

The AI Automation Gap — May 2026

# Apollo Global Management Has an AI Hiring Signal Problem

Focus firm: Apollo Global Management · Role of the Week: AI Strategy and Innovation Lead, Finance Business · Published every Tuesday

## THIS WEEK

Apollo Global Management is one of the world's largest alternative asset managers, with approximately \$840 billion in assets under management as of late 2025. Brian Chu leads Apollo Portfolio Performance Solutions, a 35-person team built specifically to drive AI and digital transformation across one of the world's largest private equity portfolios. Last week, Brian said publicly that AI has still not driven real cost savings for most companies, and that most productivity gains in finance are being driven by the model providers, not the application companies. Honest. Grounded. And exactly right.

Which raises a bigger question: if the smartest allocators of capital are still waiting for AI to show up in the numbers, what is actually holding companies back? We turned the lens on Apollo's own open roles to find out.

**The strategy we always suggest to companies is: Try to optimize but do not lose your corporate culture and history. Automate processes so that your employees become more productive and happier and motivated to "grow the pie". Trust them and they will figure out how. Don't be a Block.**

## LAST WEEK

### The Musk vs. OpenAI Trial and the Commerce Department AI Agreement

The Elon Musk vs. OpenAI trial got underway last week — a very public fight over who controls the future of AI and who profits from it. The core question: can you take money from donors to start a nonprofit to benefit humanity and then convert it into a for-profit company once you realize how much money is at stake? Whatever the outcome, it is a reminder that the AI race is no longer just about technology. It is about power, money, and who sets the rules.

Separately, the Wall Street Journal reported that Google, Microsoft, and xAI reached an agreement to share their early new AI models with the Commerce Department's Center for AI Innovation. OpenAI and Anthropic had done so in 2024. Key open questions remain: does the agreement cover broad topics or is it limited to national security applications? What guardrails are in place?

## THE SIGNAL

### What We Scored This Week

We scored 3 open roles at Apollo Global Management using our proprietary automation scoring — applied at the task level across multiple dimensions. Scores are on a 0-100 protection scale. Higher score = more protected from automation. Lower score = more of the role can be automated today.

Company	Role	Score	Rating
Apollo Global Management (internal)	Lead Applied AI Specialist	58/100	Some work at risk
Apollo Global Management (internal)	Transformation Associate, AI Edge Program	52/100	Some work at risk
Apollo Global Management (internal)	AI Strategy and Innovation Lead, Finance Business	68/100	Some work at risk

Source: Live job postings verified on Apollo Global Management careers portal (Workday), May 2026. Proprietary automation scoring — task-level, multiple dimensions.

## ROLE OF THE WEEK

## Apollo Global Management — AI Strategy and Innovation Lead, Finance Business

# 68/100

Some of your work may be at risk

Toby's read on this role: it combines automatable analytical tasks with irreplaceable strategic leadership. Increasing AI capability in process analysis and documentation poses moderate risk to the technical components of the job. The stakeholder and governance work is where the real protection lives.

### AT RISK — most of this work can be automated today

- Data analysis and process intelligence tool operation
- Performance baseline establishment and metrics tracking
- Business case and implementation plan documentation
- Workflow efficiency assessment and gap identification

### PROTECTED — skills AI cannot replace

- Strategic stakeholder influence and executive alignment
- Complex ambiguous problem structuring and judgment
- Transformation roadmap prioritization and change readiness assessment
- Governance framework design and methodology institutionalization
- Cross-functional leadership and adoption sustainability

## 6-MONTH FORWARD SIGNAL

### What Changes by Q4 2026

All three Apollo roles we scored this week sit in the moderate automation risk zone. That is not unusual for AI-adjacent roles at PE firms — but it is telling. Apollo is hiring people to lead AI adoption while simultaneously building the AI systems that will automate portions of those same jobs.

The AI Strategy and Innovation Lead scores 68/100 — better protected than the title suggests — because the job description emphasizes governance, stakeholder alignment, and organizational change over structured process work. But that protection is not permanent. By Q4 2026, agentic AI will handle routine process analysis, metric tracking, and implementation documentation end-to-end. The firms that rewrite these JDs now — emphasizing judgment over process, relationships over reporting — will hire better and spend less.

Brian Chu is right that AI has not shown up in the numbers yet. The gap is not strategy. It is execution. Apollo's own job postings tell that story in writing.

## ABOUT ACTIVATEAI

We publish this report every Tuesday. Our proprietary automation scoring evaluates job description task lines across multiple dimensions to identify where the automation gap is largest and where fractional AI talent delivers the fastest return.

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