Beyond the headlines: Engineering leadership in 2025

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Scott Carey
He/Him
Editor in Chief
LeadDev

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The context

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Last year, we launched the Engineering Leadership Report

We wanted to learn:

- How exactly have organizations been changing?
- What have those changes meant for your role?

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> One year later, we have seen a significant shift. Tightening budgets and the rise of generative AI are impacting how work is prioritized, the shape of engineering teams, and the way folks are rewarded for their work - Me

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The research

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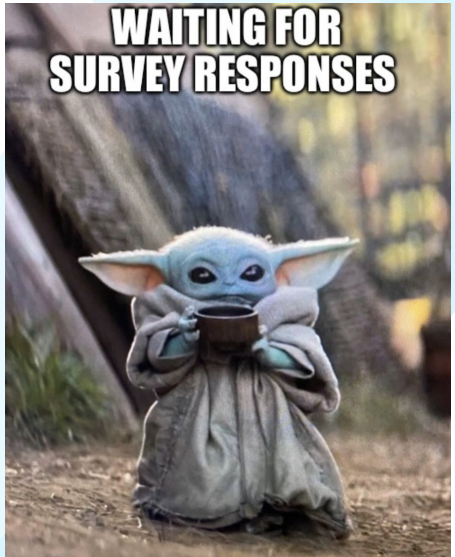
The LeadDev

Engineering Leadership Report 2025

We asked 600+ engineering leaders how their roles are evolving in response to a rapidly changing economic landscape in 2025. Here's what we found.

Who we heard from



- 617 respondents
- 34% USA
- 50% Europe/UK
- 37% managers
- 18% managers of managers

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5 top takeaways

5%

of respondents said their organization has eliminated DEI programs in the last year.

60%

do not believe AI has significantly boosted their team's productivity.

50%

worry there are fewer jobs available, up from 48% in 2024.

40%

believe their team is less motivated to come to work than they were 12 months ago.

65%

of respondents are worried about a recession.

The headlines

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THE SHIFT

For Some Recent Graduates, the A.I. Job Apocalypse May Already Be Here

The unemployment rate for recent college graduates has jumped as companies try to replace entry-level workers with artificial intelligence.

Futurism

"Learn to Code" Backfires Spectacularly as Comp-Sci Majors Suddenly Have Sky-High Unemployment

"Every kid with a laptop thinks they're the next Zuckerberg."

