



EWORK GROUP

Consultancy Market Trends & Insights

Norway

Q1 2026

Consultancy Market Trends & Insights: Q1 2026

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



Introduction

From structure to practical delivery

The opening quarter of 2026 carried forward a market that was still cautious, but clearer in what it wanted to buy. Clients moved away from broader transformation agendas and toward work that was closer to implementation, resilience, and measurable delivery.

Our data reflects this clearly. Data Science continued to grow, while Cyber Security, Cloud/DevOps, Fullstack, and AI also strengthened, pointing to demand for skills that improve automation, stability, and execution. The top skills in Q1, including Azure, SQL, Python, CI/CD, and AI, suggest that clients prioritized cloud foundations, data capabilities, and practical technical expertise over heavier change structures.

The pattern looked slightly different across markets. Denmark leaned more toward business execution and AI, Finland toward Java and data engineering, Norway toward governance, integration, and enterprise platforms, and Poland toward software development, multi cloud engineering, and delivery tooling. In Sweden, South & West showed stronger demand for cloud, SAP, and engineering depth, while East & MidNorth combined project execution with SQL, Azure, Agile, and AI.

The market still values experience, but the strongest pull is toward skills that help clients build, improve, secure, and run critical solutions with greater speed and less risk.

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

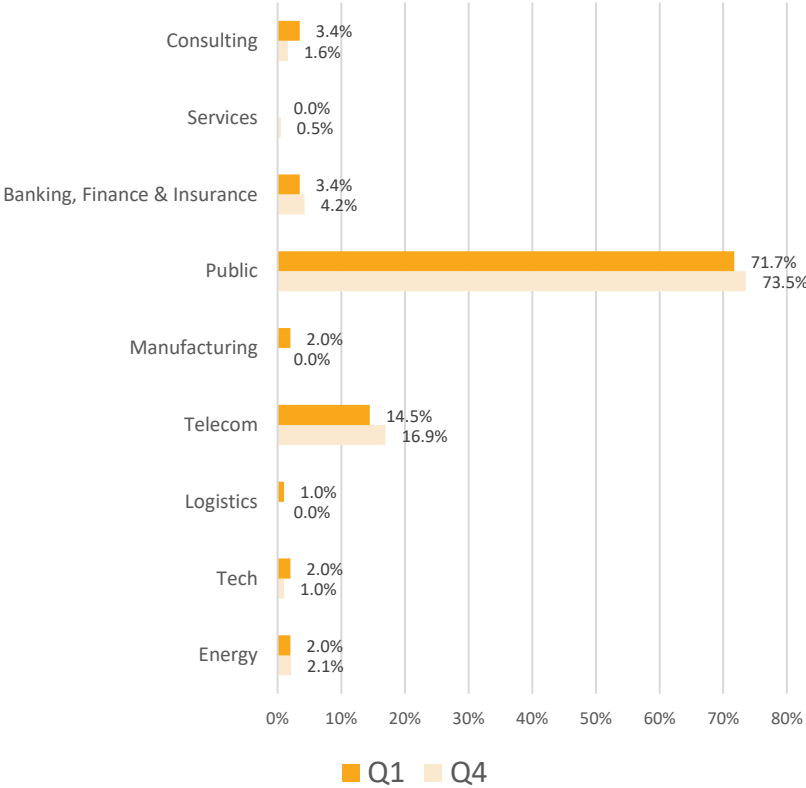
Lab engineering

Technical documentation



Client request volume per industry

Client request volume per industry



In Norway in Q1 2026, demand was by far highest within the public sector, followed by the telecom industry, mirroring the pattern observed in Q4 2025. Within the public sector, organizations primarily sought expertise in Project Management, Software Development, Process Management, and Security/Cybersecurity.

