



EWORK GROUP

Consultancy Market Trends & Insights

Finland

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

Construction & facility
project management

Engineering project management

Embedded development/
Hardware engineering

Engineering test & verification

Electrical engineering

Mechanical engineering

Environmental engineering

Technical engineering

Chemical engineering

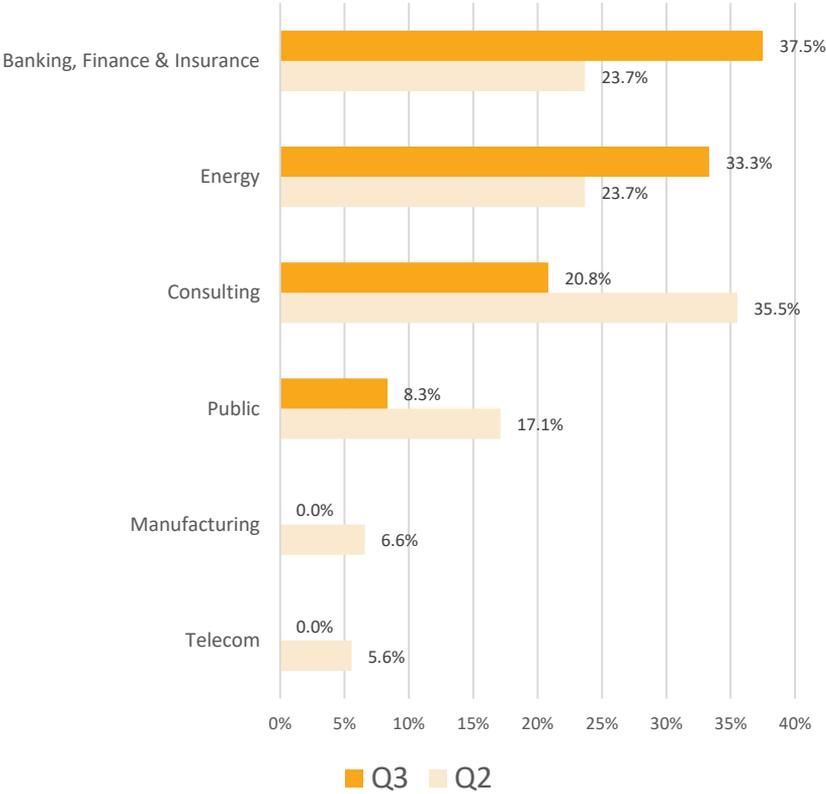
Lab engineering

Technical documentation



Client request volume per industry

Client request volume per industry



In Finland we can see client request volumes shifted noticeably in Q3 compared to Q2. The Banking, Finance & Insurance sector, as well as the Energy sector, saw a strong increase in demand, surpassing Consulting, which had previously been the top industry but declined from 35% to 20.8%. The Public Sector also experienced a significant drop, falling from 17.1% to 8.3%.

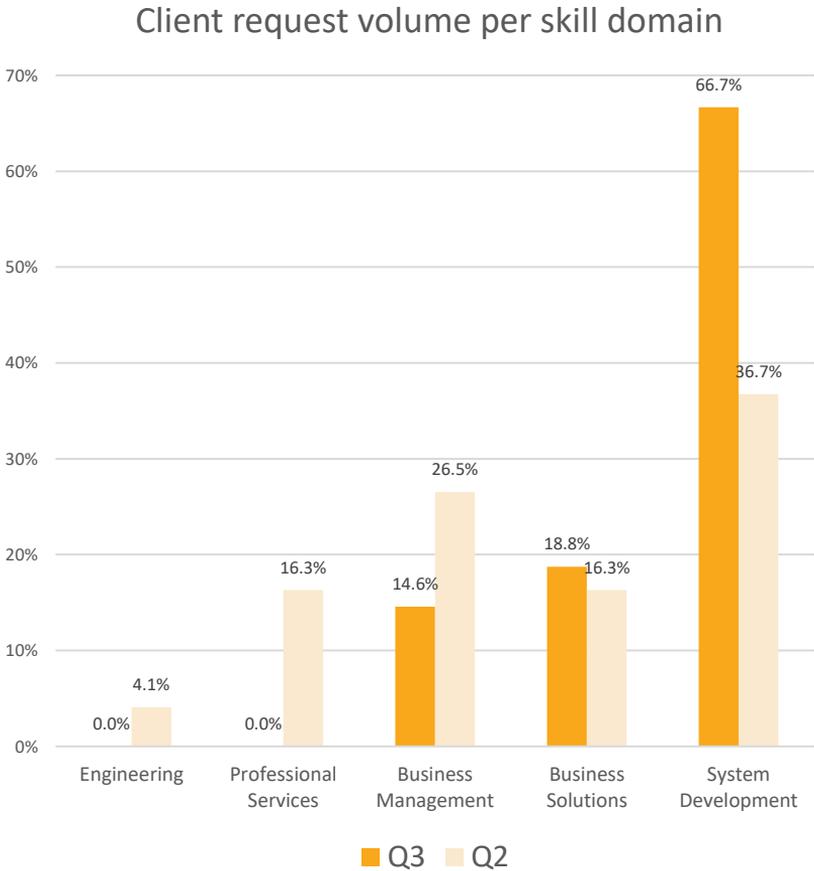
Additionally, Manufacturing and Telecom recorded virtually 0% demand in Q3. These trends highlight shifting priorities in the market, with financial and energy sectors driving client requests while traditional sectors see reduced activity.