Future Society / Computer Science / Job Market / Labor

Image by Getty / Futurism

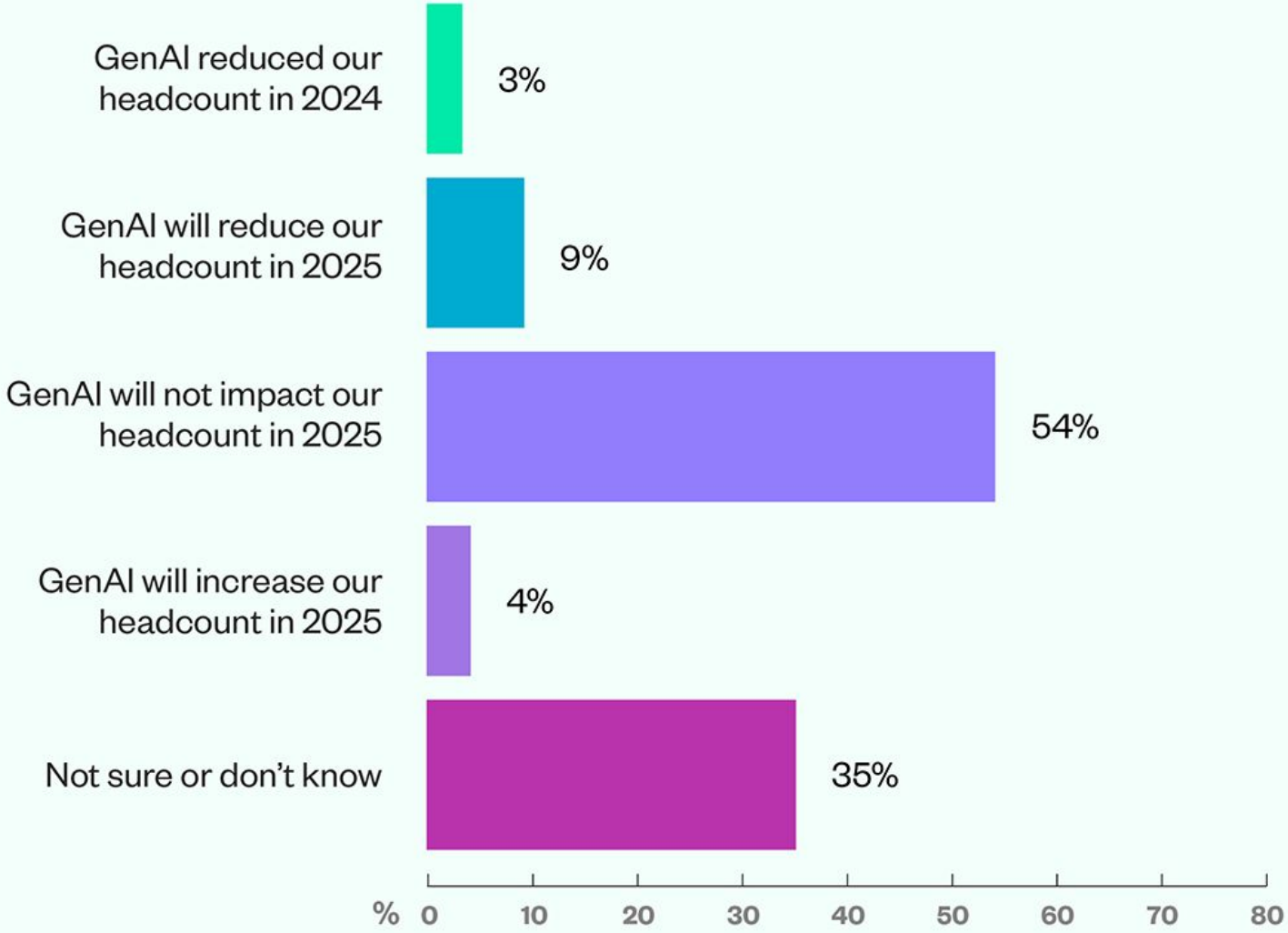
tech eu

News Topics Insights Summit London 2026

AI job apocalypse not "helpful framing", says UK prime minister's AI adviser

Matt Clifford said it was important that amid the AI race the UK was "exporting AI services rather than just importing them".

54% do not expect generative AI to impact headcount in 2025


GenAI reduced our headcount in 2024
3%
GenAI will reduce our headcount in 2025
9%
GenAI will not impact our headcount in 2025
54%
GenAI will increase our headcount in 2025
4%
Not sure or don't know
35%
%
0
10
20
30
40
50
60
70
80