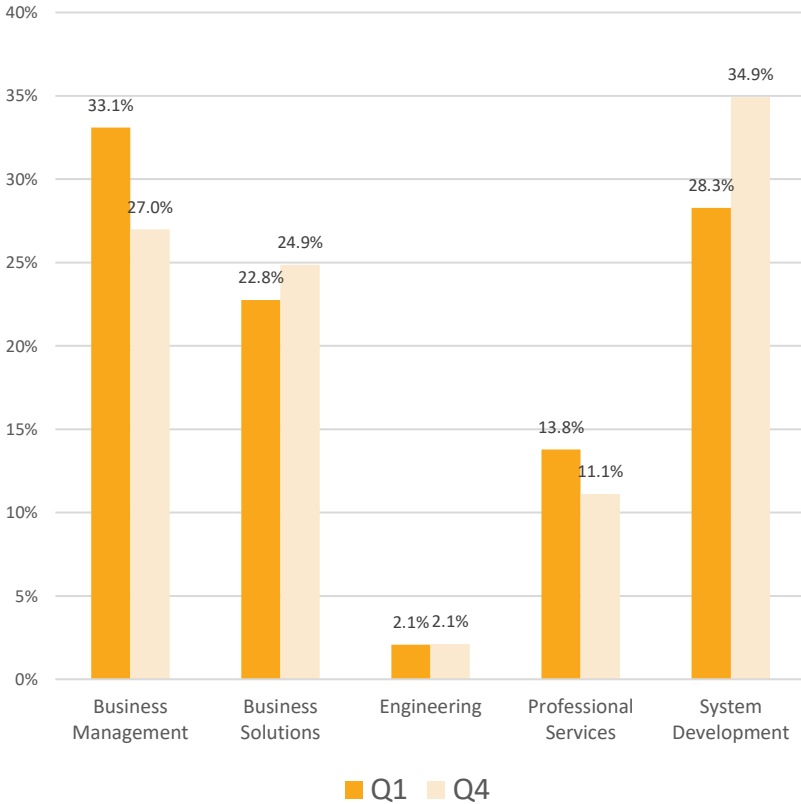


Anniken Sundby
Skill Practice Lead, Business Solutions,
Ework Group



Client request volume per Skill Domain

Client request volume per skill domain



*In Norway, **Business Management** strengthened significantly (+6.1pp), becoming the leading domain, while **System Development** declined notably (-6.6pp). **Professional Services** also grew, whereas **Business Solutions** softened slightly and **Engineering** remained flat.*

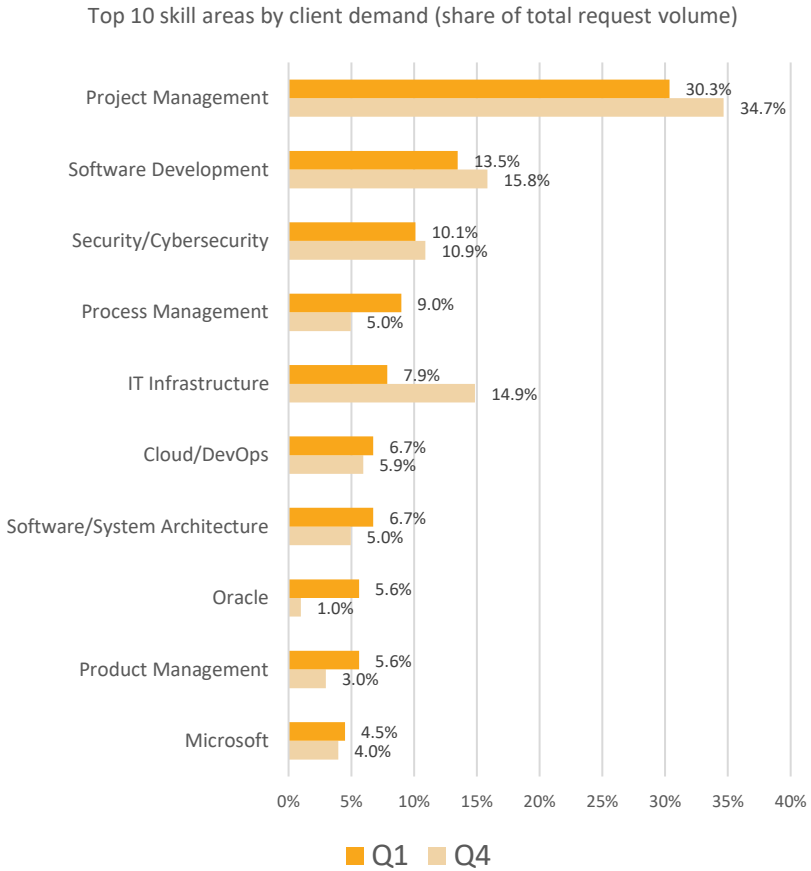
*This shift indicates a move away from pure development toward **greater focus on leadership, coordination, and advisory support**, suggesting the market is entering a **new project cycle with increased emphasis on planning and governance**.*



