



EWORK GROUP

Consultancy Market Trends & Insights

Denmark

Q1 2026

Consultancy Market Trends & Insights: Q1 2026

Stay ahead of the curve with the latest trends shaping the talent market. In our Q1 2026 Consultancy Market Trends & Insights Report, we delve into key questions such as:

Which skill areas are in the highest demand?

What skill areas are the most competitive—and the least?

How are contract lengths evolving, and what does this mean for businesses and talent alike?

Our approach focuses on quarter-over-quarter comparisons, offering fresher insights into the current state of the market rather than solely relying on year-over-year data. This method ensures a sharper focus on dynamic shifts and relative changes.

This report provides a deep dive into the trends that matter, backed by our expert analysis and a comprehensive look at the most relevant data.

Stay informed, stay competitive—and mark your calendar for our next update in August!



Introduction

From structure to practical delivery

The opening quarter of 2026 carried forward a market that was still cautious, but clearer in what it wanted to buy. Clients moved away from broader transformation agendas and toward work that was closer to implementation, resilience, and measurable delivery.

Our data reflects this clearly. Data Science continued to grow, while Cyber Security, Cloud/DevOps, Fullstack, and AI also strengthened, pointing to demand for skills that improve automation, stability, and execution. The top skills in Q1, including Azure, SQL, Python, CI/CD, and AI, suggest that clients prioritized cloud foundations, data capabilities, and practical technical expertise over heavier change structures.

The pattern looked slightly different across markets. Denmark leaned more toward business execution and AI, Finland toward Java and data engineering, Norway toward governance, integration, and enterprise platforms, and Poland toward software development, multi cloud engineering, and delivery tooling. In Sweden, South & West showed stronger demand for cloud, SAP, and engineering depth, while East & MidNorth combined project execution with SQL, Azure, Agile, and AI.

The market still values experience, but the strongest pull is toward skills that help clients build, improve, secure, and run critical solutions with greater speed and less risk.