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Docs
Customer stories
Use Copilot for free
Contact sales
AI & ML
Developer skills
Engineering
Enterprise software
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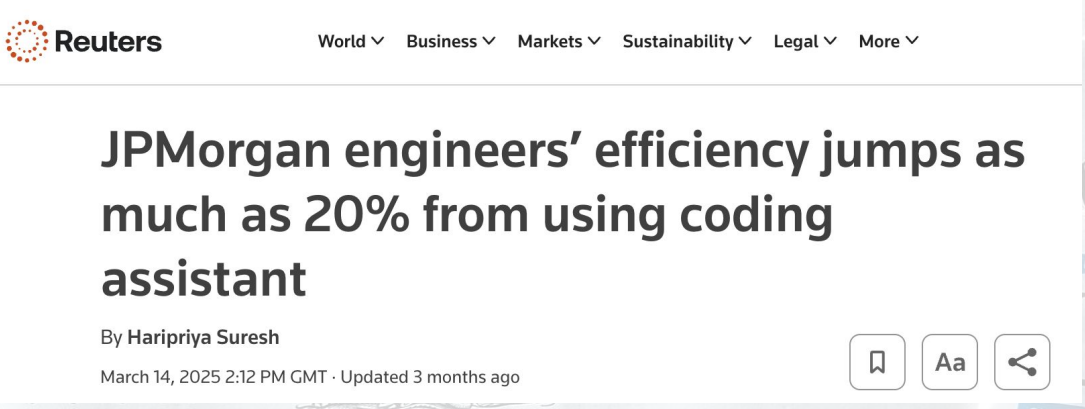
Research: quantifying GitHub Copilot's impact on developer productivity and happiness
When the GitHub Copilot Technical Preview launched just over one year ago, we wanted to know one thing: Is this tool helping developers? The GitHub Next team conducted research using a combination of surveys and experiments, which led us to expected and unexpected answers.


Reuters
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JPMorgan engineers' efficiency jumps as much as 20% from using coding assistant
By Haripriya Suresh
March 14, 2025 2:12 PM GMT · Updated 3 months ago
Aa

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TECH
Y Combinator startups are fastest growing, most profitable in fund history because of AI
PUBLISHED SAT, MAR 15 2025•11:17 AM EDT | UPDATED FRI, MAR 21 2025•2:34 PM EDT
Kate Rooney
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60% do not believe AI has significantly boosted their team's productivity

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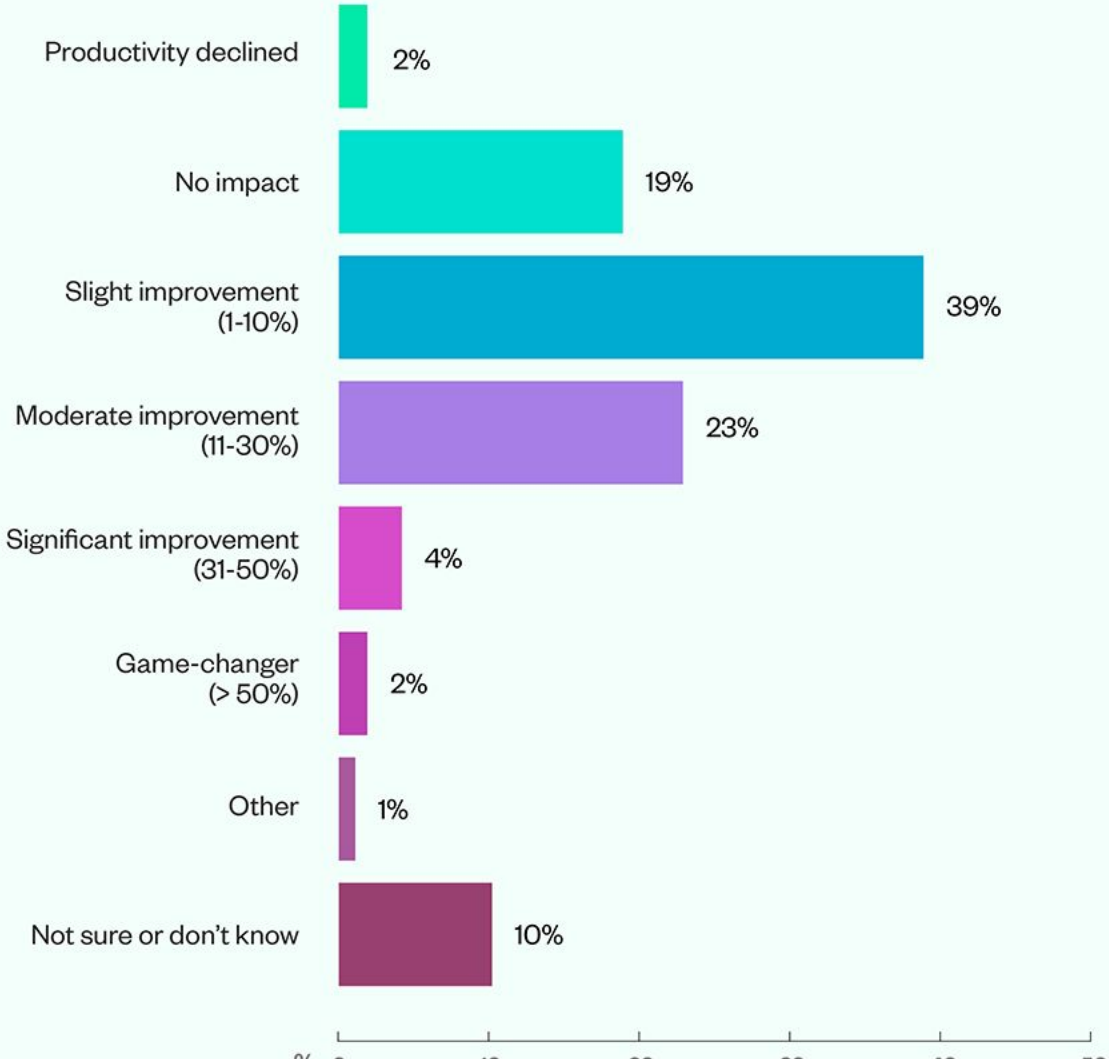

