EWORK GROUP

Consultancy Market Trends & Insights

Norway

Q1 2025

Consultancy Market Trends & Insights: Q1 2025

Stay ahead of the curve with the latest trends shaping the talent market. In our Q1 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 September!

Introduction

We just celebrated midsummer, and with that we have passed the brightest day of the year. The journey towards brighter days during the first half of 2025 has however not been reflected in the general mood, as we feel the struggle and the challenges following trade wars, tariffs, polarization, geopolitical tensions, intensified conflicts and more every day.

New AI models have been deployed, and the AI arms race continues. It feels like a new AI tool pops up every day. Currently I'm playing around with Lovable to test vibe coding. AI will (and is already doing so) change How we work, which push the need to have a lifelong learning strategy to stay relevant, both at an individual level as well as at the organizational level. By having this as a focus we can use the technology to augment us rather than replace us. This is where the New-Collar worker comes in as well.

Europe also understood the importance of being independent and not rely too heavily on others, which is good. It will for sure be interesting to follow the EU's investments in the AI factories and the outcomes from here. Have you heard about the Dutch company called ASML? This is probably the most powerful company in the world right now. They are the ones that manufactures the machine that builds the actual AI chips.

Navigating in all the changes is of course both complex and challenging. This is something that I personally spend quite some time on, hence why I created the report "Trends Towards 2030", which summarizes some of the key trends we have ahead of us.

And what is important to note here, in this constant change the world is still moving. When looking at our overall global data, our clients are still investing in their digital transformation journey. Great to see that both software development and project management stays in the top in our different geographies.

With that said, I wish you all a happy summer!

Andreas Meinert
Market Insight and 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

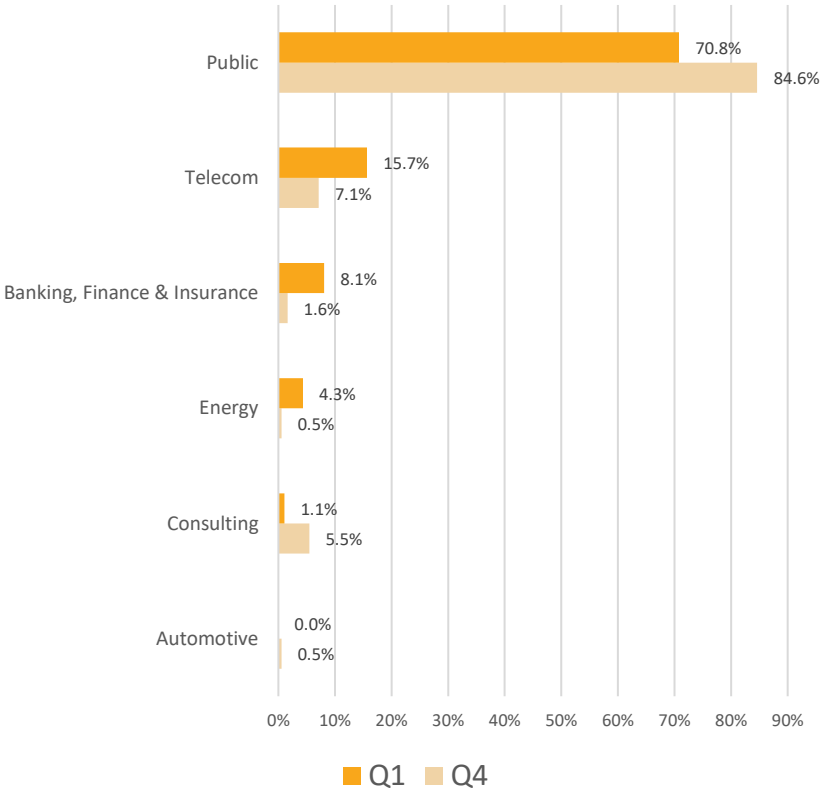## Engineering

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

Industry	Q1	Q4
Public	70.8%	84.6%
Telecom	15.7%	7.1%
Banking, Finance & Insurance	8.1%	1.6%
Energy	4.3%	0.5%
Consulting	1.1%	5.5%
Automotive	0.0%	0.5%