Andreas Meinert
Market insights & Strategy lead, Ework Group



Skill Domain & Skill Area Structure

Business Management

Project management

Product management

Process management

Business analysis

Management consulting

Management

System Development

Scrum master

Software development

Java

.Net

Frontend

Fullstack

Cloud/Devops

Database design

System integration

Mobile development

Software/System architecture

IT test

UI/UX

AI/ML

Business Solutions

SAP

Microsoft

Oracle

Service now

Data science

Other platform consulting

Security/Cybersecurity

IT infrastructure

Professional Services

Administration

Finance

HR

Legal

MarCom

Procurement

Sales

IT Support/Technician

Logistics

Coaching & Training

Engineering

Automation

Construction & facility

Engineering project management

Embedded development/
Hardware engineering

Engineering test & verification

Electrical engineering

Mechanical engineering

Environmental engineering

Technical engineering

Chemical engineering

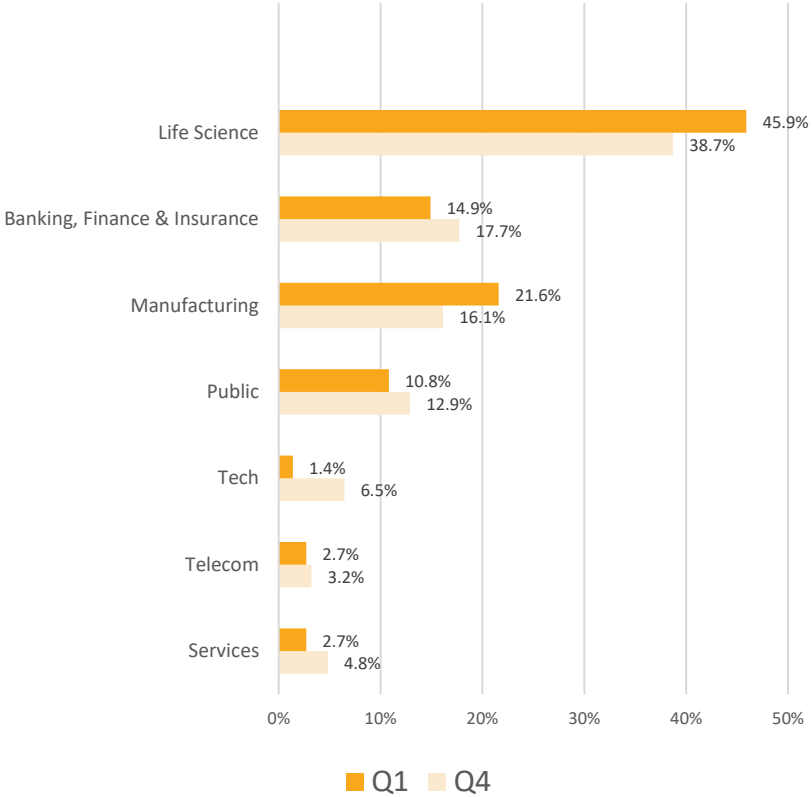
Lab engineering

Technical documentation



Client request volume per industry

Client request volume per industry



In Denmark, Life Science strengthened its dominance (+7.2pp), while Manufacturing also grew significantly, indicating rising investment in both health innovation and industrial transformation. In contrast, Banking, Finance & Insurance, Public, and especially Tech declined, with Tech seeing a sharp drop.

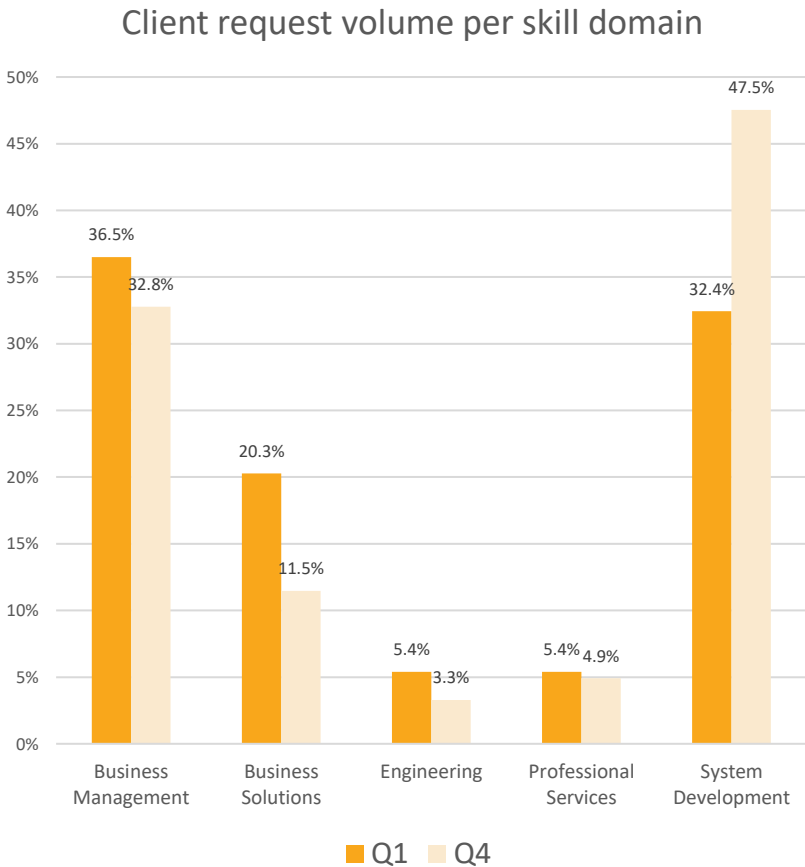
Overall, the market is consolidating around Life Science leadership and manufacturing growth, while other industries scale back – pointing to a more focused industry-driven demand landscape.



Casandra Averfalk
Skill Practice Lead, System Development,
Ework Group



Client request volume per Skill Domain



*In Denmark, demand is clearly shifting away from **System Development** (-15.1pp), which dropped sharply after a peak in Q4, toward **Business Management** and **Business Solutions**, both showing strong rebounds. **Engineering** and **Professional Services** also increased slightly, though from lower levels.*

