



EWORK GROUP

Consultancy Market Trends & Insights

Denmark

Q3 2025

Consultancy Market Trends & Insights: Q3 2025

Stay ahead of the curve with the latest trends shaping the talent market. In our Q3 2025 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 February!



Introduction

As the seasons change and the days grow shorter, we look back on a quarter of transformation. The world of work is evolving rapidly. Companies everywhere, from tech giants to traditional firms, are reorganizing and refocusing to stay competitive in a market shaped by AI and other emerging technologies.

Our Q3 data speaks clearly. Searches for new skills are booming across many roles. Digital, cloud, and automation skills such as SQL, Python, Azure, Java, and CI/CD are in high demand. Project management, engineering, business analysis, and professional services are also key. Adaptability and future-ready skills remain at the top of our clients' priorities.

These changes are not just trends, they are fundamental shifts. As organizations adapt, the focus on digital and automation is reshaping what success looks like. Transformation is happening everywhere, and the ability to adapt is more important than ever. Staying ready for change is no longer optional; it is essential for growth.

We see where the future is headed, and we want you to be ready for it.



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

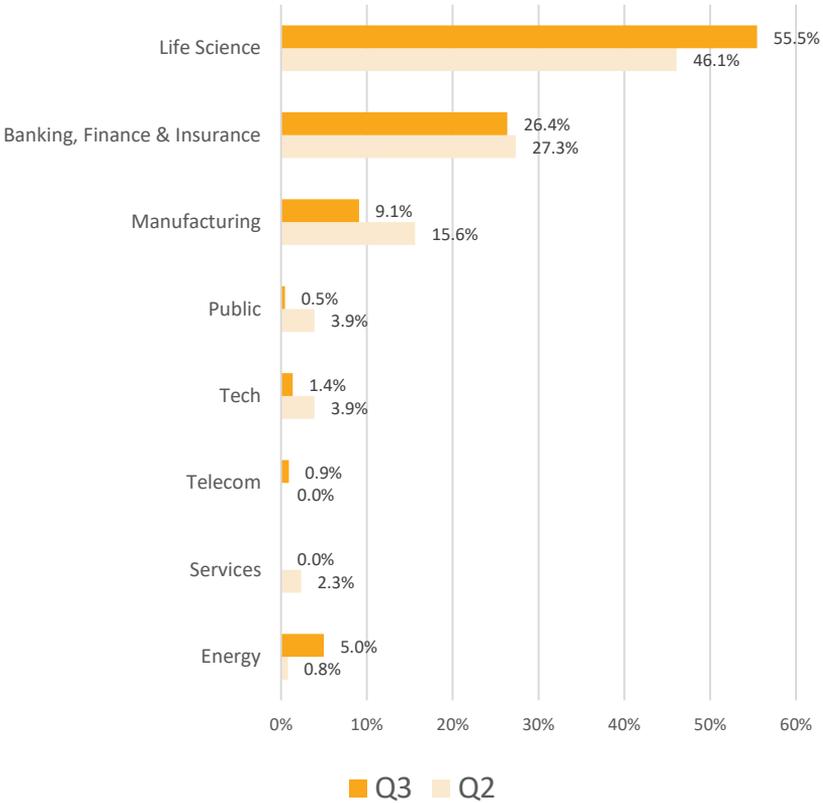
Lab engineering

Technical documentation



Client request volume per industry

Client request volume per industry



The Life Science sector saw a significant rebound (+9.4pp), strengthening its lead and underscoring continued investment in health innovation and digital R&D. Banking, Finance & Insurance remained stable, maintaining steady demand amid broader market adjustments. In contrast, Manufacturing, Public, Tech, and Services all declined, reflecting a slowdown in traditional and public-sector projects. Meanwhile, Energy showed a notable uptick from a low base, signaling renewed focus on green transition and sustainability initiatives.