■ Q1 ■ Q4

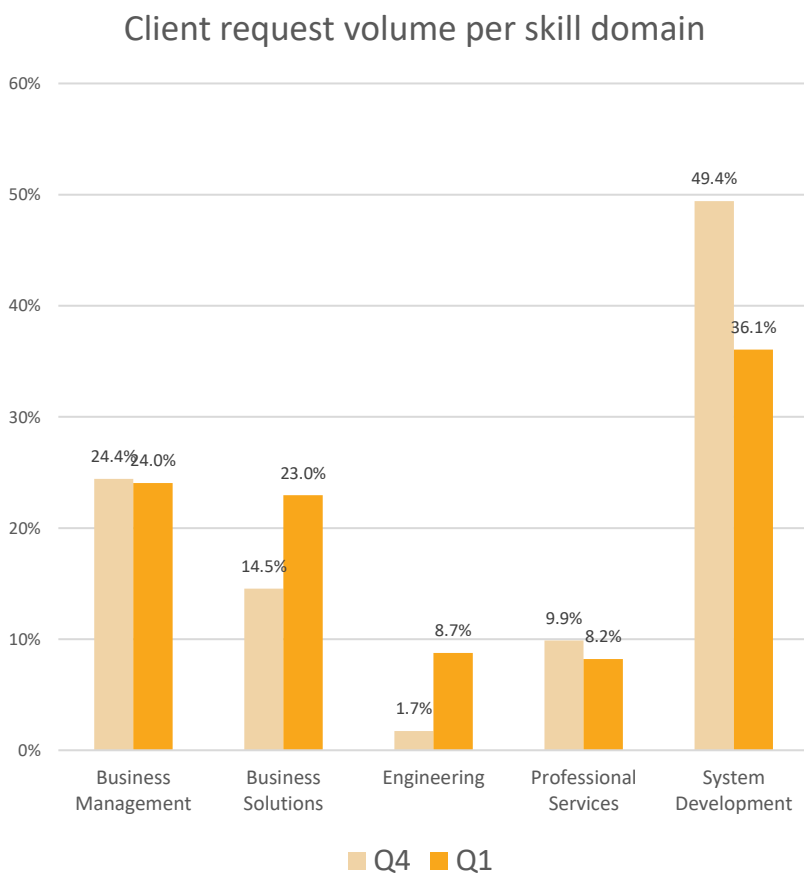*"Although we saw a slight decline, the Public sector continued to dominate in Q1 - just as in the previous quarter - in terms of the volume of requests from our clients. At the same time, we observed a positive trend in the number of requests coming from a broader range of industries compared to the previous quarter."*

Anniken Sundby
Skill Practice Lead, Business Solutions,
Ework Group

Client request volume per Skill Domain

Client request volume per skill domain

"System Development remains the largest domain but shows a notable drop in share (49.4% → 36.1%), suggesting diversification in client needs.