Selena Muratovic
Skill Practice Lead, Business Management,
Ework Group



Client request volume per Skill Domain



In Finland, client demand has shifted decisively toward System Development, which jumped by more than 30 percentage points to account for two-thirds of all requests. This surge reflects a strong push for technical execution and in-house development capacity, as organizations move from planning to large-scale implementation. In contrast, Business Management and Professional Services declined sharply, indicating reduced reliance on external guidance and strategic oversight. Business Solutions saw a small uptick, suggesting continued but secondary focus on system solutions. Overall, the data points to a delivery-driven market, where software build and execution skills are taking clear priority over management and advisory roles.

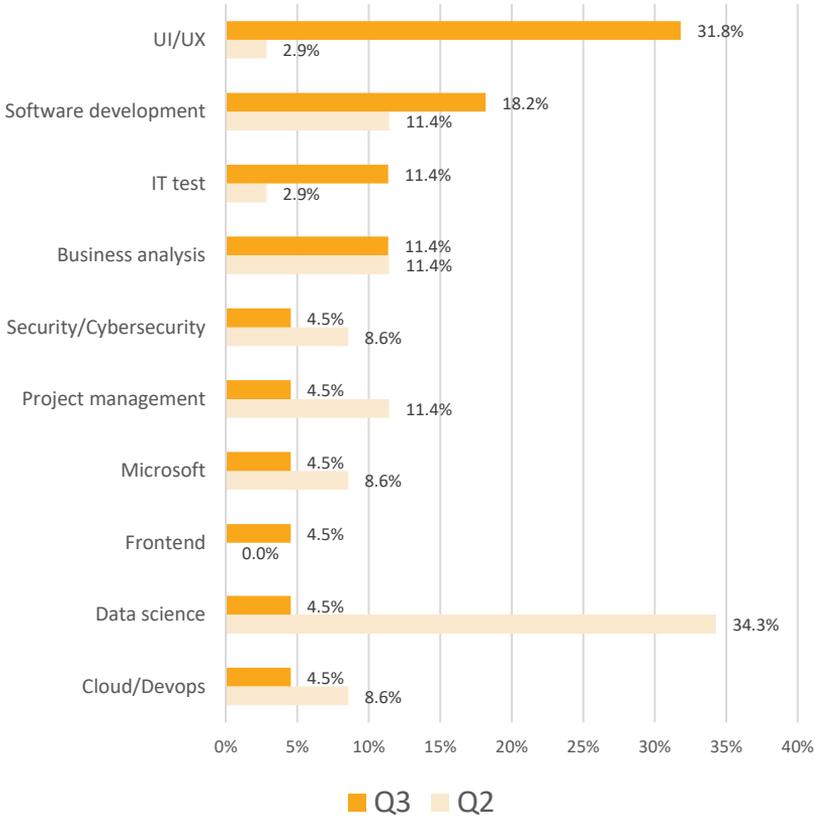


Casandra Averfalk
Skill Practice Lead, System Development, Ework Group



Most requested skill areas

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



Here we see a major surge in demand for UI/UX, rising from 2.9% to 31.8% and taking the top spot. Software Development and IT skills also increased, placing them in second and third positions. Project Management continued to decline this quarter as well. Interestingly, Data Science dropped sharply from 34.3% to 4.5%, despite steady growth over the year.

Overall, these trends highlight a shift in employer priorities toward user-centered design, development, and IT capabilities, while some previously high-demand skills are seeing reduced interest.