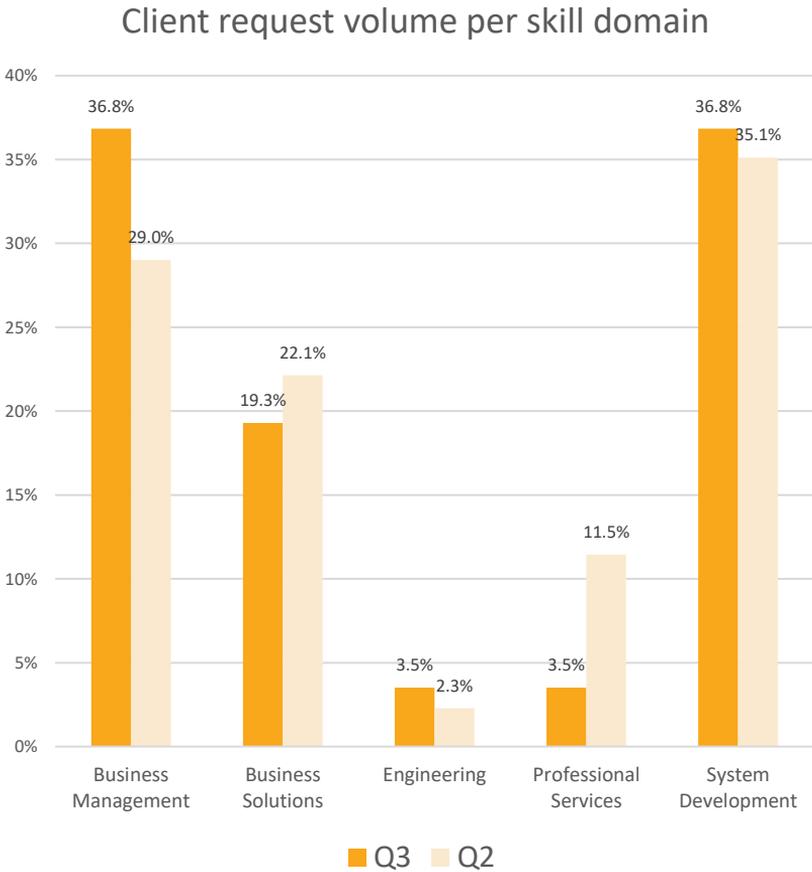
Overall, the market is becoming more polarized – driven by Life Science leadership and growing momentum in the Energy sector, while other industries recalibrate.



Casandra Averfalk
Skill Practice Lead, System Development,
Ework Group



Client request volume per Skill Domain



In Denmark, Business Management saw a strong rebound (+7.8pp), now on par with System Development as the leading domain. This indicates a renewed emphasis on strategic leadership, governance, and project coordination alongside continued investment in core technical delivery. Business Solutions and Professional Services both declined, hinting at a temporary slowdown in advisory and implementation activities, while Engineering ticked up slightly. Overall, the trend suggests Danish clients are entering a new project phase, strengthening management and development capacity to drive upcoming transformation and delivery efforts.