Business Solutions and Engineering saw strong growth, pointing to a shift toward solution-oriented and technical roles.
Business Management demand held steady, while Professional Services slightly declined, indicating stable but maturing interest in support functions."
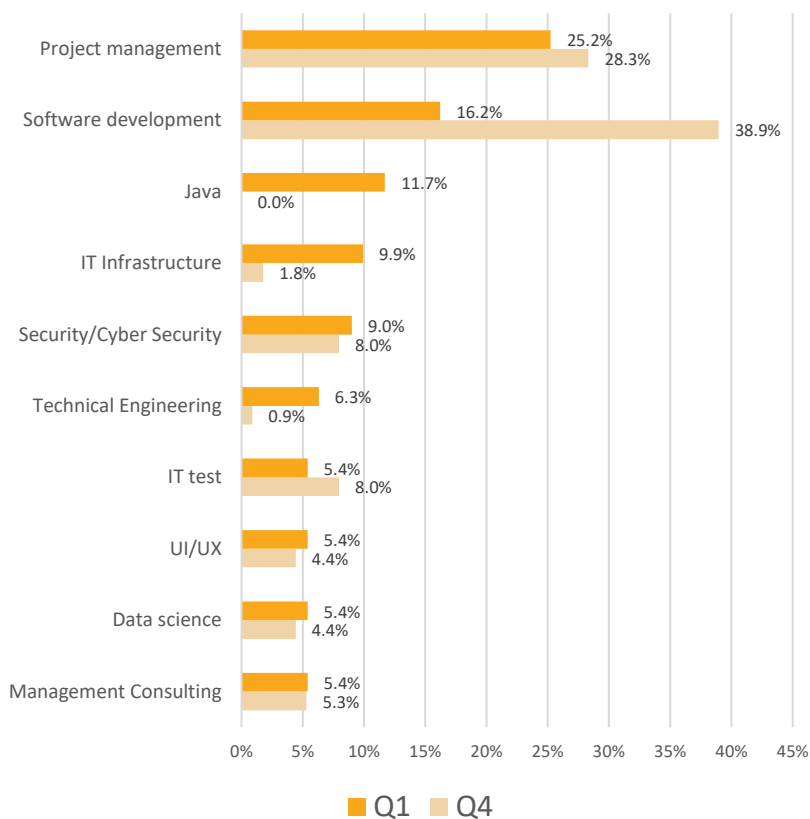
Casandra Averfalk
Skill Practice Lead, System Development,
Ework Group

Most demanded skill areas

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

Skill area	Q1	Q4
Project management	25.2%	28.3%
Software development	16.2%	38.9%
Java	11.7%	0.0%
IT Infrastructure	9.9%	1.8%
Security/Cyber Security	9.0%	8.0%
Technical Engineering	6.3%	0.9%
IT test	5.4%	8.0%
UI/UX	5.4%	4.4%
Data science	5.4%	4.4%
Management Consulting	5.4%	5.3%

■ Q1 ■ Q4

"We are seeing a clear shift in the market, with growing interest in IT infrastructure and Security/Cyber Security, and a noticeable rise in demand for Java skills. It looks like clients are focusing more on building solid, secure foundations for their tech, prioritizing system safety.

While traditional software development seems to be slowing down, there is a definite move toward stability-focused and security-driven solutions. It is an interesting change that's opening new opportunities for consultants with this expertise."
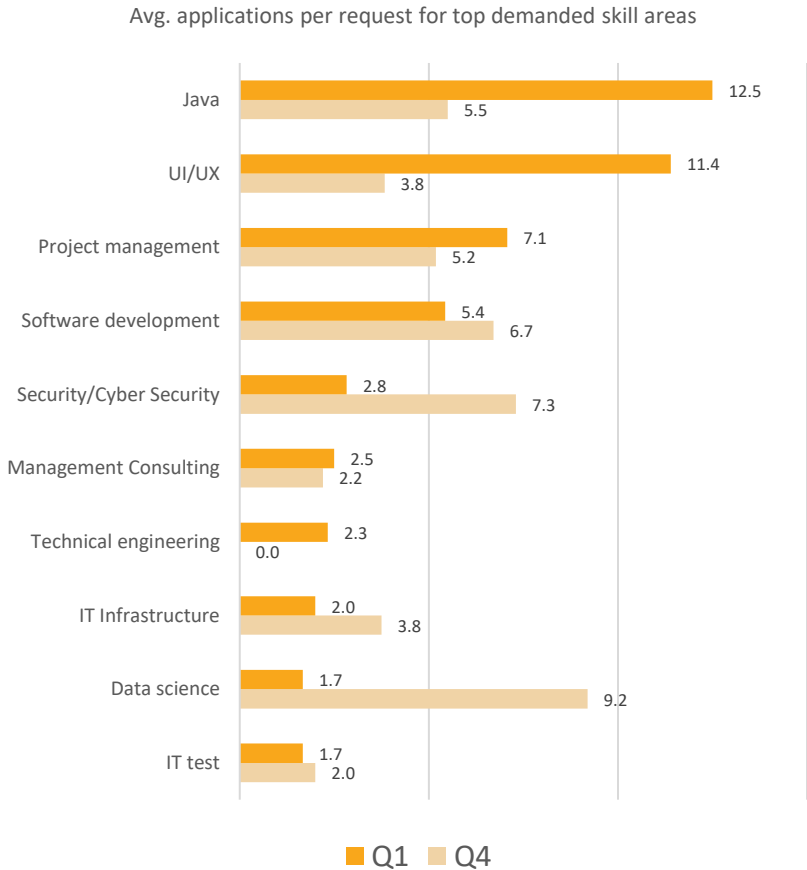
Selena Muratovic
Skill Practice Lead, Business Management, Ework Group

