

# Engineering Job Description Analysis 2025

I evaluated 30 engineering job descriptions from Amazon, Google, Netflix, Shopify, Stripe, Datadog, Linear, Notion, Vercel, Posthog, and several early-stage companies. Here's what breaks most often.

## The Pattern

Different sizes. Different maturity. Different hiring philosophies. From Big Tech to early-stage startups, the same patterns showed up everywhere.

### 73% Don't Explain Their Interview Process

22 out of 30 companies never tell candidates what to expect. How many rounds? What gets tested? Total mystery.

### 57% Have No Measurable Outcomes in Responsibilities

This costs you your best candidates. They can't tell if they'd succeed here.

### 23% Have Unclear Required Skills

"5+ years experience" (in what?) "React" (which version?) Must-haves mixed with nice-to-haves.

### 17% Have Poor Structure

Dense paragraphs. Unclear sections. Slows down good candidates. Creates friction.

### 13% Fail to Answer: Why Join Us?

Missing salary range. Vague benefits. No compelling reason to apply here instead of somewhere else.

## The Drop-Off is Clear

73%

Interview Process

57%

Responsibilities

23%

Skills

17%

Structure

13%

Value Proposition

Interview process and responsibilities break most often.

## The Biggest Gap? The Responsibilities Trap

Responsibilities (57%) vs Skills (23%). Companies spend time listing skills but forget to define what success looks like. This is the Responsibilities Trap.

## Want to See Where Your JD Ranks?

Run it through my evaluator. Takes 30 seconds. And it's free.

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