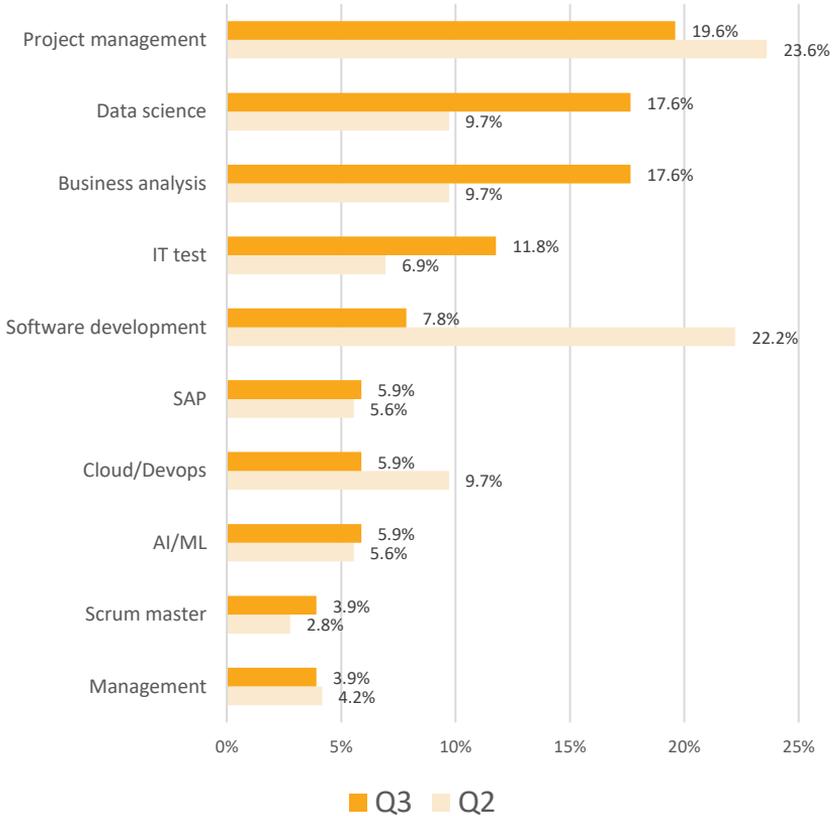


Casandra Averfalk
Skill Practice Lead, System Development,
Ework Group



Most requested skill areas

Top 10 skill areas by client demand (share of total request volume)



In Q3 we still see Project Management as the most requested skill in Denmark, but it continues to drop from 23.6% to 19.6%. Software Development also drops sharply, from 22.2% to 7.8%, which is interesting since it increased earlier in the year. The big climbers this quarter are Data Science and Business Analysis, rising by about 8%, making them the second most in-demand areas.

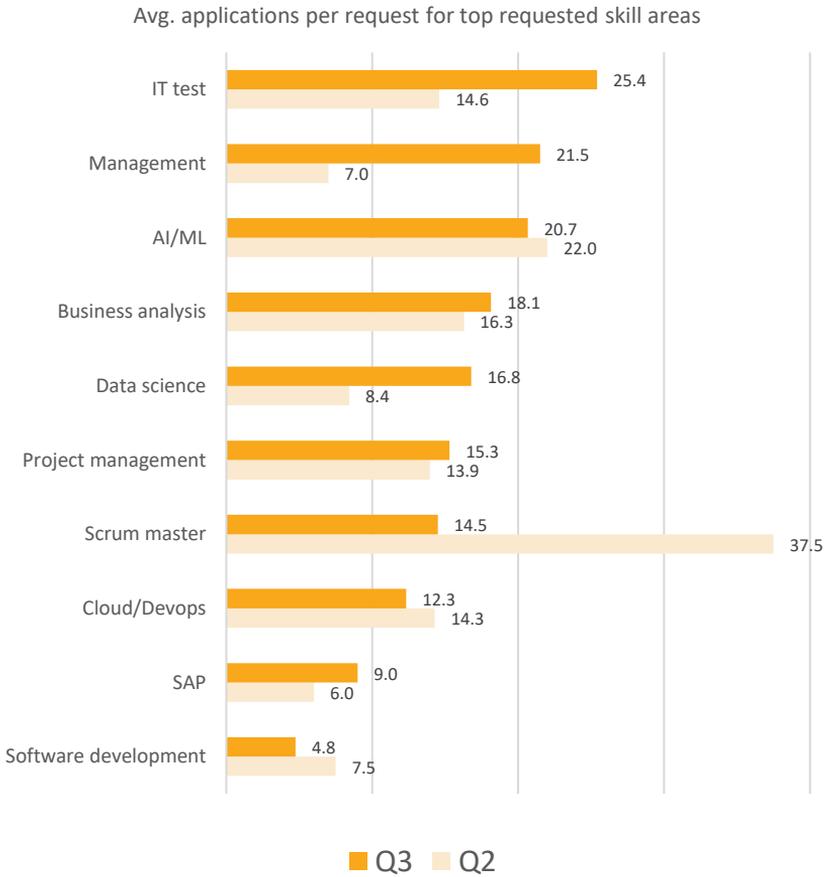
This shift could be due to companies reallocating budgets, focusing more on AI and analytics, consolidating projects, and slowing down new development work due to cost control.



