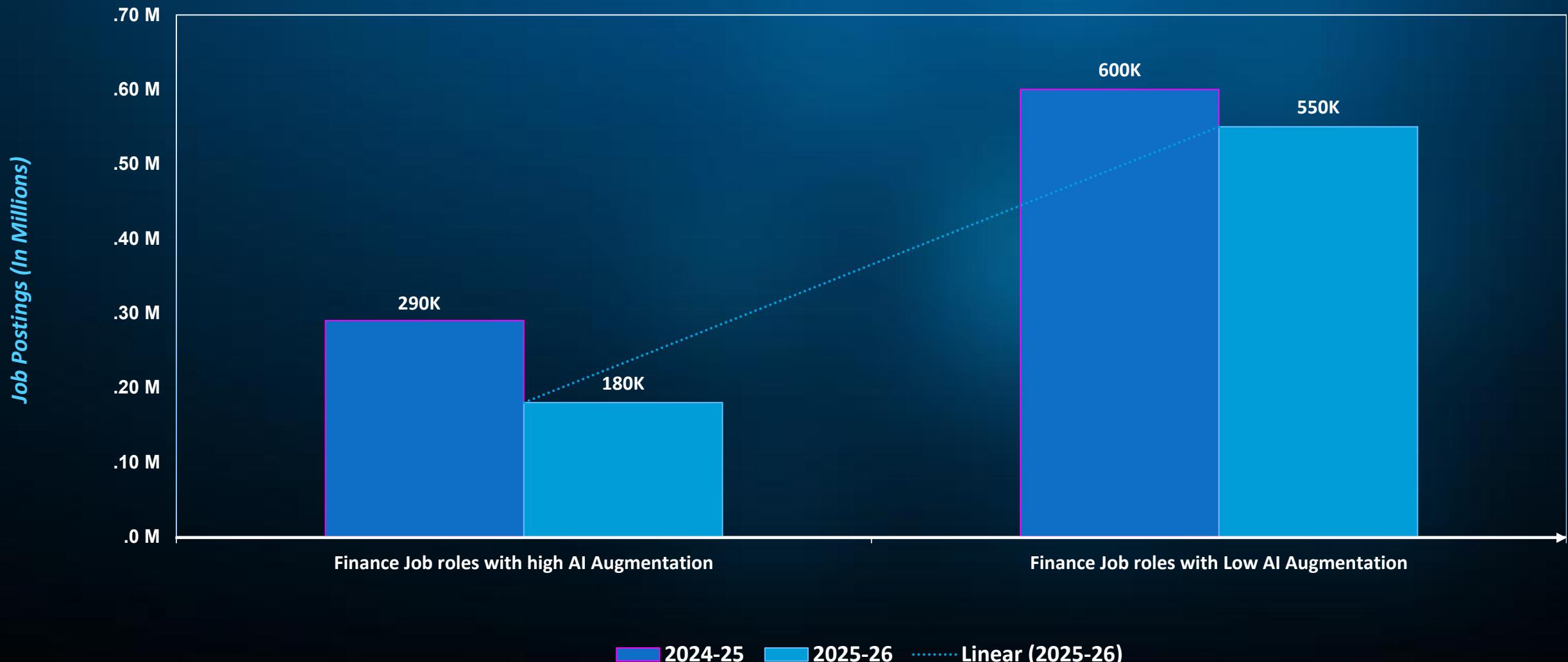


Note: Draup leveraged its database of over 1 billion job descriptions to analyze global hiring trends and generate insights on Fortune 500 companies' jobs worldwide. \* These are illustrative examples of contractual job roles affected and are not an exhaustive list of business functions.

Early signals suggest external hiring is slowing in select roles identified as highly automatable or augmentable by AI; further data is needed to confirm the trend



### Hiring declines are concentrated in high-AI-augmentable finance



# Methodology & Analytical Framework



## How Draup Derived These Insights

### 1. Enterprise-Scale Data Foundation

- Analysis draws on Draup's proprietary database of 1B+ global job descriptions, covering Fortune 500 companies across industries.
- Job postings span multiple geographies, functions, roles, and seniority levels.
- Core analysis focuses on 2024–25, with early directional signals from 2025–26 where trends are emerging.

### 2. Job & Skill Normalization

- All job postings were standardized and mapped across:
  - Job functions (e.g., IT, Finance, HR, Supply Chain, Sales)
  - Hierarchical levels (Individual Contributor, Manager, Director, VP)
- Skills were extracted using NLP models and mapped to Draup's proprietary skills ontology.

### 3. Skills Density Measurement

- Skills Density is defined as the average number of distinct skills required per role.
- Year-over-year changes were analyzed to identify:
  - Role consolidation
  - Technology and AI infusion into traditional roles

### 4. AI Signal Identification

- AI-related skills and keywords (e.g., AI/ML, automation, governance, orchestration, data platforms) were tagged to measure:
  - AI penetration across functions
  - Growth vs. normalization effects (base-effect adjustments applied to early adopters such as IT and R&D)

### 5. Control vs. Growth Skill Clustering

Skills were grouped into two strategic hiring intents:

- Hire-for-Growth**
  - Platform and product development
  - GTM execution and expansion
  - Program and delivery management
- Hire-for-Control**
  - Security, privacy, and resilience
  - Risk, audit, and compliance
  - AI governance and model risk
  - Cost optimization and margin protection
  - YoY growth rates were calculated to assess shifts in enterprise hiring priorities.

# Methodology & Analytical Framework



## How Draup Derived These Insights

### 6. Cost-Optimization Signal Analysis

- Job descriptions were scanned for CFO- and efficiency-oriented language, including:
  - Cost optimization, ROI, margin protection
  - Efficiency, optimization, rationalization
- Signal growth was analyzed across AI, cloud, data, DevOps, and security workloads.

### 7. External Hiring Trend Assessment

- External hiring volumes were compared across roles with:
  - High AI automation / augmentation potential
  - Low AI augmentation potential
- Findings labeled as “early signals” where trend maturity is still evolving.

### 8. Geographic Hiring Analysis

- Hiring activity was aggregated at the country level to assess:
  - Growth momentum
  - Regional rebalancing
- Countries were classified as:
  - Highly positive
  - Slightly positive
  - Slightly negative
  - Highly negative

### 9. Analytical Guardrails

- Insights reflect directional trends, not single-point observations.
- Percentage growth indicates relative change, not absolute hiring volume.
- Emerging patterns are explicitly caveated where longer validation cycles are required.

This analysis is designed to surface enterprise hiring intent and operating-model shifts, not short-term hiring volatility.



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