Average number of applications in most demanded skill areas

Avg. applications per request for top demanded skill areas

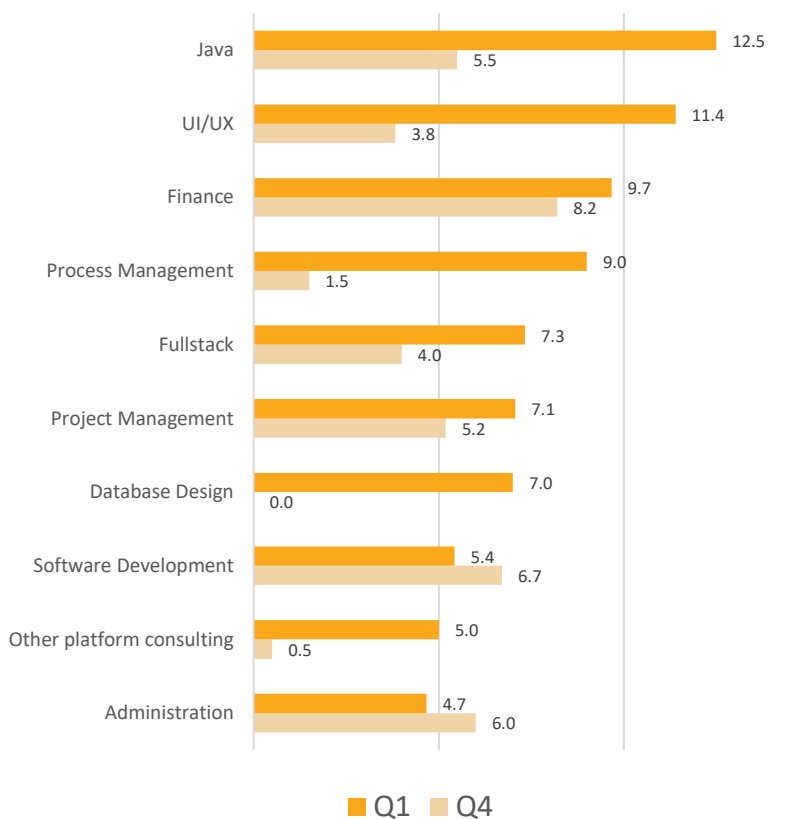| Skill area	Q1	Q4
Java	12.5	5.5
UI/UX	11.4	3.8
Project management	7.1	5.2
Software development	5.4	6.7
Security/Cyber Security	2.8	7.3
Management Consulting	2.5	2.2
Technical engineering	2.3	0.0
IT Infrastructure	2.0	3.8
Data science	1.7	9.2
IT test	1.7	2.0

■ Q1   ■ Q4

Java and UI/UX saw sharp increase in applications, signaling rising competition in these areas.