Selena Muratovic
Skill Practice Lead, Business
Management, Ework Group



Average number of applications in most requested skill areas



Among the skill areas with the highest demand, IT Test stands out in Q3 as the most competitive field, averaging 25.4 applications per request, followed by Management and AI/ML. Notably, Management and IT Test both saw sharp increases in applicant numbers compared to the previous quarter. In contrast, the Scrum Master roles saw a sharp decline from incredibly high application levels during the latest quarters.

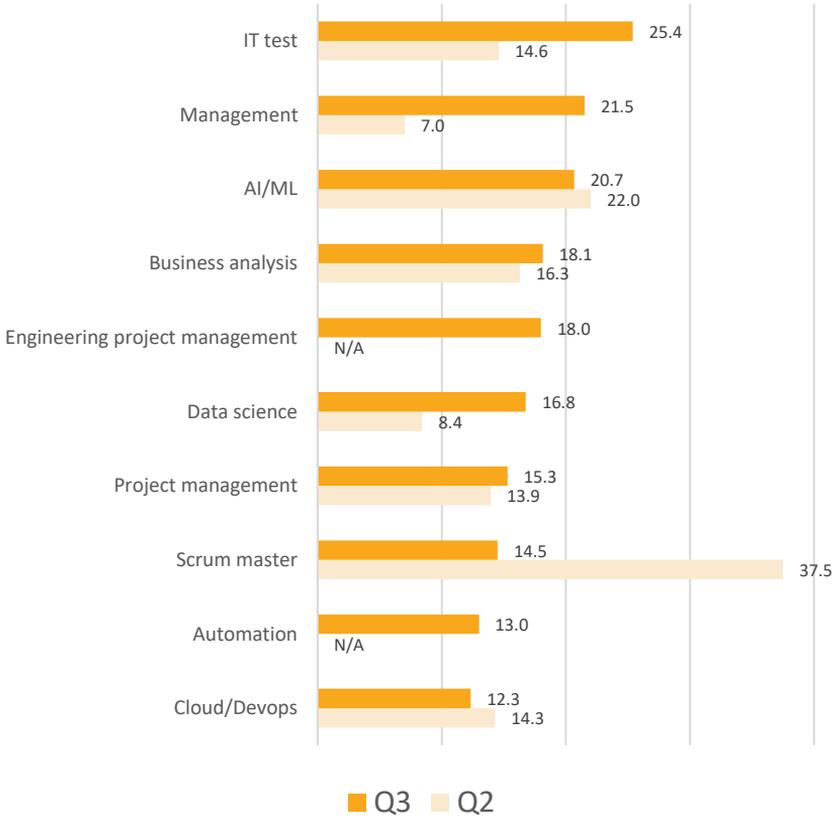


Anniken Sundby
Skill Practice Lead, Business Solutions,
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Most competitive skill areas

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



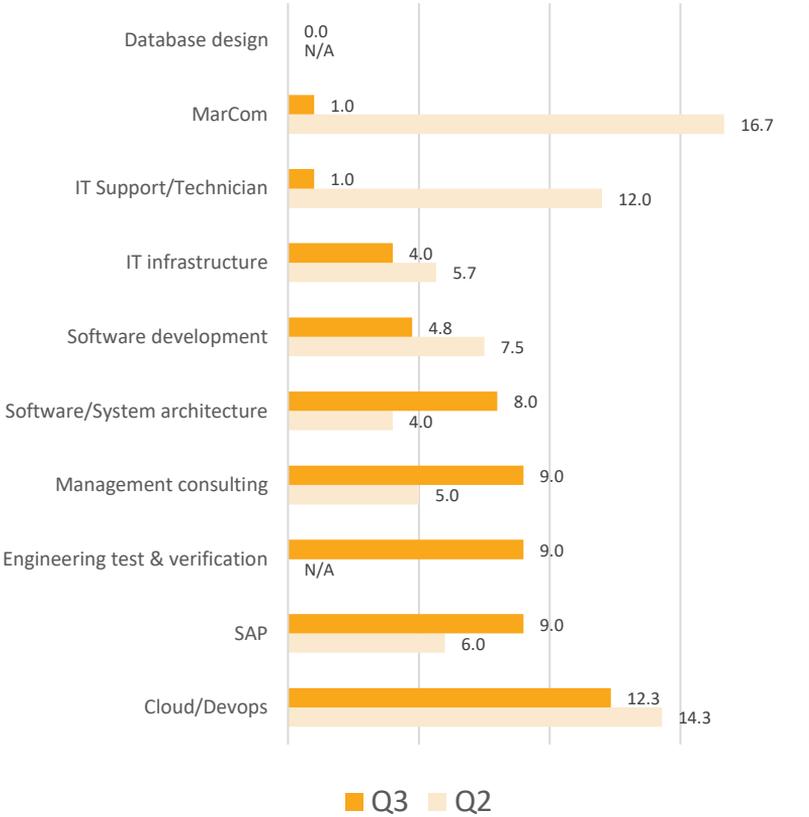
This slide highlights the skill areas that attracted the highest number of applicants per request in Denmark during Q3, offering insight into where candidate interest was most concentrated.

