



EWORK GROUP

Consultancy Market Trends & Insights

Denmark

Q4 2025

Consultancy Market Trends & Insights: Q4 2025

Stay ahead of the curve with the latest trends shaping the talent market. In our Q4 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 May!



Introduction

From uncertainty to structure

The closing quarter of 2025 carried forward what defined much of the year: global uncertainty, geopolitical pressure, and organizations rethinking how they operate in a world shaped by AI and rapid change. But where earlier quarters felt reactive, Q4 showed something different. Our clients moved toward structure, planning, and execution.

Our data reflects this clearly. Project Management rose sharply across nearly every Nordic market, a sign that organizations are setting up for what comes next rather than firefighting the present. System Development grew significantly in Poland, Denmark, and Sweden, confirming that delivery and production are back at the center of spending. Public sector strengthened its position as the leading buyer across the Nordics. Contract lengths increased in most markets. And competition among consultants intensified, especially in cloud, backend, and enterprise skills like Azure, Java, Kubernetes, and SAP.

The market is preparing for 2026, and we see the signals in Verama.



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

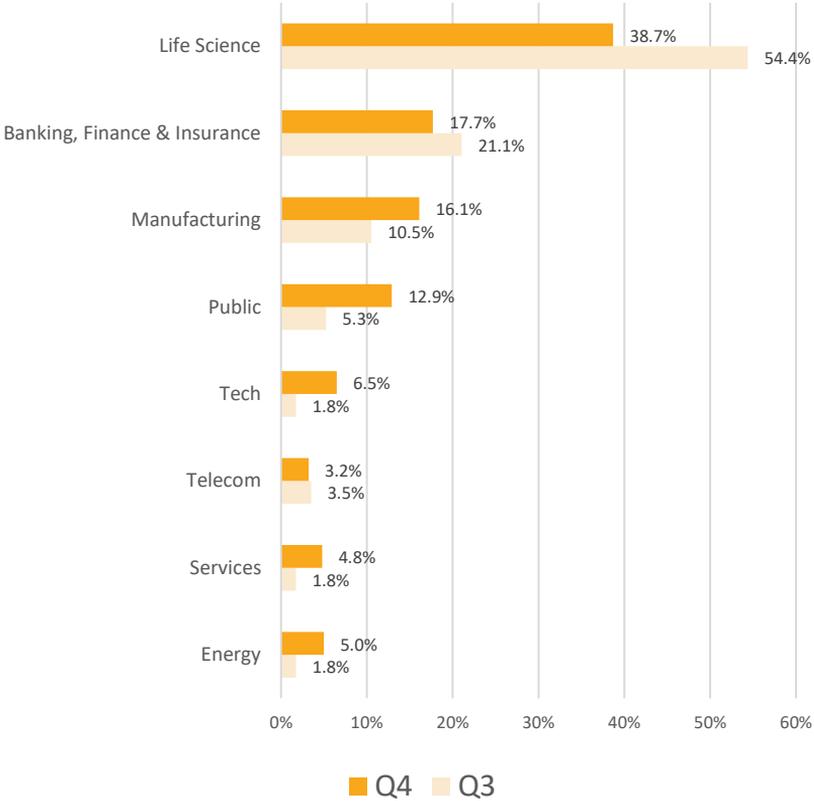
Lab engineering

Technical documentation



Client request volume per industry

Client request volume per industry



In Denmark, Life Science remains the largest industry but declined sharply in Q4, while demand diversified into Manufacturing, Public, Tech, and Energy. The strong rise in Public and Manufacturing signals increased activity in government-led initiatives and industrial transformation, while Energy growth points to momentum in sustainability projects.