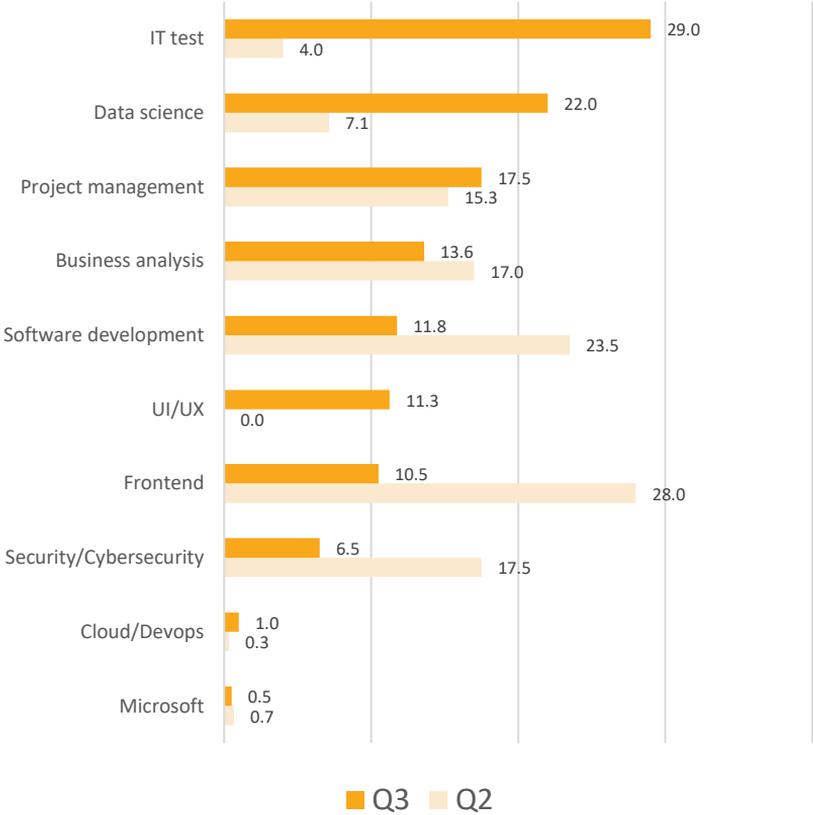


Selena Muratovic
Skill Practice Lead, Business Management,
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Average number of applications in most requested skill areas

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



“The chart shows that, among the skill areas with the highest demand, IT Test, Project Management, and Data Science received the highest number of applications per request in Q3, indicating strong competition in these areas, as well as rising candidate interest compared to the previous quarter. On the other hand, other requested skill areas like Frontend received fewer applications, indicating less competition in this area than the quarter before.”

