EWORK GROUP

Consultancy Market Trends & Insights

Denmark

Q2 2026

Consultancy Market Trends & Insights: Q2 2026

Stay ahead of the curve with the latest trends shaping the talent market. In our Q2 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 October!

Introduction

From buying duration to buying speed

Welcome back, and I hope you had a good summer. I am still fighting with the alarm clock every morning. Hope you are doing better.

Q2 carried forward a cautious market, but a faster one. Contracts got shorter, decisions got quicker, and average client rates rose for a third quarter in a row. Clients are buying less time and more speed.

Our data reflects this clearly. Requests including AI skills are up 134% over the past year, and test and quality management rose 20% in the quarter alone to become Q2's most requested skill. We read those together: the more work AI produces, the more of it someone has to stand behind.

Across every market the pull was toward AI competence, and toward the speed of it. Think like this: AI finishes a task in seconds (slop or not). A client requests a role for an assignment measured in months. But over twelve months the work itself has changed, which means the assignment you finish may no longer be the one you started. Reskilling is not something you fit in between assignments anymore, it happens on the fly.

If your skills have moved this year, let your profile move with them. In Q2 we put more emphasis on exactly that, expanding our network of AI skills well beyond technology roles, because Finance, HR, operations and marketing are asking for them too. Update your profile in Ework's Verama rather than waiting for the assignment to end. Fall is here and the requests are coming in.

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

- Agile Roles
- Software Development
- Cloud/DevOps
- Database Design
- System Integration & API
- Mobile Development
- Software Architecture
- Software Test & QA
- UI/UX Design
- AI/ML

Business Solutions

- SAP
- Microsoft
- Oracle
- ServiceNow
- Data Science
- Other Platform Consulting
- Security/Cybersecurity
- IT Infrastructure

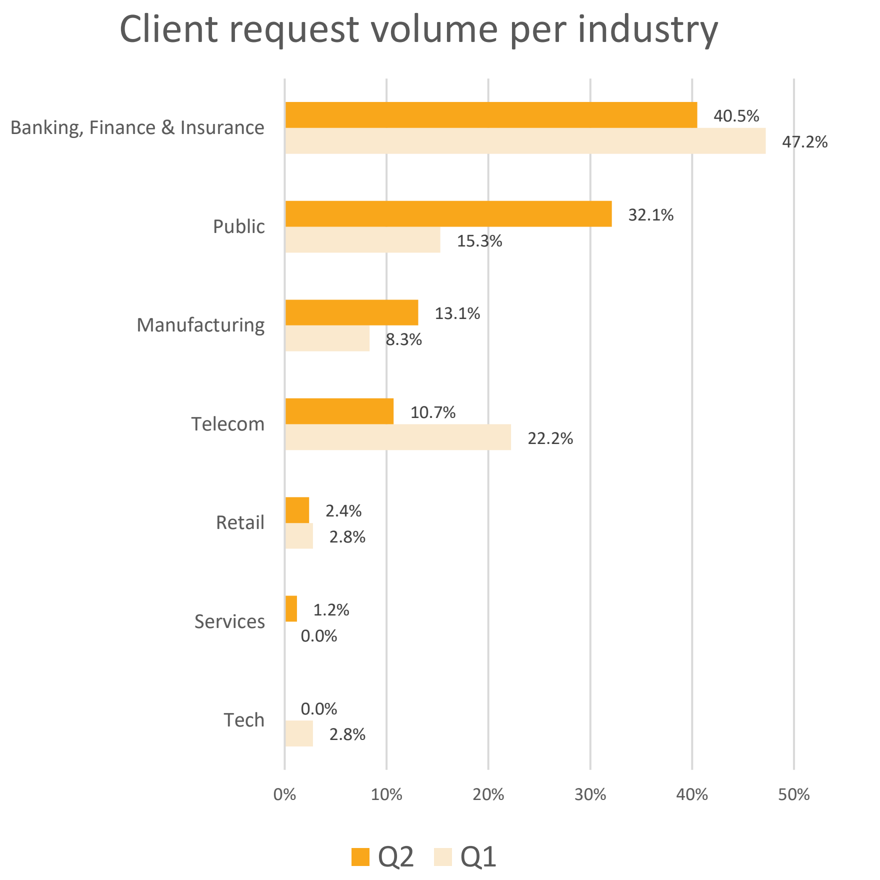
Professional Services

- Administration
- Finance
- HR
- Legal
- MarCom
- Procurement
- Sales
- IT Support/Technician
- Logistics
- Coaching & Training