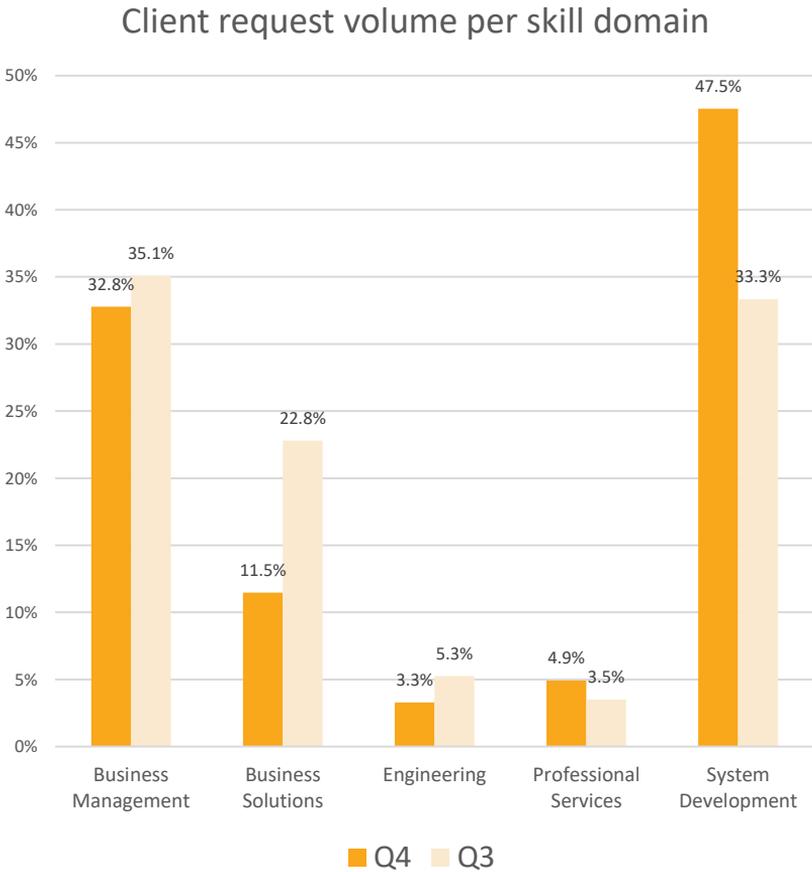
Overall, the market is shifting from a Life Science-heavy profile towards a broader, more balanced industry mix, driven by public-sector investment and industrial modernization.



Casandra Averfalk
Skill Practice Lead, System Development,
Ework Group



Client request volume per Skill Domain



In Denmark, System Development surged strongly in Q4 (+14.2pp), becoming the clear dominant domain. Meanwhile, Business Solutions and Engineering declined, and Business Management softened slightly, while Professional Services saw a modest uptick.

The trend signals a decisive shift toward technical execution and software build, indicating that Danish clients are accelerating delivery-focused initiatives over solution design and advisory activities.