Productivity declined
2%
No impact
19%
Slight improvement (1-10%)
39%
Moderate improvement (11-30%)
23%
Significant improvement (31-50%)
4%
Game-changer (> 50%)
2%
Other
1%
Not sure or don't know
10%

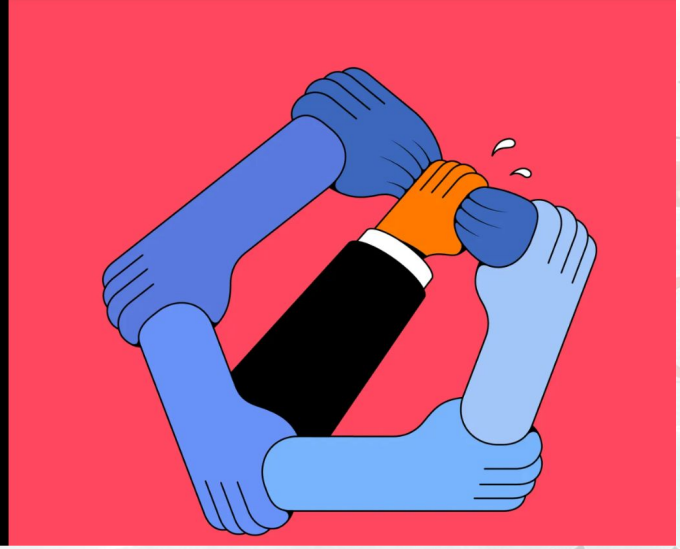
FAULT LINES

WHAT'S THE POINT OF TRUMP'S WAR ON D.E.I.?

To distract from his larger plan to gut the federal government, the President has taken a relatively powerless program and turned it into an excuse for everything that goes wrong in the country.

By Jay Caspian Kang

January 31, 2025



Meta and Amazon scale back diversity initiatives

Just 5% of respondents said their organization has eliminated DEI programs in the last year