In contrast, Data Science and Security/Cybersecurity experienced a significant drop in applicant volume, suggesting a tightening talent pool, increased hiring activity or more niched roles. Software Development demand remains strong with moderate competition, while Project Management saw a jump in applications, indicating growing candidate interest.

Most competitive skill areas

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

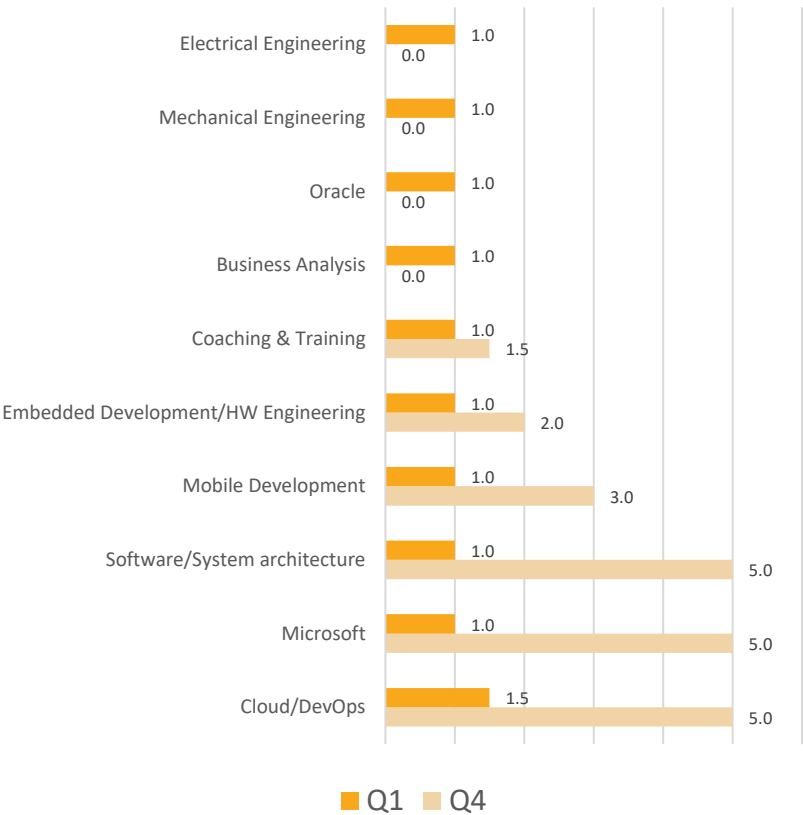| Skill area	Q1	Q4
Java	12.5	5.5
UI/UX	11.4	3.8
Finance	9.7	8.2
Process Management	9.0	1.5
Fullstack	7.3	4.0
Project Management	7.1	5.2
Database Design	7.0	0.0
Software Development	5.4	6.7
Other platform consulting	5.0	0.5
Administration	4.7	6.0

■ Q1 ■ Q4

It is interesting to see how competition is shifting across different skill areas. With roles in Process Managment, UI/UX and Java seeing a noticeable increase, with average applications rising quite a bit from Q4 to Q1. This could mean growing demand in these areas, companies focusing on improving user experience and streamlining processes. Or it could also indicate that professionals are applying more broadly or shifting career focus due to market uncertainty.

The small drop in admin applications could be an effect of companies growing use of AI and automation technology.