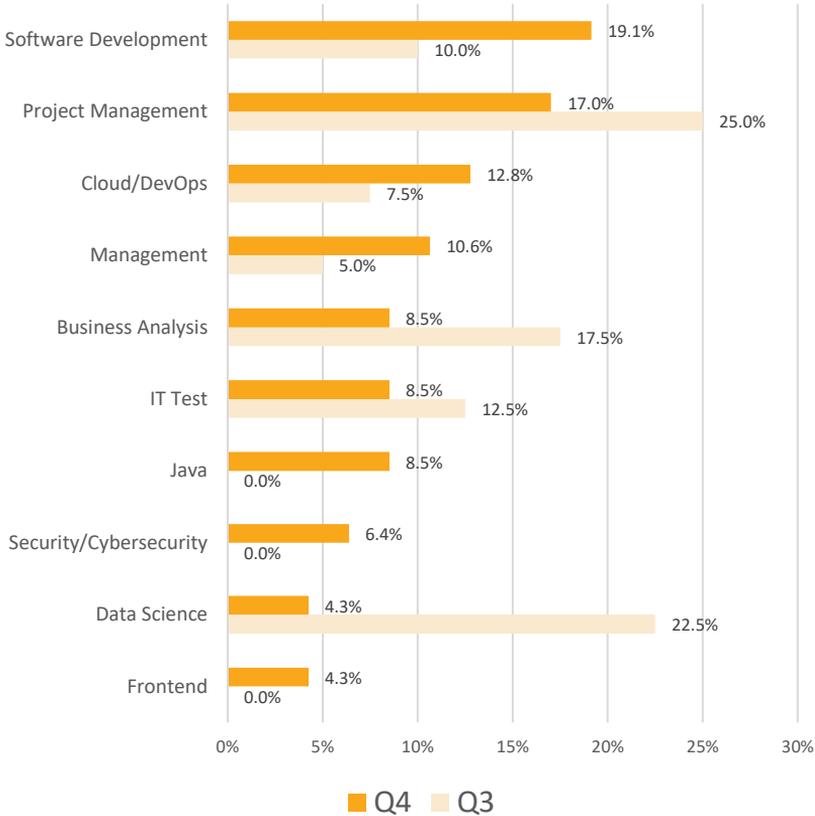


Casandra Averfalk
Skill Practice Lead, System Development,
Ework Group



Most requested skill areas

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



Project Management continued to decline in demand, moving down to second place. In contrast, System Development saw a notable upward trend this quarter, increasing in demand and claiming the top spot.

Other areas with significant decreases included Business Analysis and Data Science. Meanwhile, demand for Java and Security/Cybersecurity picked up from 0%, reflecting emerging needs in these technical areas.

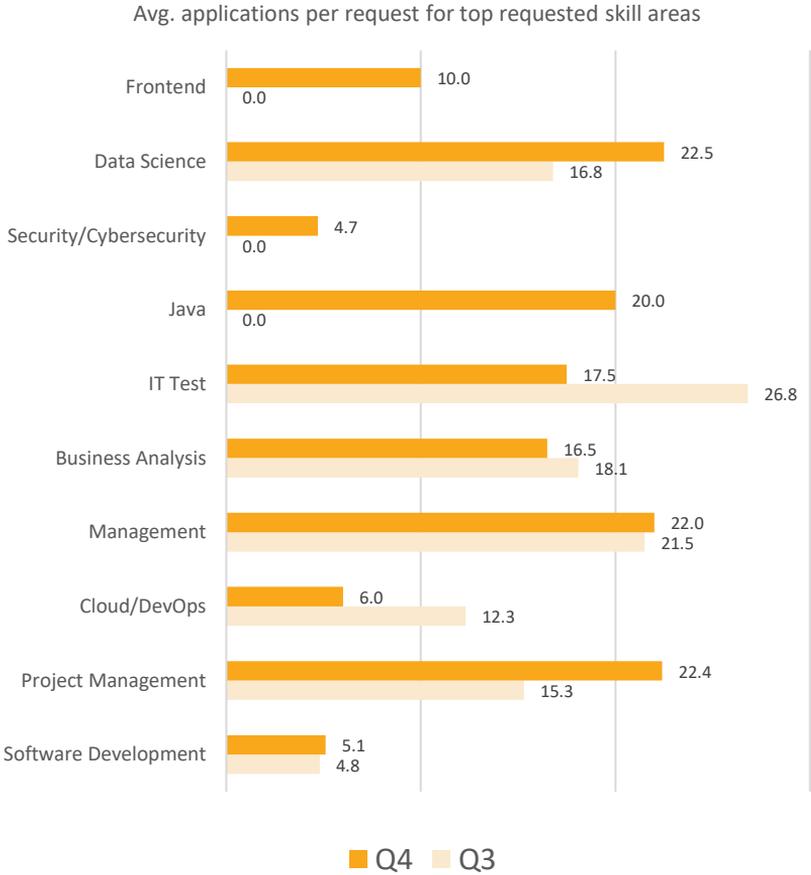
The market appears to be shifting from strategy and planning toward execution and emerging tech needs.