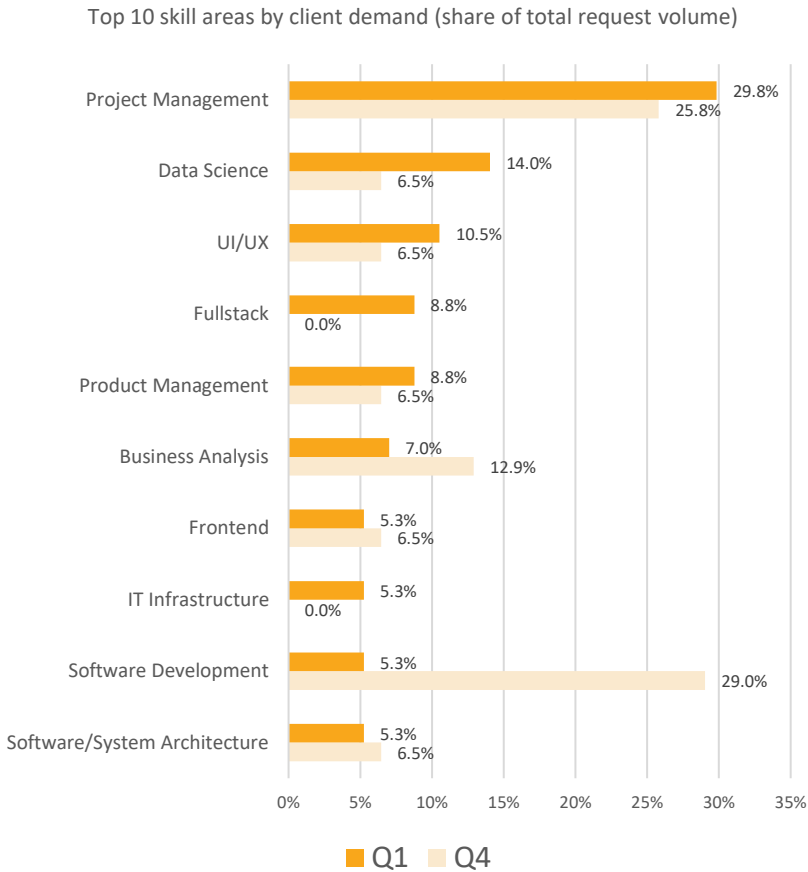
*This shift signals a transition from **intensive build and delivery phases** towards **planning, coordination, and solution design**, where organizations are reassessing priorities and shaping new initiatives. Overall, the market appears to be entering an **earlier-stage project cycle**, with greater emphasis on **strategy, governance, and structured transformation planning**.*



Casandra Averfalk
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Most requested skill areas

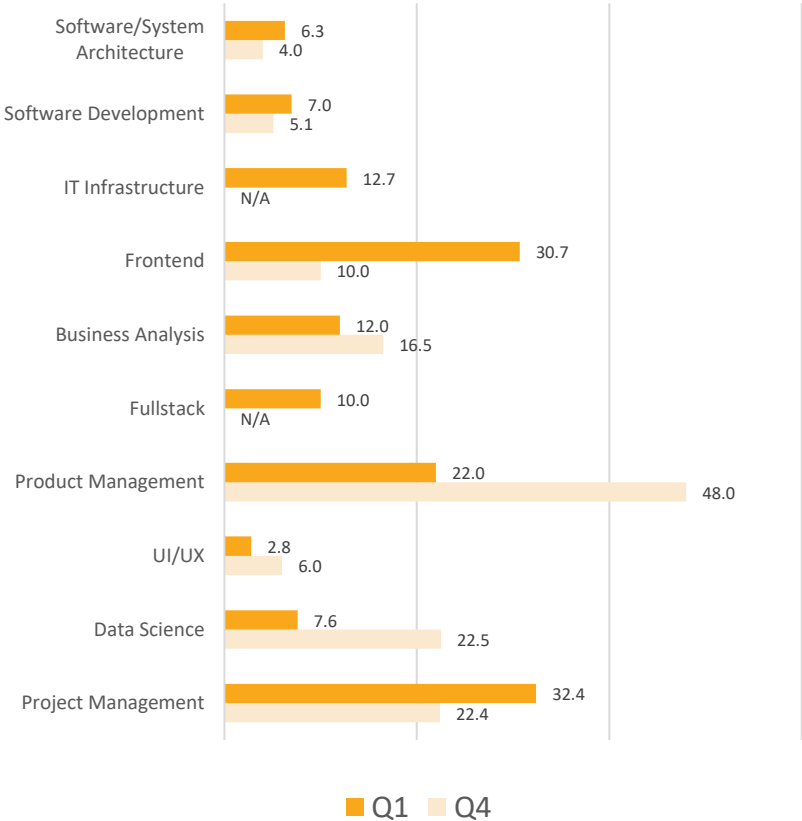


This slide illustrates client demand by skill area in Denmark during Q1 2026, measured as share of total request volume, with a comparison to Q4 2025. Project Management further strengthens its position as the dominant skill area, increasing from 25.8% of total demand in Q4 2025 to 29.8% in Q1 2026. In contrast, the share of Software Development requests declines sharply, dropping from 29.0% in Q4 2025 to 5.3% in Q1 2026. Several other skill areas gain relative importance in Q1 2026, with Data Science and UI/UX showing clear increases compared to the previous quarter, while Fullstack stands out with a marked rise in demand at the start of the year.