Least competitive skill areas

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

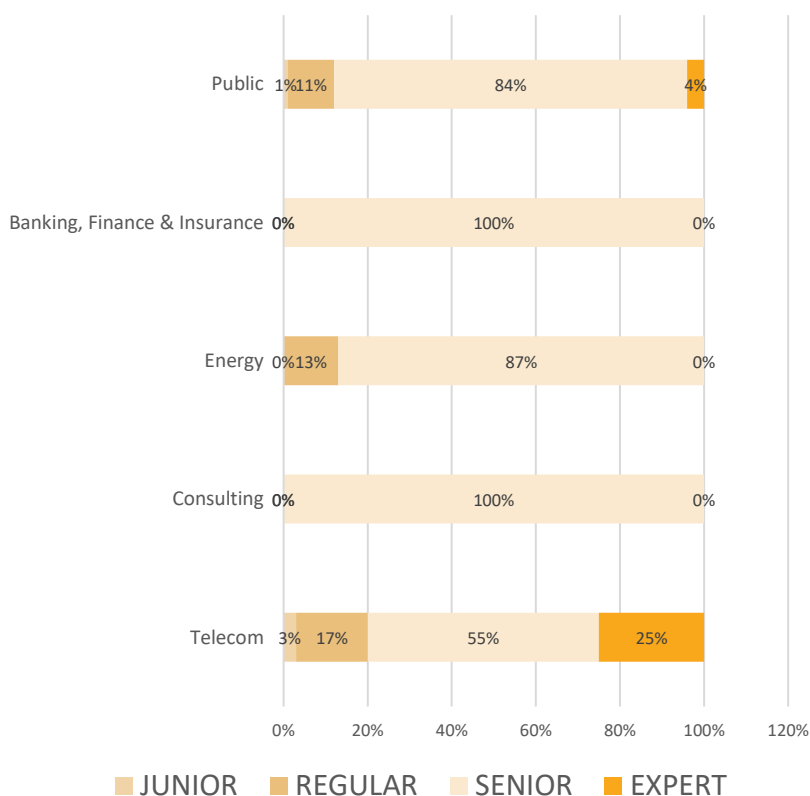| Skill area	Q1	Q4
Electrical Engineering	1.0	0.0
Mechanical Engineering	1.0	0.0
Oracle	1.0	0.0
Business Analysis	1.0	0.0
Coaching & Training	1.0	1.5
Embedded Development/HW Engineering	1.0	2.0
Mobile Development	1.0	3.0
Software/System architecture	1.0	5.0
Microsoft	1.0	5.0
Cloud/DevOps	1.5	5.0

■ Q1 ■ Q4

Here we look at the opposite to the previous slide — the skill areas with the lowest number of applications during Q1, providing valuable insights on local supply and demand within the area. Low applicant numbers in certain skill areas appear to align with low client demand, suggesting these areas are currently less relevant or in lower demand in the market.

Demanded seniority level per industry

Demanded seniority level per industry

Industry	JUNIOR	REGULAR	SENIOR	EXPERT
Public	1%	11%	84%	4%
Banking, Finance & Insurance	0%		100%	0%
Energy	0%	13%	87%	0%
Consulting	0%		100%	0%
Telecom	3%	17%	55%	25%

0%   20%   40%   60%   80%   100%   120%

■ JUNIOR   ■ REGULAR   ■ SENIOR   ■ EXPERT

"Here, we're looking at the distribution between different seniority levels for new requests, which could be of interest from a recruitment perspective and also gives an indication of the market temperature. At a glance, we can see that senior roles clearly dominate — something that is quite normal and has been the case over the past few quarters. Interestingly, there also seems to be a relatively large demand for expert competence within the Telecom sector."

Michael Hellman
Skill Practice Lead, Engineering,
Ework Group

General

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 **Public** sector shows a nice increase, whereas the **Energy** sector quite substantially dropped in contract length. The other sectors show minor natural fluctuations, while the **Logistics** sector has to be considered an outlier in this case.*

Most trending skills

Top 10 demanded skills Group Level Q1 2025
1. Python
2. Project Management
3. SQL
4. Java
5. Agile
6. Git
7. Stakeholder Management
8. Jira
9. Azure
10. Linux

Top 10 demanded skills Norway Q1 2025
1.Java
2. Rest
3. .NET
4. Azure/Cloud
5. Git
6. Project Management
7. Product Development
8. Process Management
9. ServiceNow
10. Cisco

The top 10 most demanded skills shows an unchanged top three of classic core software development and architectural pillars Java, Rest and .Net. This is doubtlessly a list to keep track of to ensure that consultants stay up to rate with relevant technologies and methodologies.