Casandra Averfalk
Skill Practice Lead, System Development,
Ework Group



Most requested skill areas

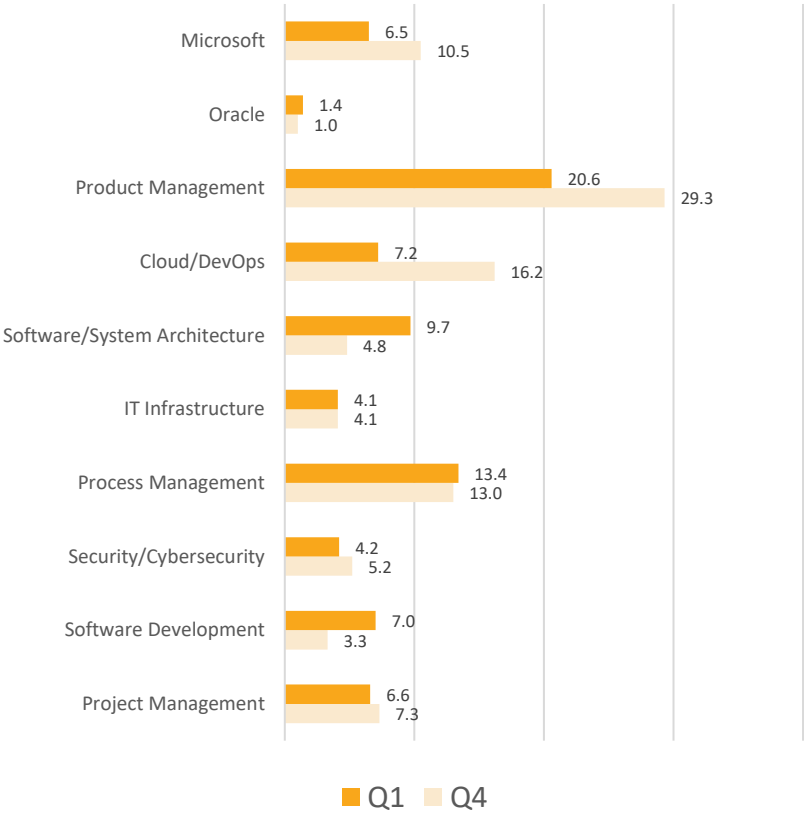


This slide highlights the skill areas with the highest client demand, measured as share of total request volume, in Q1 2026, with a comparison to Q4 2025. Project Management continues to dominate client demand, accounting for the largest share of requests in both quarters. This is followed by Software Development, Security/Cybersecurity, Process Management, and IT Infrastructure, with the latter showing a notable decline compared to the previous quarter.