Average number of applications in most requested skill areas

Avg. applications per request for top requested skill areas



Among the skill areas with the highest demand, Project Management stands out in Q1 2026 with the highest average number of applications per request, increasing from 22.4 in Q4 2025 to 32.4 in Q1 2026. Frontend roles also show a significant rise in competition, more than tripling from 10.0 applications per request in Q4 2025 to 30.7 in Q1 2026, indicating a sharp increase in candidate interest. By contrast, Product Management and Data Science, which experienced high competition in Q4 2025, see a substantial decline in Q1 2026.

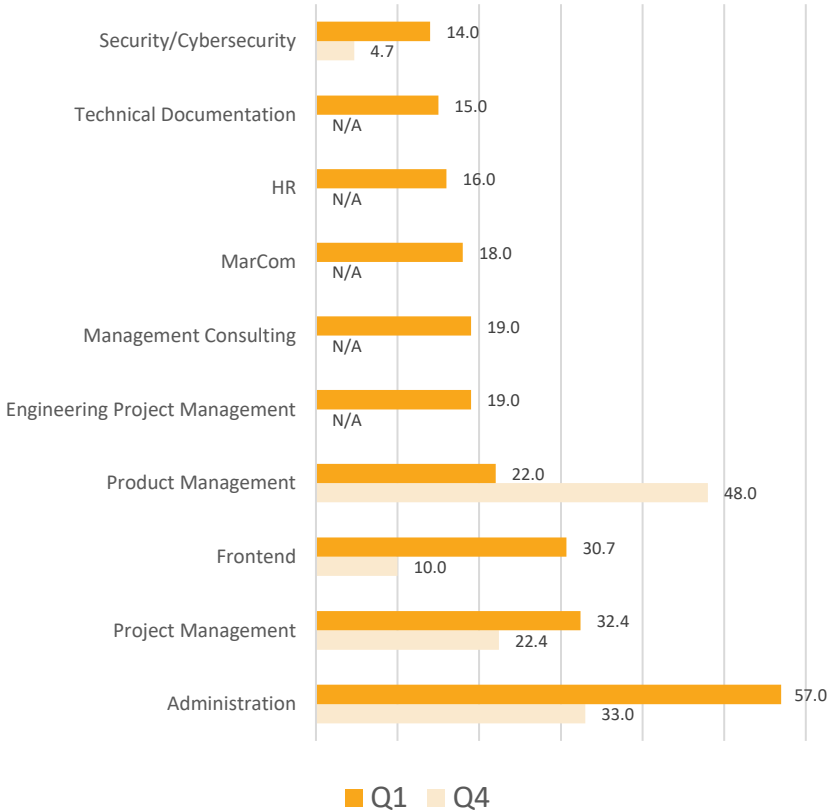


Anniken Sundby
Skill Practice Lead, Business Solutions,
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Most competitive skill areas