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 client demand, Data Science and Project Management stood out as the most competitive in Q4, both showing substantial growth in applications per request compared with last quarter. Notably, both areas experienced a reduction in client demand during the same period, which further amplified the increase in competitiveness. In contrast, IT Test - which was the most competitive skill area in the previous quarter - recorded the largest decline in applicant volume per request, although it continued to attract a high number of candidates also in Q4.

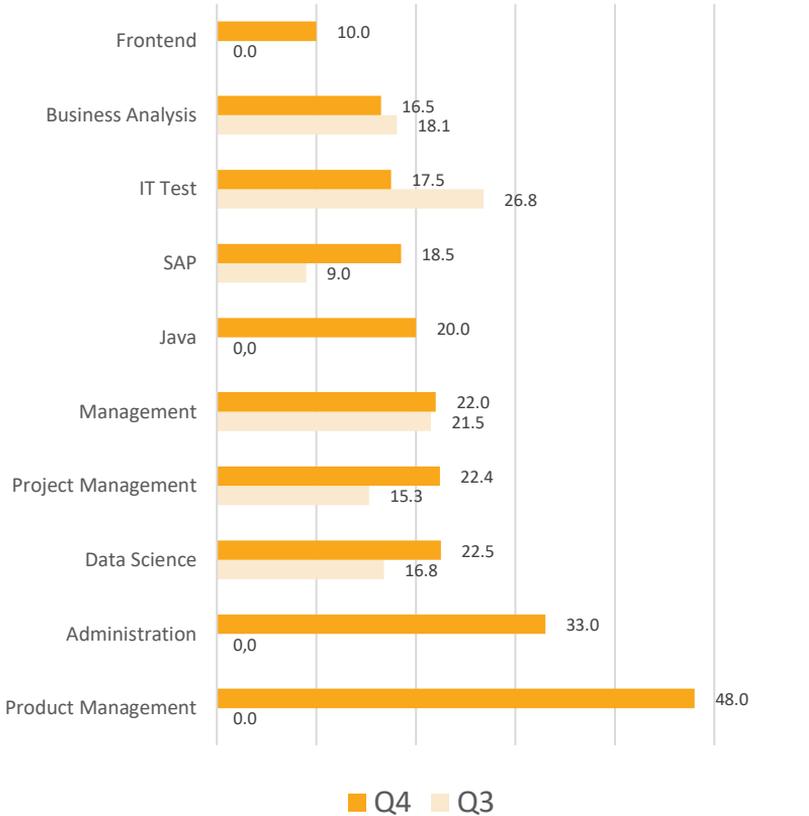


Anniken Sundby
Skill Practice Lead, Business Solutions,
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Most competitive skill areas