Engineering

- Embedded & Automation Engineering
- Construction & Facility
- Engineering Project Management
- Engineering Test & Verification
- Electrical Engineering
- Mechanical Engineering
- Environmental Engineering
- Technical Engineering
- Chemical Engineering
- Lab Engineering
- Technical Documentation

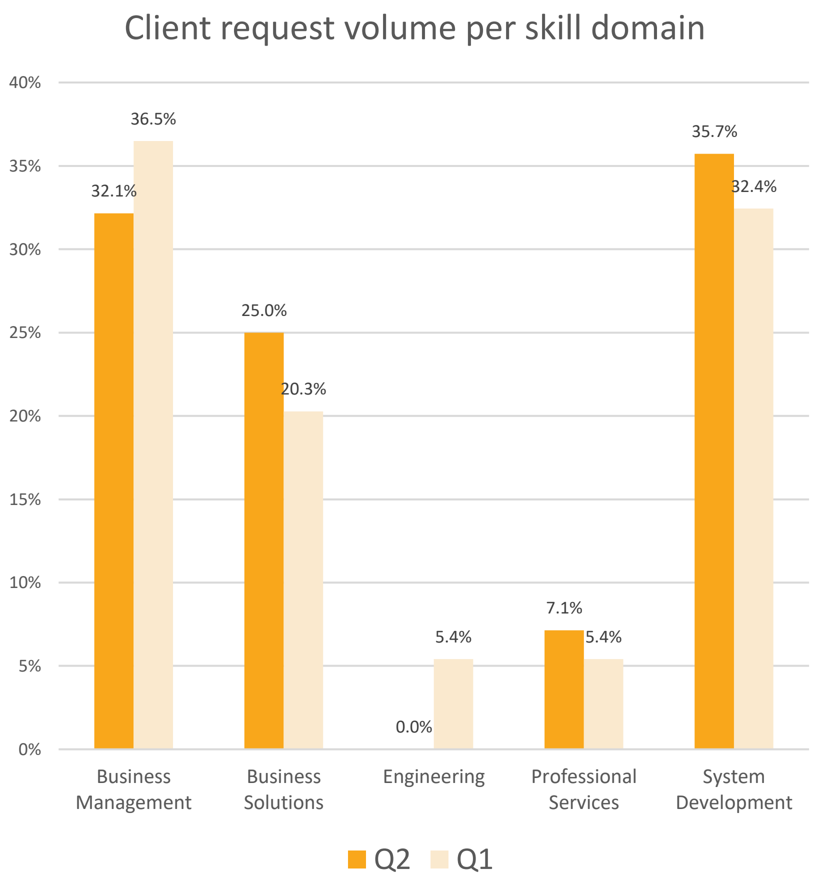
Client request volume per industry



*Denmark's Q2 demand is becoming more concentrated around **Banking, Finance & Insurance**, which more than doubled its share (+16.8pp) to become the largest sector. **Life Science** remains significant but declined (-6.7pp), while **Manufacturing** also fell sharply (-11.5pp). **Public sector** demand strengthened notably (+4.8pp), while Tech and Services disappeared from the mix.*

Overall, the shift points to a stronger focus on financial-sector activity and public-sector initiatives, with demand moving away from manufacturing and a previously Life Science-heavy market.