IT Test and Management lead the list, each averaging over 20 applications per request. This indicates exceptionally high candidate engagement and suggests a scarcity of available roles within the System development and Business Management domains, making them two of the most competitive areas in the Danish market this quarter.



Least competitive skill areas

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



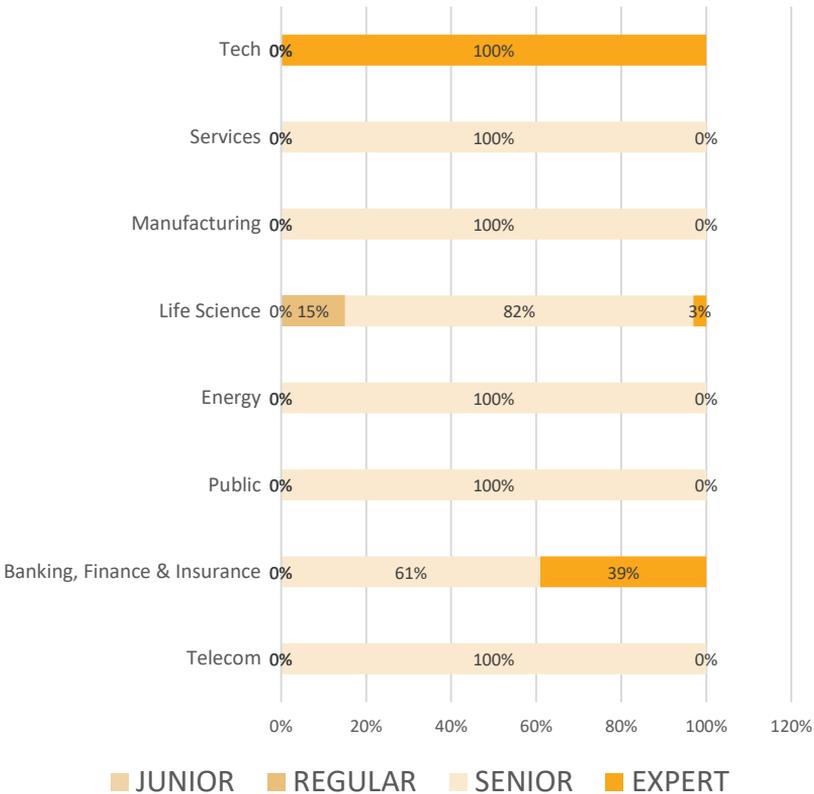
In Q3, the skill areas with the lowest number of applications per request in Denmark show some interesting trends. MarCom and IT Support see the biggest drops. On the other hand, Software/System Infrastructure, Management Consulting and even SAP have more applications than before.

This could be due to market saturation in some roles, a shift toward more technical positions, a larger pool of available technical talent.