Top 10 skill areas with the highest no. of applications per request

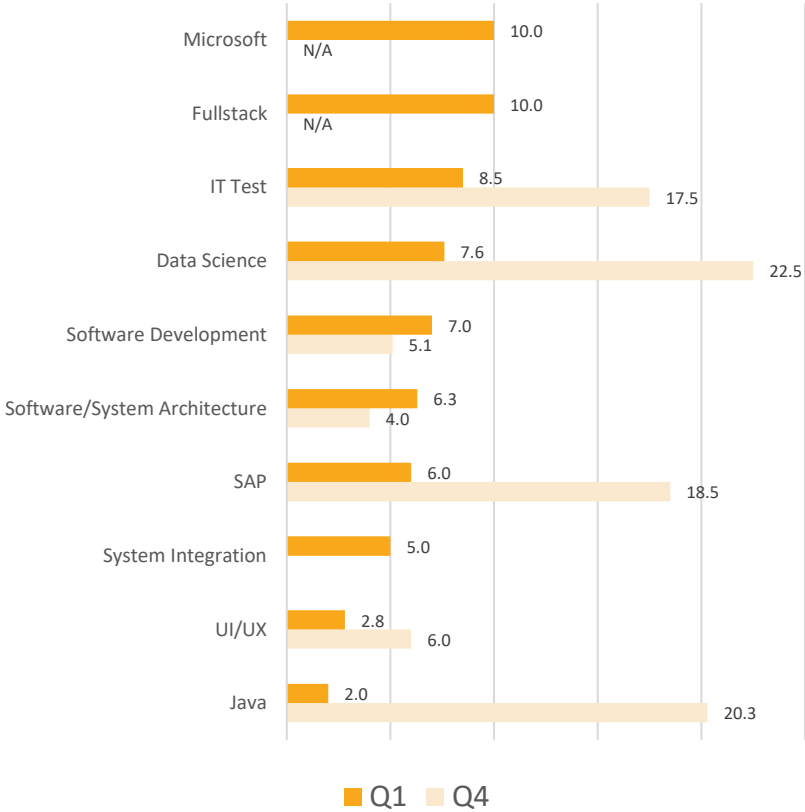


This slide highlights the skill areas that attracted the highest number of applicants per request in Denmark during Q1 2026, providing insight into where candidate interest was most concentrated. Administration stands out as by far the most competitive area, averaging 57 applications per request and showing a substantial increase from an already high level in Q4 2025. Project Management and Frontend follow as the next most competitive skill areas. Together, these elevated application levels point to particularly strong candidate engagement in these areas at the start of the year. By contrast, Product Management, which experienced exceptionally high competition in Q4 2025, shows a pronounced decline in Q1 2026, although it remains among the most competitive skill areas overall.



Least competitive skill areas

Top 10 skill areas with the lowest no. of applications per request



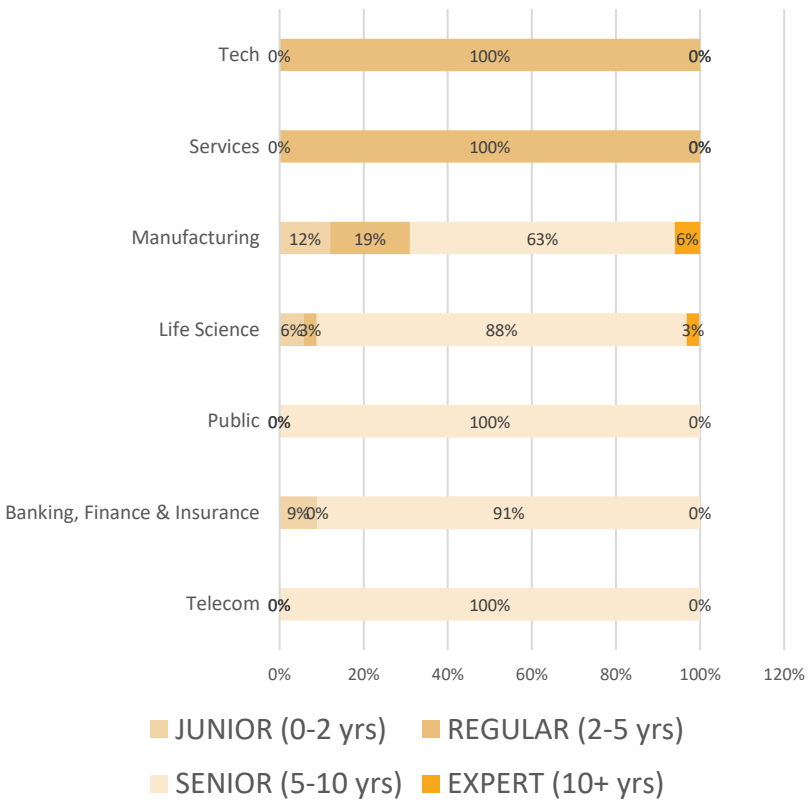
The chart highlights skill areas with the lowest number of applications per request, pointing to talent scarcity in several critical domains and to good opportunities for Partners & Professionals. Java and UI/UX stand out with particularly low application volumes, which is surprising.

Notably, Java, Data Science, and SAP show a sharp decrease in applications from Q4 to Q1, reinforcing the notion of tightening candidate availability in these in-demand fields. Overall, these trends indicate competitive market conditions where specialized skills face limited supply, potentially driving longer hiring cycles and increased rates.