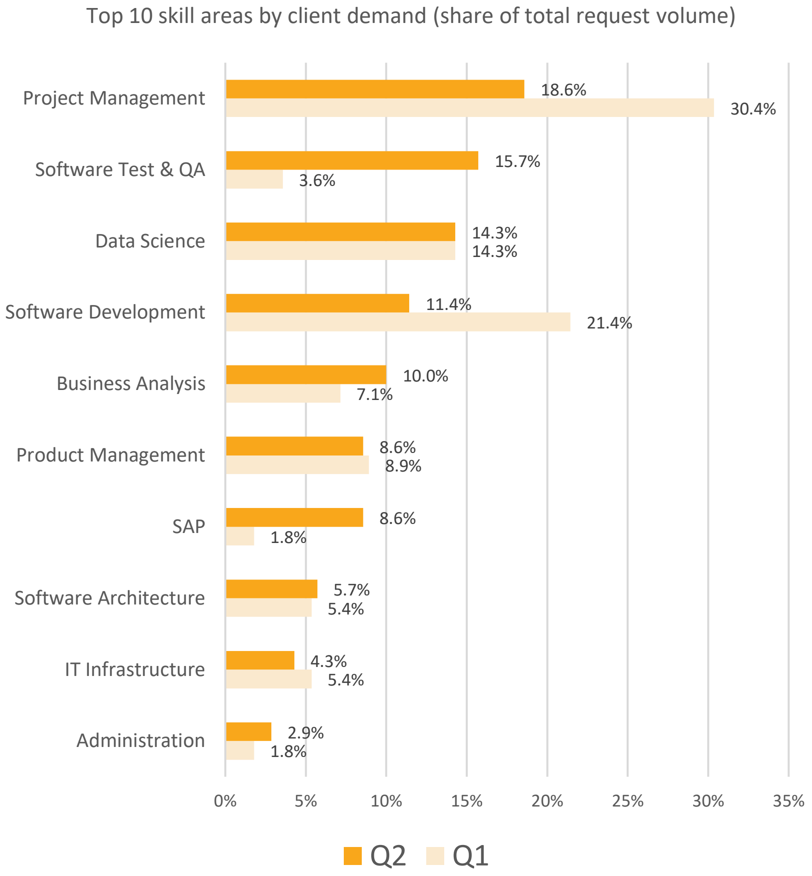
Client request volume per Skill Domain



*Denmark's Q2 demand is increasingly concentrated in **System Development**, which rose to become the largest Skill Domain (+3.3pp). **Business Solutions** also grew strongly (+4.7pp), while **Business Management** declined slightly but remains a major demand area. **Professional Services** increased modestly, whereas **Engineering** dropped to 0%.*

*Overall, the market is shifting toward **technical delivery and solution implementation**, with less demand for engineering-focused roles and continued strong need for business management capabilities.*