Requested seniority level per industry

Requested seniority level per industry



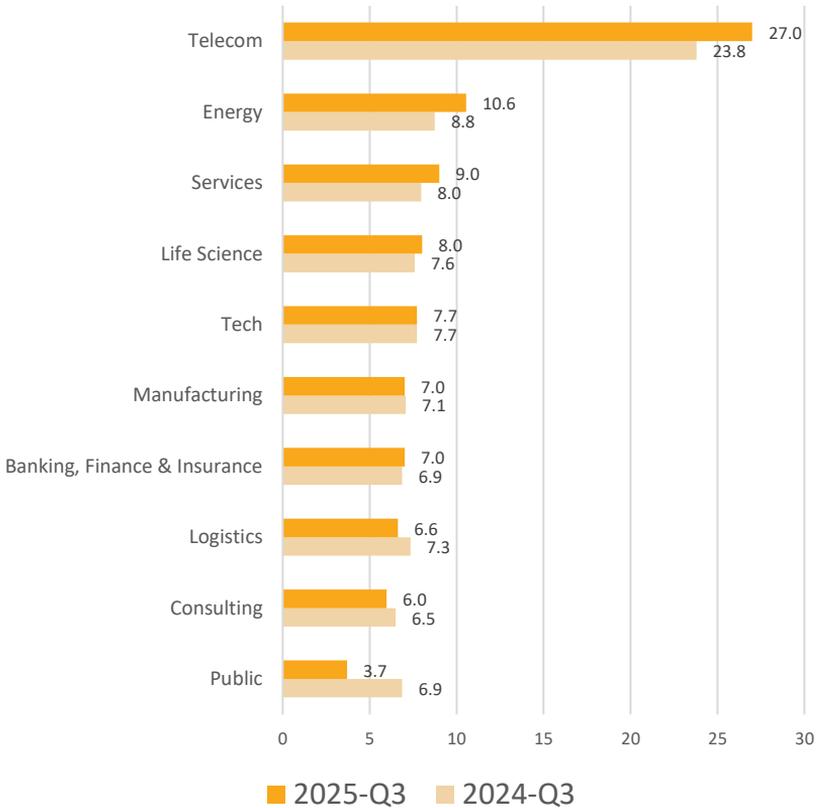
Consistently, senior-level roles remain the most common, with occasional demand for expert-level positions. Interestingly, we see 100% expert-level demand in the Tech sector, reflecting the need for highly specialized skills in emerging technologies and complex projects. In the Banking, Finance, and Insurance sector, expert-level roles make up 39%, likely driven by regulatory requirements and advanced financial solutions.

The Life Sciences sector shows 15% regular-level demand, indicating some steady ongoing needs to support day-to-day operations, as well as research and development activities.



Contract length per industry

Avg. length (months) of contracts per industry



Here we're looking at average contract lengths, which serves as an indicator of the market pressure as well. It's worth noting that in this case we are comparing with the same quarter last year to eliminate seasonal variations.

*What stands out here is that the incredible contract length in the **Telecom** sector, showing a nice increase from already substantial lengths. It is also worth mentioning the increases in the **Energy and Services** sectors. The other sectors show minor natural fluctuations, showing both increasing and decreasing contract lengths.*



Most trending skills

Top 10 requested skills Group Level Q3 2025

1. SQL
2. Python
3. Azure
4. Java
5. C#
6. .Net
7. Git
8. CI/CD
9. Project Management
10. SAP

Top 10 requested skills Denmark Q3 2025

1. Project Management
2. SQL
3. Python
4. Stakeholder Management
5. Agile Project Management
6. Azure
7. CI/CD
8. Agile
9. Dbt
10. IT/OT

Globally, demand continues to center on technical and cloud-focused skills such as SQL, Python, and Azure, highlighting the push for scalable, data-driven solutions. In Denmark, however, the landscape shifts— Project Management, Stakeholder Management, and Agile delivery dominate the top rankings, supported by data and cloud capabilities like SQL, Python, and Azure. This combination signals that Danish organizations are prioritizing structured leadership and agile execution to manage complex digital transformations. The strong presence of Agile and IT/OT further underlines a trend toward bridging business and technology, ensuring projects move efficiently from strategy to tangible results.