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

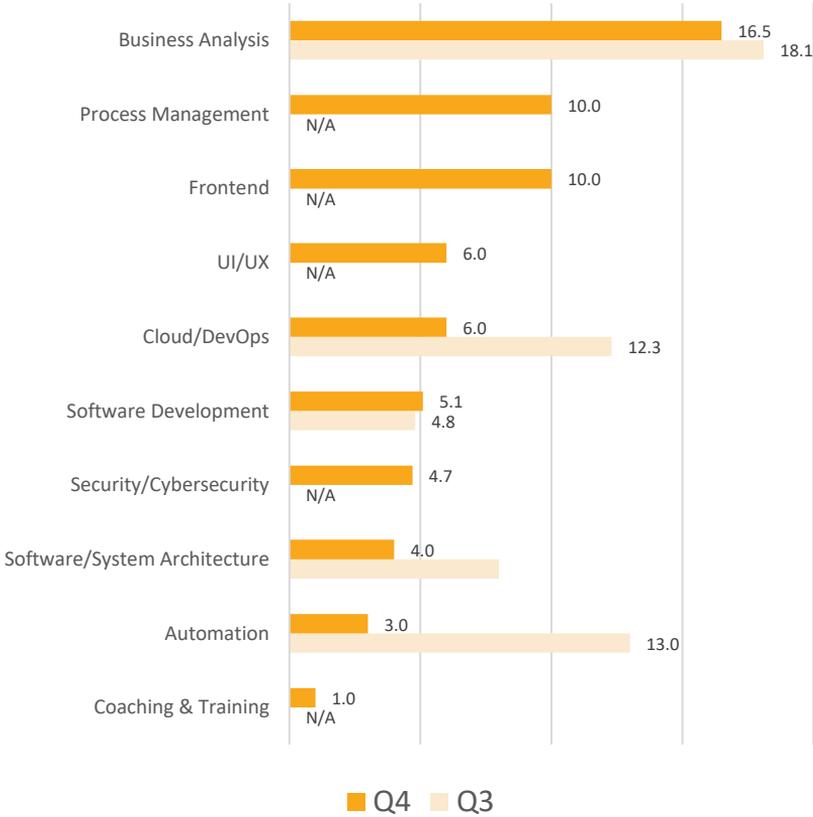


This slide highlights the skill areas that attracted the highest number of applicants per request in Denmark during Q4, providing insight into where candidate interest was most concentrated. Product Management was by far the most competitive area, averaging 48 applications per request, followed by Administration with 33. These exceptionally high application levels indicate strong candidate engagement and suggest that available opportunities within these areas remain limited relative to the supply of qualified talent.



Least competitive skill areas

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



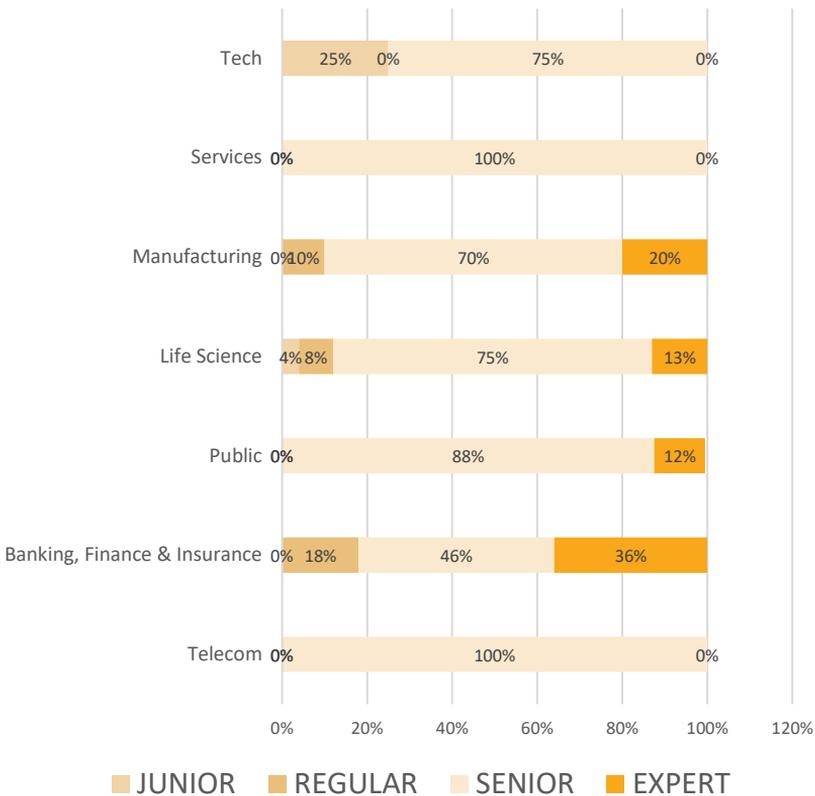
We observe a notable increase in applications for roles in Process management as well as Front-end and UI/UX development, rising from zero to an average of 6.6 and 10 applications per request, respectively.