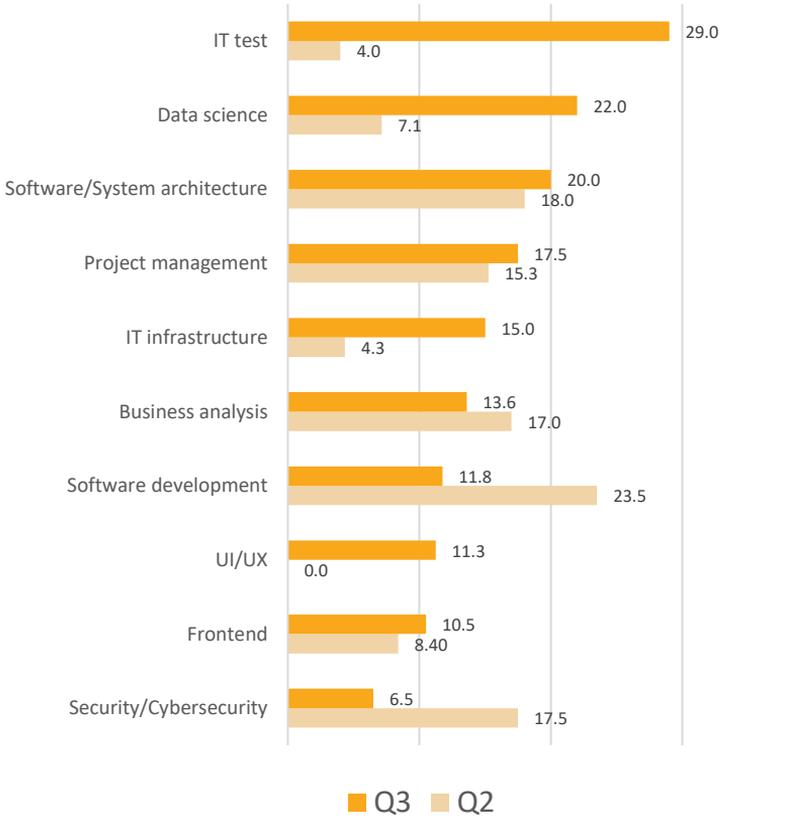


Anniken Sundby
Skill Practice Lead, Business Solutions,
Ework Group



Most competitive skill areas

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

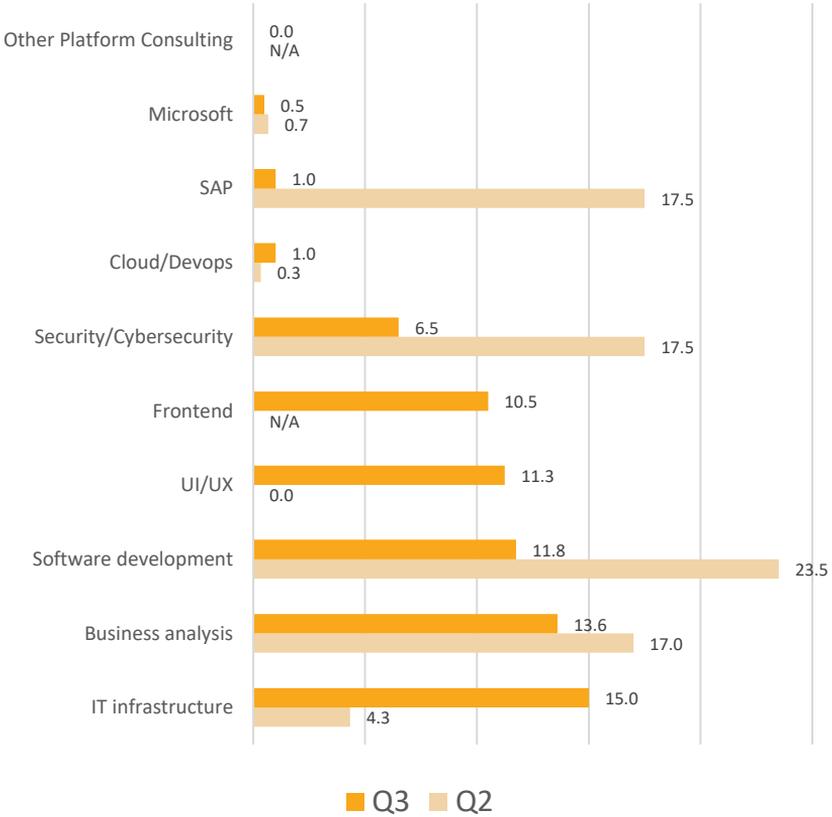


While the IT Test domain demonstrated a healthier balance between supply and demand - being the top skill area in terms of applicant volume among those with the highest client demand, as illustrated in the previous chart - Software/System Architecture presented a contrasting dynamic. Despite not ranking among the areas with the greatest client demand, it received an average of 20 applicants per request, albeit across a relatively low number of requests. This discrepancy may indicate a mismatch between candidate interest and market needs. It suggests that while many professionals are eager to work within Software/ System Architecture, client demand in this area remained limited in Q3.



Least competitive skill areas

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



This slide highlights the skill areas with the lowest number of applications in Q3, offering a glimpse into local supply and demand dynamics. Interestingly, SAP experienced a significant drop in applications, followed by Security/Cyber Security and Software Development.

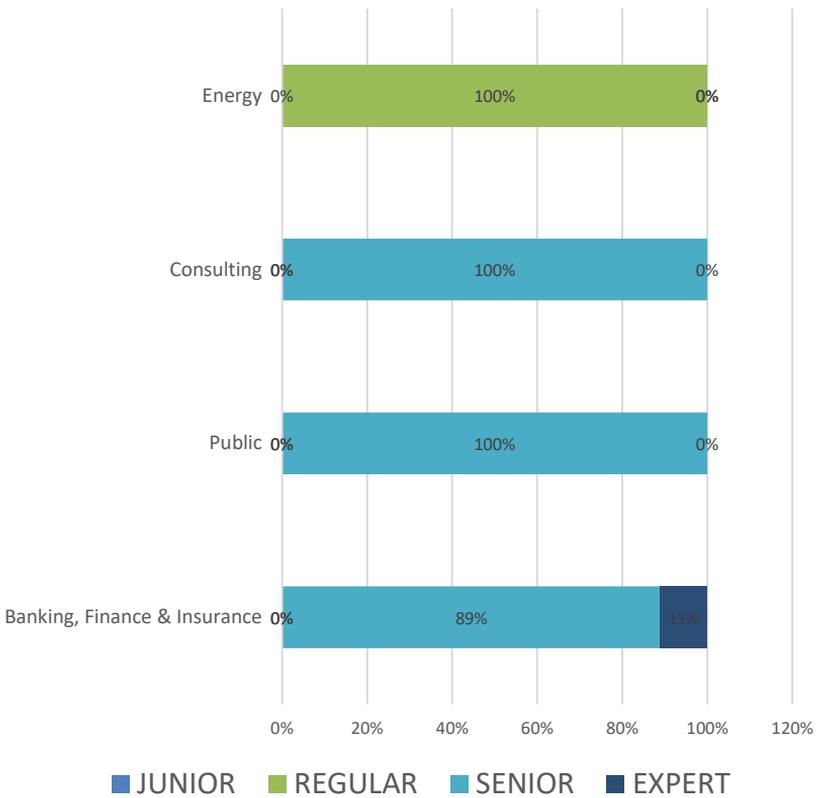
On the other hand, Frontend , UI/UX and IT infrastructure saw notable increases, while Cloud skills recorded a modest rise.