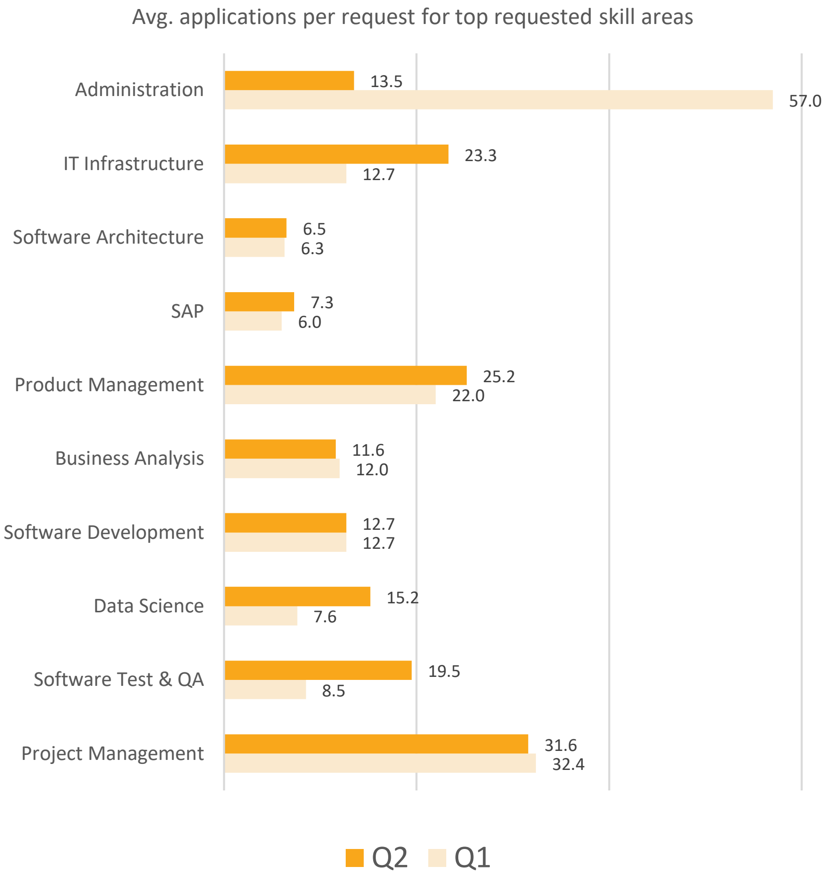
Most requested skill areas



*Denmark's Q2 demand remains led by **Project Management**, but the sharp decline (-11.8pp) indicates a more diversified demand profile. **Software Test & QA** saw the biggest increase (+12.1pp), while **SAP** and **Business Analysis** also gained significant traction. Meanwhile, **Software Development** declined by -10.0pp and **Data Science** remained stable.*

*Overall, the market appears to be shifting from **project initiation and development toward testing, business analysis, and enterprise implementation**, while Project Management continues to be the strongest underlying demand area.*

Average number of applications in most requested skill areas

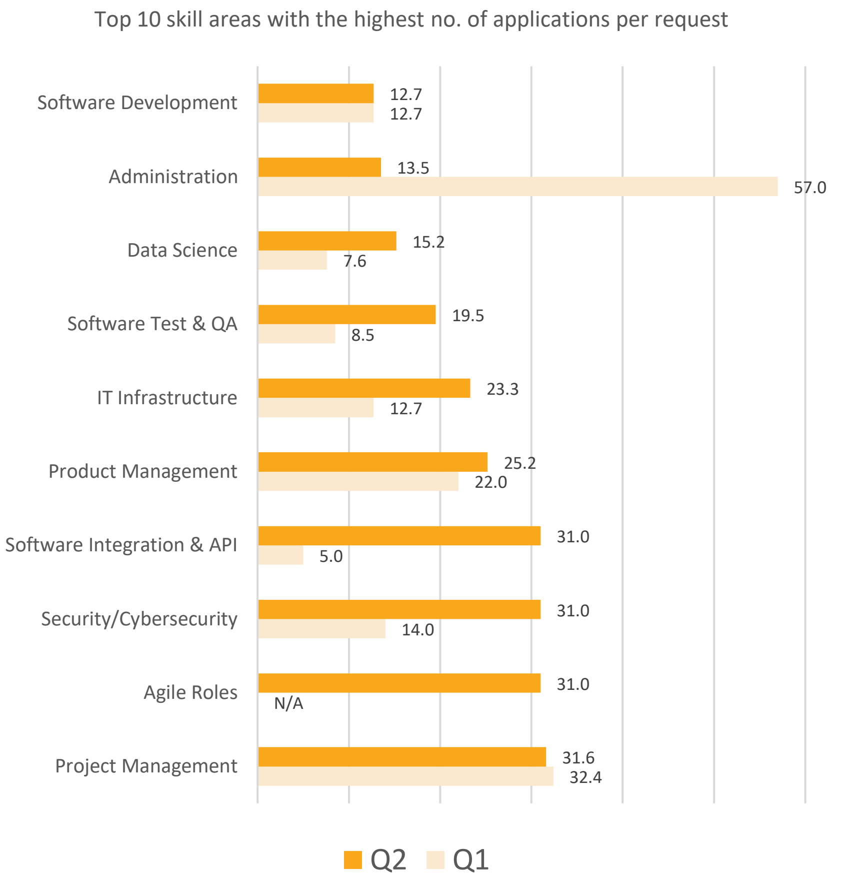


Denmark shows a mixed talent-supply picture in Q2. ***Project Management*** *remains highly competitive, with applications broadly stable at 31.6 per request.* ***Software Test & QA*** *and* ***Data Science*** *saw strong increases in applicant volume, while* ***IT Infrastructure*** *also nearly doubled, indicating a healthier talent pool in these areas.*