Average number of applications in most requested skill areas

Avg. applications per request for top requested skill areas

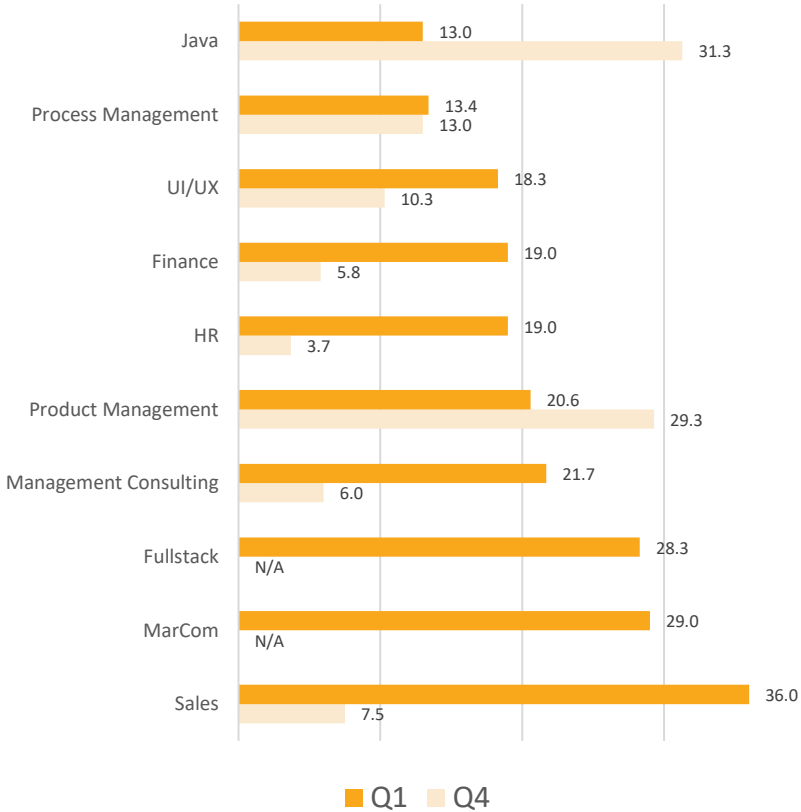


Among the most in-demand skill areas, Product Management continues to stand out as the most competitive, although the average number of applications per request declines from 29.3 in Q4 2025 to 20.6 in Q1 2026. Process Management also attracts relatively high applicant interest and remains broadly stable across the two quarters. By contrast, Cloud/DevOps experiences a notable decrease in competition compared to Q4 2025, indicating a softening in candidate intensity. Software/System Architecture records an increase in applications per request, while Software Development also shows higher competition in Q1 2026 than in the previous quarter.