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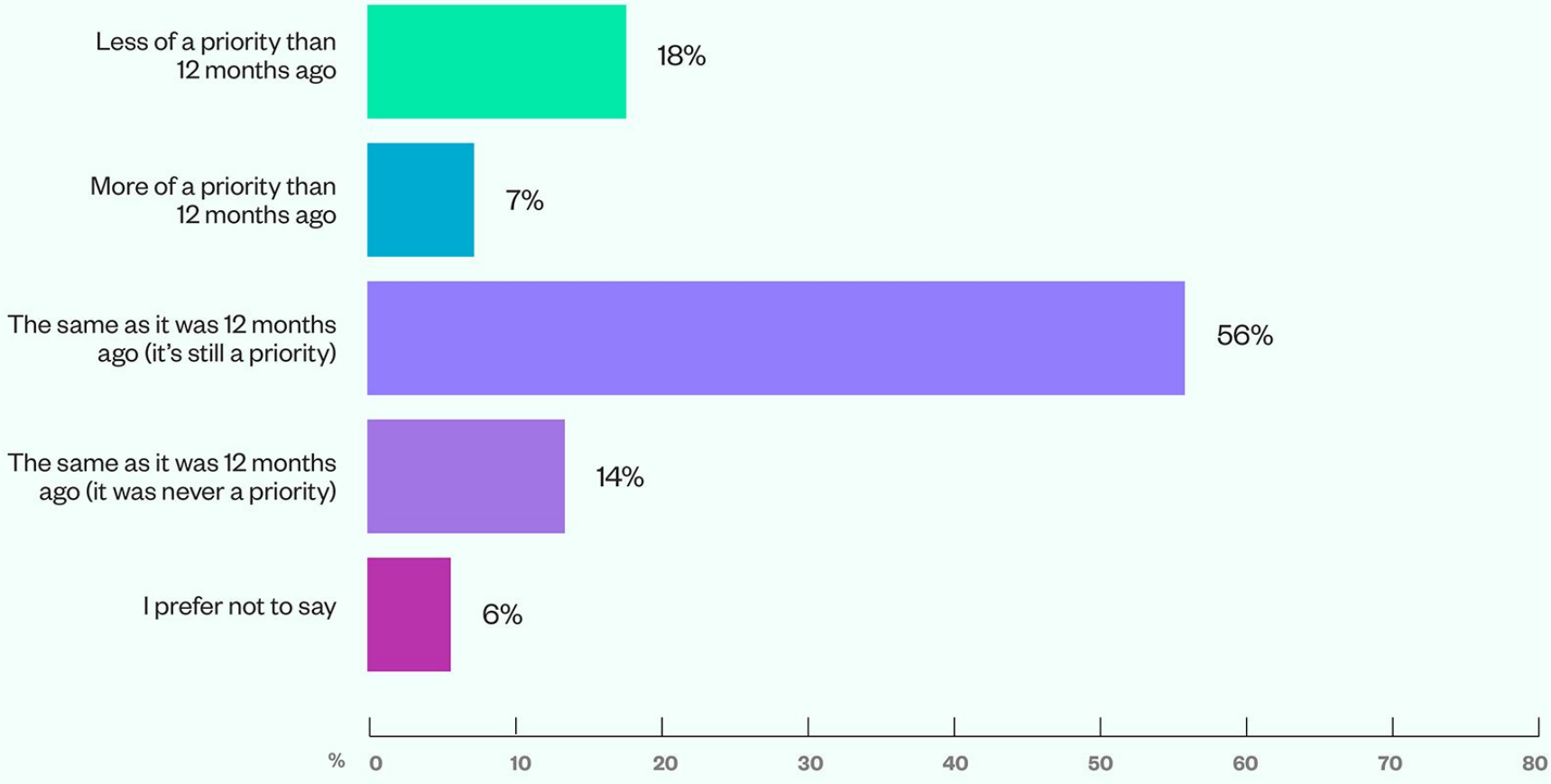
Do you feel like diversity, equity, and inclusion at your organization are:

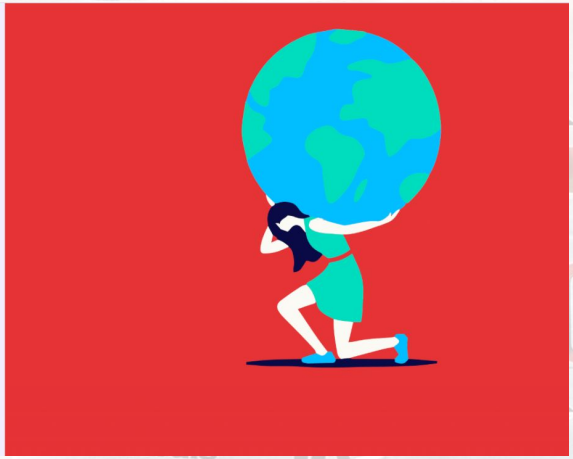


Management

Tech's war on middle management is just getting started

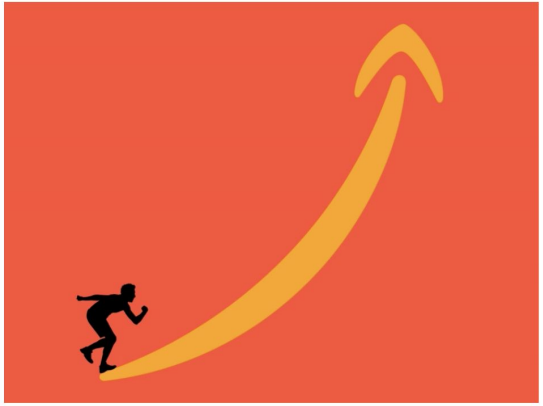
The middle manager class is under attack. Is it still fit for purpose, or are engineering teams due a reshuffle?

By Kelli Korducki



Inside Amazon's plan to cut managers: More direct reports, fewer senior hires, and pay cuts

By Eugene Kim



BUSINESS INSIDER

TECH

Companies are culling managers. Mark Zuckerberg explained his 'mathematical' approach to it nearly 2 years ago.

By Sarah Jackson

Our numbers were unhealthy, just like it is in much of the tech industry. One of the insidious consequences of this is that it leads to the company increasingly celebrating activities rather than crafter driven outcomes -
Tobias Lütke, Shopify CEO

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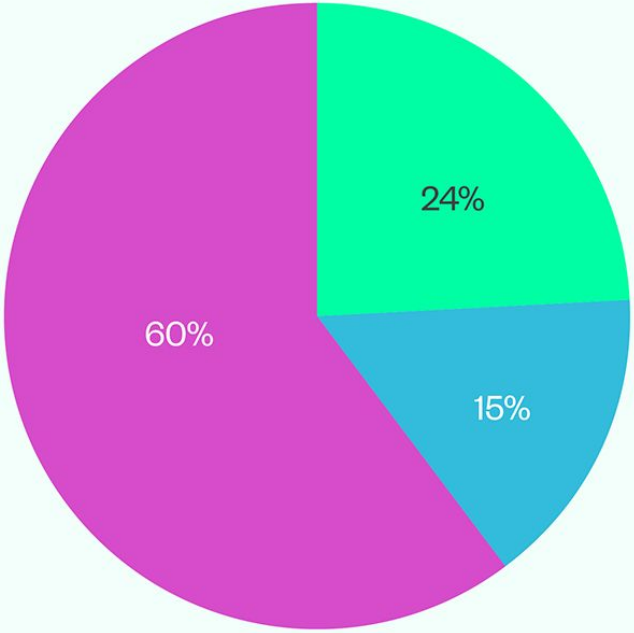
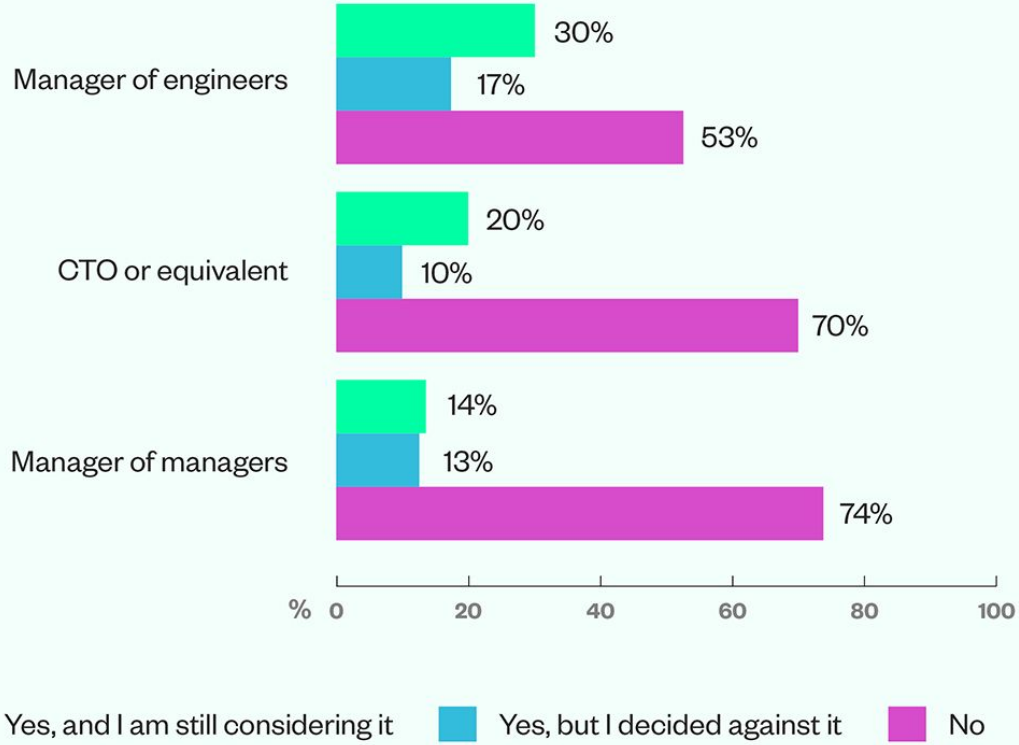
Have you considered transitioning back to an individual contributor role in the last year?