At the same time, ***Product Management*** *remains relatively competitive, while* ***Software Development*** *and* ***Business Analysis*** *are stable. The sharp drop in* ***Administration*** *applications (57.0 → 13.5) suggest significantly tighter availability in that area.*

Overall, Denmark has strong applicant supply in several technical and data areas, while ***Project Management continues to attract a consistently high volume of candidates****, despite remaining one of the most requested Skill Areas.*

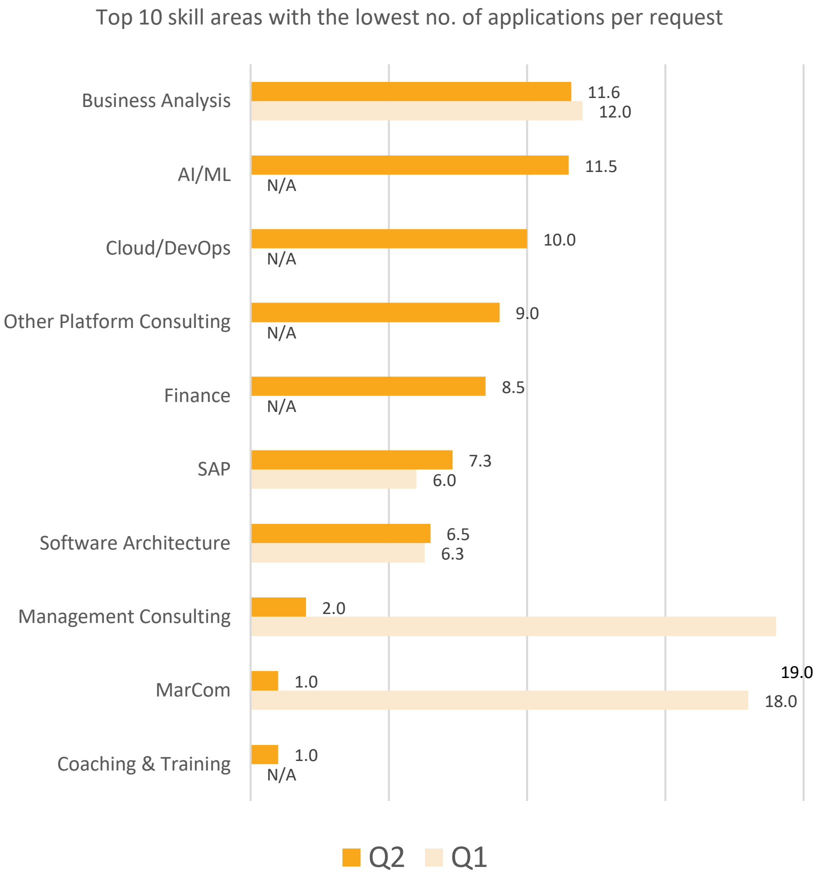
Most competitive skill areas



This slide highlights the skill areas that attracted the highest number of applicants per request in Denmark during Q2 2026, providing insight into where candidate interest was most concentrated. ***Project Management*** *stands out as the most competitive area, averaging* ***31.6 applications per request****, closely followed by* ***Software Integration & API, Security/Cybersecurity and Agile Roles, all reaching 31.0.***

Software Integration & API shows by far the sharpest increase*, rising from just 5.0 applications per request in Q1 to 31.0 in Q2, while Security/Cybersecurity more than doubled over the same period, from 14.0 to 31.0. Data Science also saw notable growth, exactly doubling from 7.6 to 15.2. By contrast, Administration and Software Development remained essentially flat, with Administration in particular showing a sharp decline from an unusually high 57.0 in Q1 to 13.5 in Q2.*