Most competitive skill areas

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

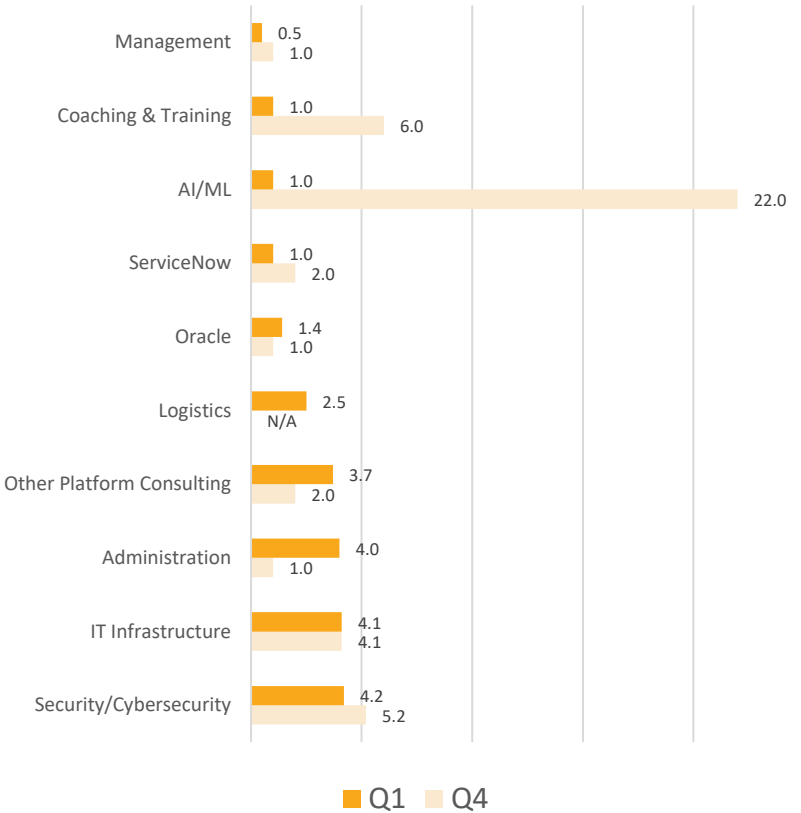


This slide shows the skill areas that attracted the highest number of applicants per request, highlighting where candidate interest was most concentrated in Norway in Q1 2026. Java was the most competitive skill area in the previous quarter but saw a sharp decline in competition in Q1. By contrast, Sales experienced a significant increase in applicant interest and emerged as the most competitive skill area this quarter, followed by MarCom and Fullstack.



Least competitive skill areas

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



Here we look at the opposite to the previous slide - the skill areas with the lowest number of applications during Q4, providing valuable insights on local supply and demand within the area.

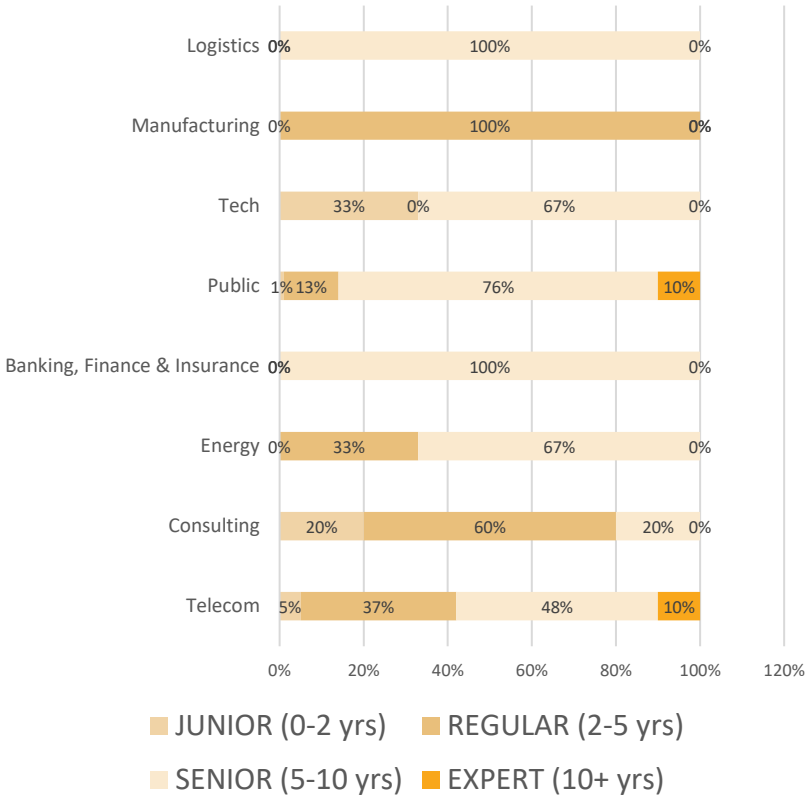
In Q1, Norway is facing talent shortages both in niche areas, such as AI/ML, as well as less expected more general areas such as Management. As AI demand is accelerating, this is an area where Ework need to assess the large drop in application numbers.

Oracle, Coaching & Training, Other platform consulting and IT Infrastructure are frequent visitors on this list, indicating limited candidate availability. Administration also remains structurally constrained.



Requested seniority level per industry

Requested seniority level per industry



Here we see the distribution of new requests across different seniority levels, providing insights into demand and market temperature. The data shows that demand is clearly skewed towards senior competence profiles across most industries. Logistics, Manufacturing, and Banking, Finance & Insurance are almost exclusively requesting senior consultants, indicating a strong preference for experience and immediate delivery capability.

Tech, Energy, and Consulting display a more balanced mix but still lean heavily toward senior and regular roles, while Expert-level demand remains niche and industry-specific, most notably in Public Sector and Telecom. Overall, this reflects a market prioritizing proven expertise over junior capacity, especially in complex or business-critical domains.