Requested seniority level per industry

Requested seniority level per industry



The data clearly shows a strong preference for senior-level consultants across nearly all industries. Tech, Services, Public, and Telecom requests are exclusively focused on senior profiles, highlighting a demand for proven expertise and immediate impact.

Manufacturing and Life Science show a slightly more mixed seniority distribution but still remain heavily skewed toward senior roles. Overall, this reflects a market where experience is prioritized over junior capacity, particularly in complex, regulated, or business-critical environments.



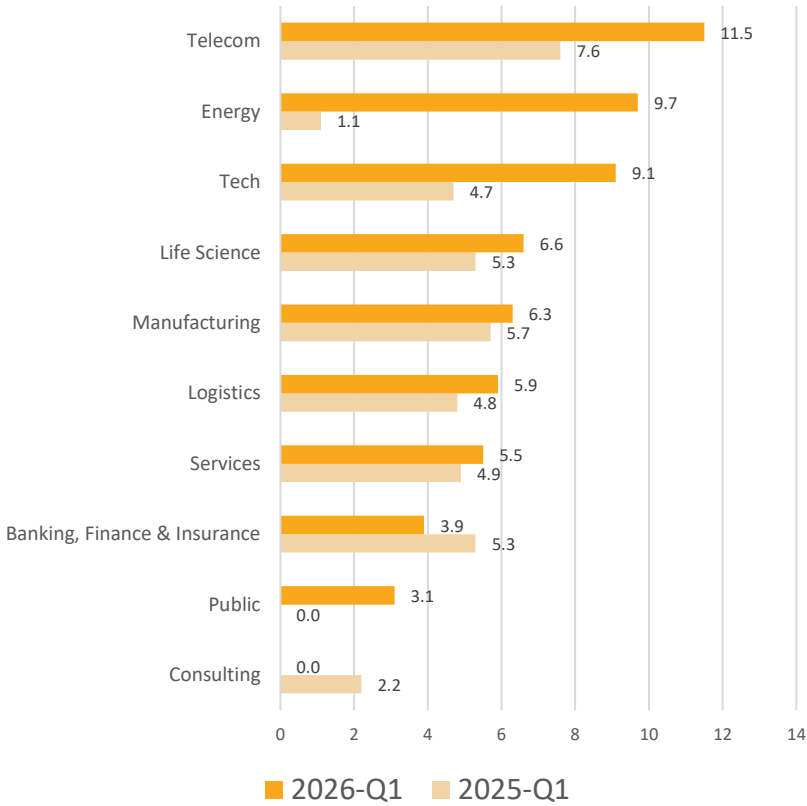
Michael Hellman
Skill Practice Lead, Engineering,
Ework Group

General



Contract length per industry

Avg. length (months) of contracts per industry



The data points to a clear increase in average contract lengths across most industries in 2026, with Telecom, Energy, and Tech standing out in particular. Telecom shows the longest engagements at over 11 months, while Energy and Tech also see significant extensions compared to the previous year.

This indicates a shift toward longer-term commitments, likely driven by complex transformation initiatives and business-critical projects. In contrast, Consulting and Public sector remain shorter-term, suggesting more project-based or budget-constrained demand. Overall, the trend reflects greater emphasis on continuity and long-term planning in key industries.



Most trending skills

Top 10 requested skills Group Level Q1 2026
1. Azure
2. SQL
3. Project Management
4. Python
5. CI/CD
6. SAP
7. Java
8. AI
9. DevOps
10. Agile

Top 10 requested skills Denmark Q1 2026
1. Project Management
2. Azure
3. AI
4. SAP
5. SQL
6. API
7. Communication
8. Python
9. DevOps
10. Stakeholder Management

While global demand in Q1 2026 is driven by cloud, data, and emerging AI capabilities, Denmark places Project Management at the top, reinforced by strong demand for Communication and Stakeholder Management. At the same time, core technologies like Azure, SQL, AI, and APIs remain central.

This combination signals a market focused on executing complex, cross-functional transformation programs, where technical innovation is closely tied to structured delivery and alignment across business units. Overall, Denmark reflects a mature transformation phase, balancing advanced technologies with strong governance and coordination capabilities to ensure successful implementation.



Check out our Podcast to gain further insights about how the market is transforming:

 Listen to all episodes [<<here>>](#)