Least competitive skill areas

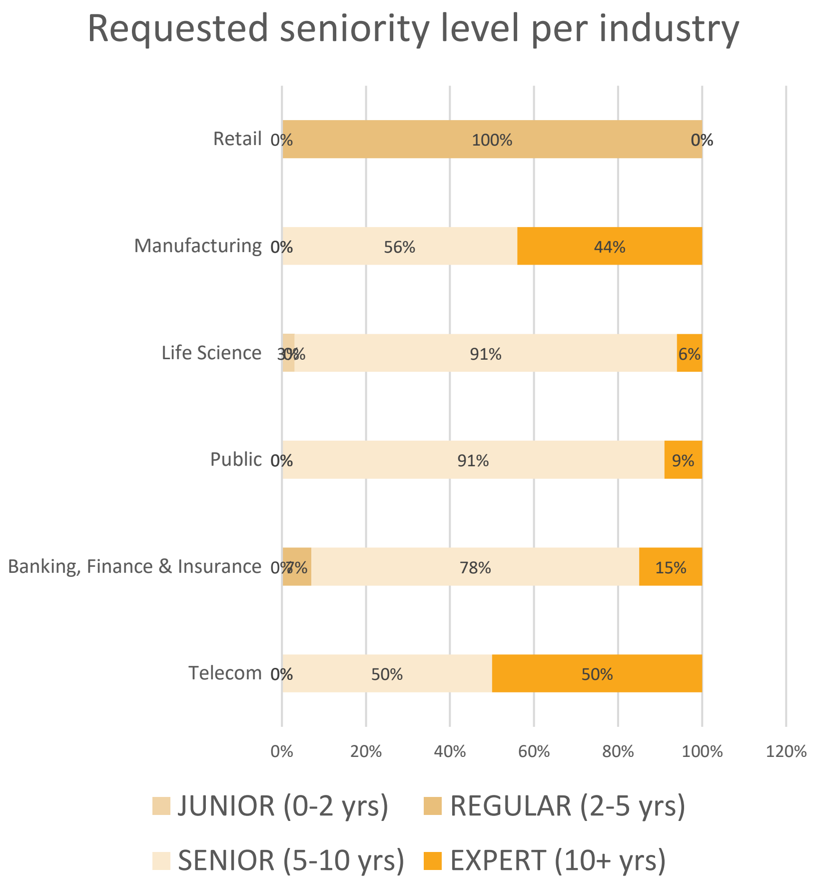


The chart highlights skill areas with the lowest number of applications per request during Q2 2026, pointing to talent scarcity in several critical domains and to good opportunities for Partners & Professionals.

*Notably, several areas trending areas such as **AI/ML and Cloud/DevOps** that had no comparable data in Q1 now appear among **the least competitive skill areas**, indicating good opportunities for Partners & Professionals within these. The steep declines in **Management Consulting and MarCom**, on the other hand, could reflect a normalization after an unusually high spike in Q1, seasonal hiring patterns, or a genuine narrowing of the local candidate pool as these professionals move into other roles or markets.*

Overall, these trends point to competitive market conditions where specialized and niche skills face limited supply, potentially driving longer hiring cycles and increased rates.