These trends suggest that while some highly specialized or previously popular roles are seeing fewer applicants, other areas are gradually attracting more attention from candidates, reflecting shifting market priorities and emerging opportunities.



Requested seniority level per industry

Requested seniority level per industry



This chart shows how new requests are distributed across different seniority levels. From a recruitment perspective, this offers useful insight into market dynamics. At a glance, it's clear that senior roles continue to dominate — a trend that has remained consistent over the past few quarters. The only anomaly is the 100% share of regular (medior)-level roles within the Energy sector, which stands out against the broader pattern.

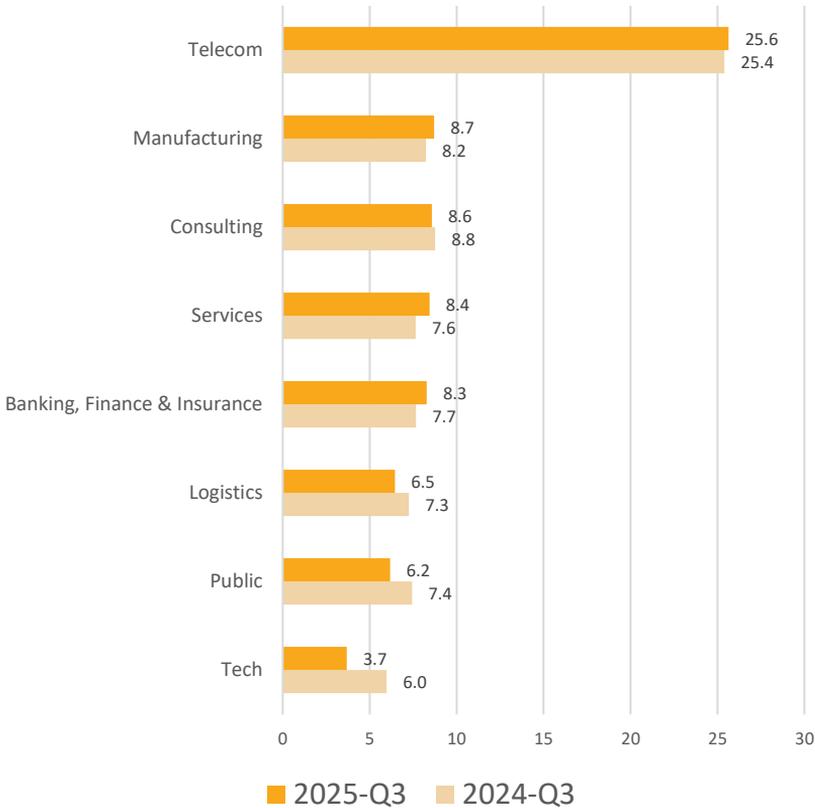


Michael Hellman
Skill Practice Lead, Engineering,
Ework Group



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, with a slight increase during Q3 2025. The other sectors show minor natural fluctuations, but a nice increase in the **Manufacturing**, **Services** and **Banking** sectors. The **Tech** sector however shows a continued decrease.*



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 Finland Q3 2025

1. Java
2. Javascript
3. IT Analysis
4. API
5. DB2
6. Jira
7. PAM
8. SQL
9. Azure
10. C++

Globally, demand continues to center on data, cloud, and software fundamentals – with SQL, Python, and Azure driving most activity. In Finland, however, the top skills paint a different picture, emphasizing application development, system integration, and IT analysis. Leading skills like Java, Javascript, API development, and DB2 indicate a market focused on modernizing legacy systems and enhancing connectivity between platforms. The inclusion of PAM (Privileged Access Management) and Jira also signals growing attention to security, governance, and agile project control. Overall, Finland’s market is characterized by enterprise modernization and secure digital infrastructure development, blending strong coding expertise with structured delivery practices.