On the contrary, the most significant decreases in average applications per request were seen in Automation, Cloud/DevOps, and software/system architecture, indicating reduced candidate availability in these domains.



Requested seniority level per industry

Requested seniority level per industry



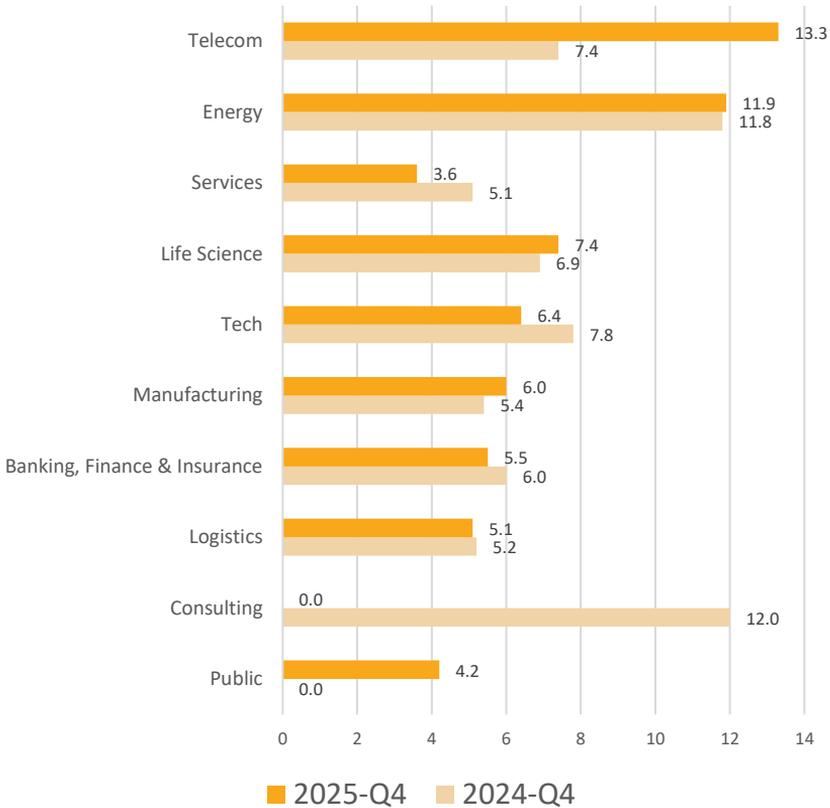
Consistently, senior-level roles remain the most common, with occasional demand for expert-level positions. The anomaly is the Banking sector, where we see a more even distribution across regular, senior and expert roles. The higher demand for expert roles reflect the need for highly specialized skills in emerging technologies and complex projects. An additional driving factor is likely regulatory requirements and advanced financial solutions demanding expert level competence.

The Life Sciences sector shows 12% junior- and 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



The graph above displays 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. The other sectors show minor natural fluctuations, showing both increasing and decreasing contract lengths.*



Most trending skills

Top 10 requested skills Group Level Q4 2025
1. Azure
2. SQL
3. Java
4. Project Management
5. CI/CD
6. Python
7. Agile
8. DevOps
9. API
10. .NET

Top 10 requested skills Denmark Q4 2025
1. Azure
2. Python
3. DevOps
4. CI/CD
5. SAP
6. Project Management
7. C#
8. Stakeholder Management
9. AWS
10. Linux

Denmark's Q4 skill demand closely aligns with the global focus on cloud and engineering capabilities, with Azure, Python, DevOps, and CI/CD leading. Compared to the group level, Denmark places relatively more emphasis on enterprise platforms (SAP) and stakeholder management, signaling a market where cloud modernization is paired with structured delivery and business coordination.

Overall, the trend reflects a hands-on, delivery-driven cloud transformation market, balancing deep technical execution with enterprise and stakeholder alignment.



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

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