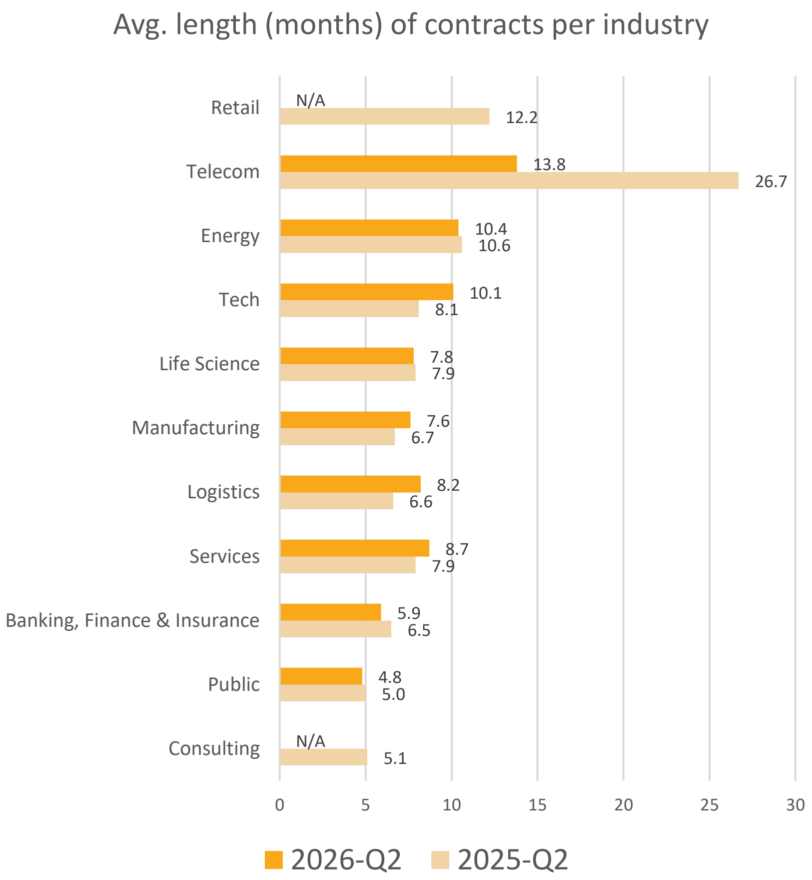
Requested seniority level per industry



The data clearly shows a strong preference for senior-level consultants across nearly all industries. ***Retail*** *stands out with requests focused exclusively on senior profiles (100%), while* ***Telecom*** *shows the most demand for top-tier expertise, with fully 50% of requests calling for expert-level (10+ yrs) consultants.* ***Manufacturing*** *also shows a notably high share of expert-level demand at 44%, alongside Banking, Finance & Insurance at 15%. Life Science and Public sector requests remain heavily skewed toward senior roles (91% each) but still call for a modest share of expert profiles.*

Overall, this reflects a market where experience is prioritized over junior capacity, particularly in complex, regulated, or business-critical environments with Telecom and Manufacturing standing out for their unusually high demand for the most experienced consultants.

Contract length per industry



*The data points to a mixed picture across industries in 2026, with the most striking development being **Telecom**, where average contract length **nearly halved**, dropping from 26.7 months in 2025-Q2 to 13.8 months this quarter. **Tech and Logistics** move in the opposite direction, with **notable increases from 8.1 to 10.1 months and 6.6 to 8.2 months** respectively, pointing to longer-term commitments in these sectors. Public, Banking, Finance & Insurance and Services all show modest declines, suggesting a slightly more cautious approach to long-term engagements in those areas.*

Overall, the trend reflects a market where contract length is increasingly industry-specific, with Telecom's sharp normalization standing out against pockets of continued growth in Tech and Logistics.

Most trending skills

Top 10 requested skills Group Level Q2 2026
1. Test & Test Management
2. Project Management
3. SQL
4. SAP
5. AI
6. Python
7. Azure
8. API
9. CI/CD
10. Software/System Integration

Top 10 requested skills Denmark Q2 2026
1. Test
2. Project Management
3. Stakeholder Management
4. AI
5. Communication
6. Analysis
7. SQL
8. Software/System Architecture
9. Python
10. API

*Denmark's Q2 skill demand shows a clear shift toward **project execution, testing, and business-facing capabilities**. While the Group Level top 10 is more technically oriented – with Test Management, SQL, SAP, Azure, CI/CD, and System Integration – Denmark's list puts greater weight on Stakeholder Management, Communication, Analysis, and Software Architecture.*
*The overlap, Test, Project Management, AI, SQL, Python, and API confirms strong alignment with broader technology trends, but Denmark's unique skills suggests that **technical delivery is increasingly accompanied by governance, stakeholder alignment, and architectural decision-making**.*

*Overall, The Danish market appears to be moving toward **complex**, **cross-functional transformation projects**, where success depends not only on technical expertise but also the ability to coordinate stakeholders, manage change, and translate technology into business outcomes.*

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

🎧 Listen to all episodes <<here>>