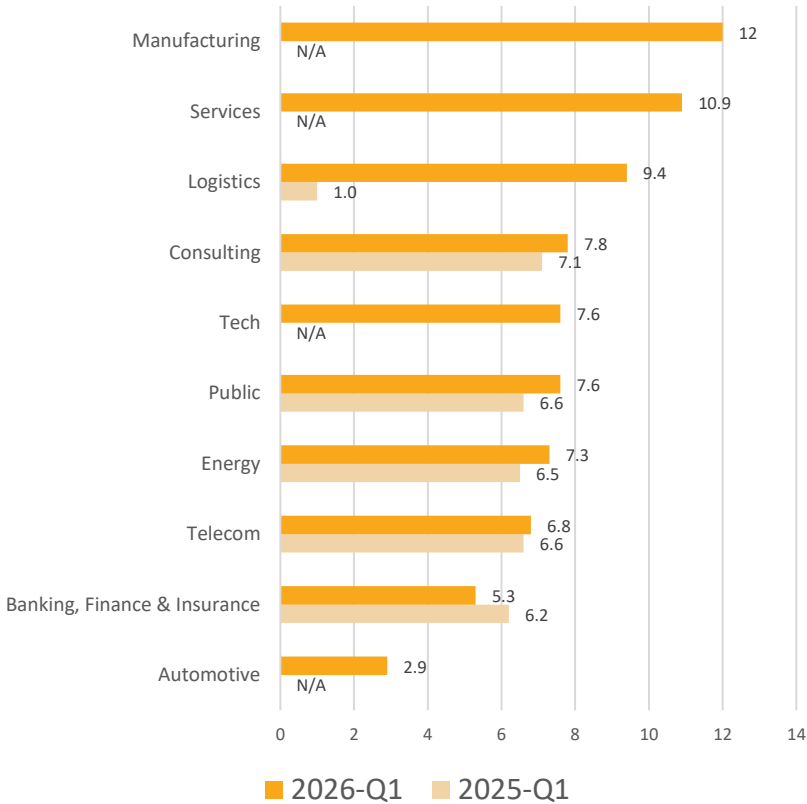


Michael Hellman
Skill Practice Lead, Engineering,
Ework Group

General

Contract length per industry

Avg. length (months) of contracts per industry



Average contract lengths are an indicator of the market pressure as well. It's worth clarifying that in this case we are comparing with the same quarter last year to eliminate seasonal variations.

The data highlights a clear trend toward longer contract durations across several industries, most notably Manufacturing and Services, where average contract lengths reach 12 and 10 months respectively. Logistics and Consulting also show relatively long engagements, indicating sustained demand and longer-term commitments. In contrast, Banking, Finance & Insurance and Automotive remain at the lower end, suggesting more short-term or project-based needs. Overall, the increase in average contract length points to greater planning horizons and a market leaning toward continuity rather than ad-hoc resourcing.



Most trending skills

Top 10 requested skills Group Level Q1 2026

1. Azure
2. SQL
3. Project Management
4. Python
5. CI/CD
6. SAP
7. Java
8. AI
9. DevOps
10. Agile

Top 10 requested skills Norway Q1 2026

1. Project Management
2. Azure
3. Oracle
4. Software/System Integration
5. .NET
6. SQL
7. Risk Analysis
8. DevOps
9. Prince2
10. Python

While global demand in Q1 2026 is driven by cloud, data, and emerging AI capabilities, Norway stands out with Project Management as the top skill, reinforced by demand for Oracle, System Integration, and Risk Analysis. Core technologies like Azure, SQL, and DevOps remain important, but are complemented by structured methodologies such as Prince2.

This combination points to a market focused on enterprise-scale transformation with strong governance, where organizations are not only implementing new technologies but ensuring risk-controlled, well-managed delivery of complex systems. Overall, Norway reflects a mature execution phase, balancing technical modernization with rigorous project oversight and integration capabilities.



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

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