INFORMATION WEEK

NEWSLETTER SIGN-UP

Tech Burnout: CIOs Might Be Making It Worse

Tech burnout throughout IT isn't new, but it is getting worse thanks to the new AI overlords, er, overloads. Here's what's fanning the flames and how to put them out.

Pam Baker, Contributing Writer
June 11, 2025

5 Min Read

Forbes

Why American Workers Are Burnt Out And Exhausted

By Jack Kelly, Senior Contributor. Jack Kelly covers career growth, job mar...

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Published Apr 16, 2025, 03:24pm EDT

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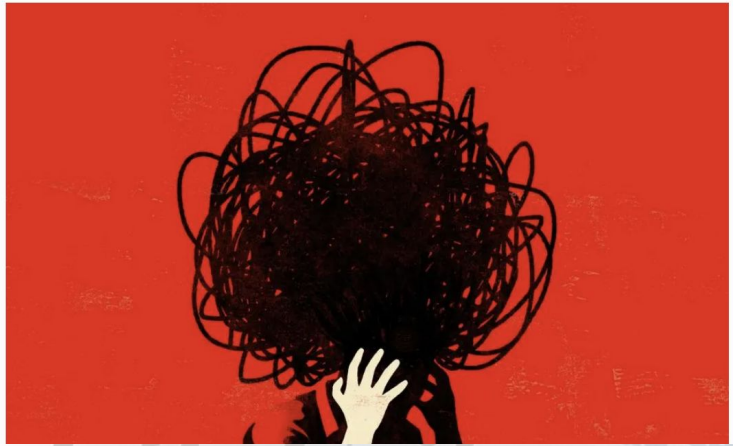

FORBES' FEATU

PUBLISHED WITH THE NEW YORK TIMES AND THE WASHINGTON POST

Paris, Friday, June 21, 1996

Yeltsin Dismisses Hard-L

QUOTIDIEN MARDI 18 JUIN 1996

- **22%** face “critical” levels of burnout
- **24%** moderately burned out
- **33%** experiencing relatively low levels of burnout
- **21%** are “healthy”

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Get the full report:
bit.ly/engleadershipreport25

THANK YOU!

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