Consultancy Market Trends & Insights

Norway

Q2 2025

Consultancy Market Trends & Insights: Q2 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 November!

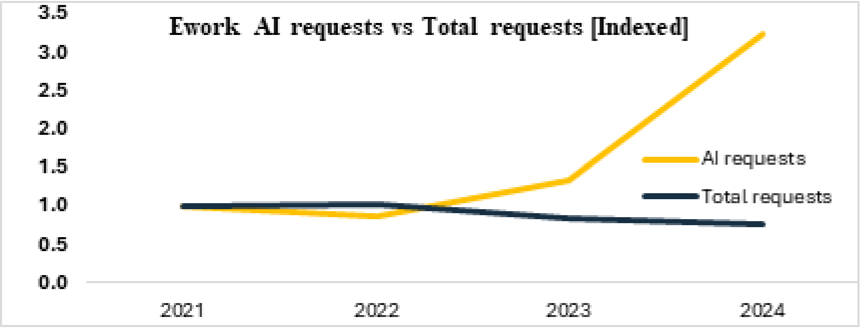
Introduction

I hope you got a good start after a well-deserved vacation. We are entering a new normal again, where the current world of work is still uncertain and, in a flux state where the only constant is change. Maybe you feel it too? And yes, I'm talking about the ongoing conflicts, the tariffs (let's wait for the effects from what settled), the build-up of European independence and so on.

To quantify the current uncertainty, I usually have a look at the World Uncertainty Index, which somewhat explains how the world responds to the uncertainty. The World Uncertainty Index has continued to move upwards ever since November 2024 and shows no signs of slowing down.

AI also needs to be mentioned of course. First of all, I'm really excited by the Sferical AI, and the outcomes of this AI project. And secondly, the European supercomputer Jupiter that was inaugurated lately, to also support the European competitiveness when it comes to AI, research and innovation. Let's see what the future holds in this space.

Looking at some data that relates to AI skills, we can also see that these skills are not only present in IT-related roles anymore. Now AI-skills start to be evident across industries and roles.



In Ework's Verama, we see a factor 3X more jobs listed with at least one AI-skill, over the jobs without. Looking at global data from other job boards, the same phenomenon is also seen. I guess this sort of development will not stop. We need to embrace it, adapt, and accept the way we're working is changing, i.e. the HOW. This will require some sort of skills shift to meet the future demands. Human skills are more important than ever, that's for sure. Think about it, for those of you working with AI, you may solve the same problems now, but in completely new ways. Right?

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

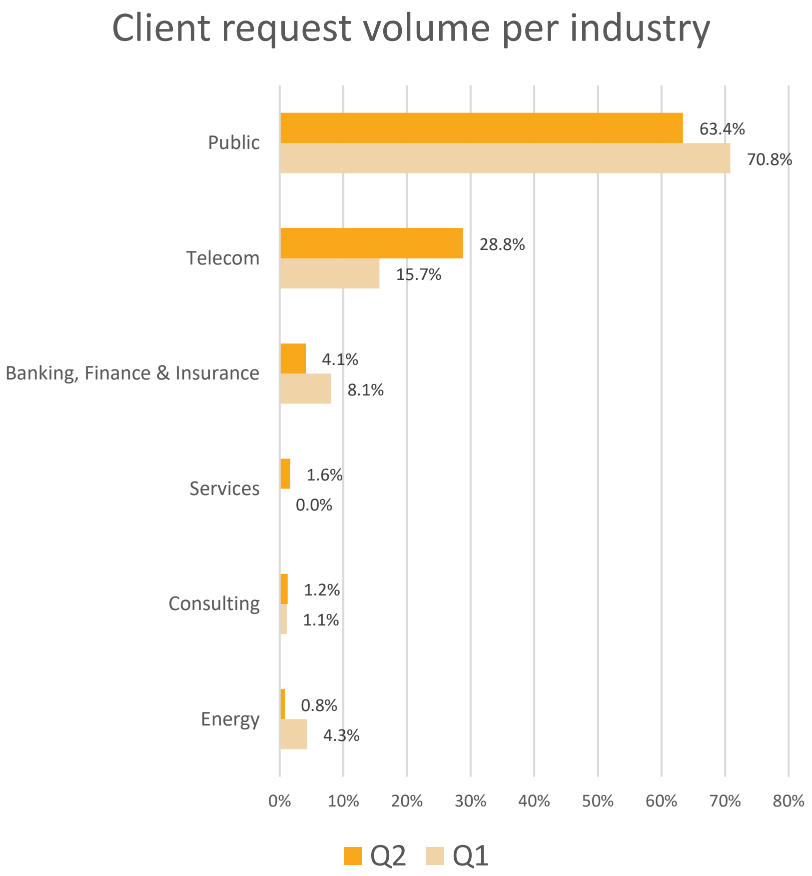
Professional Services

- 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

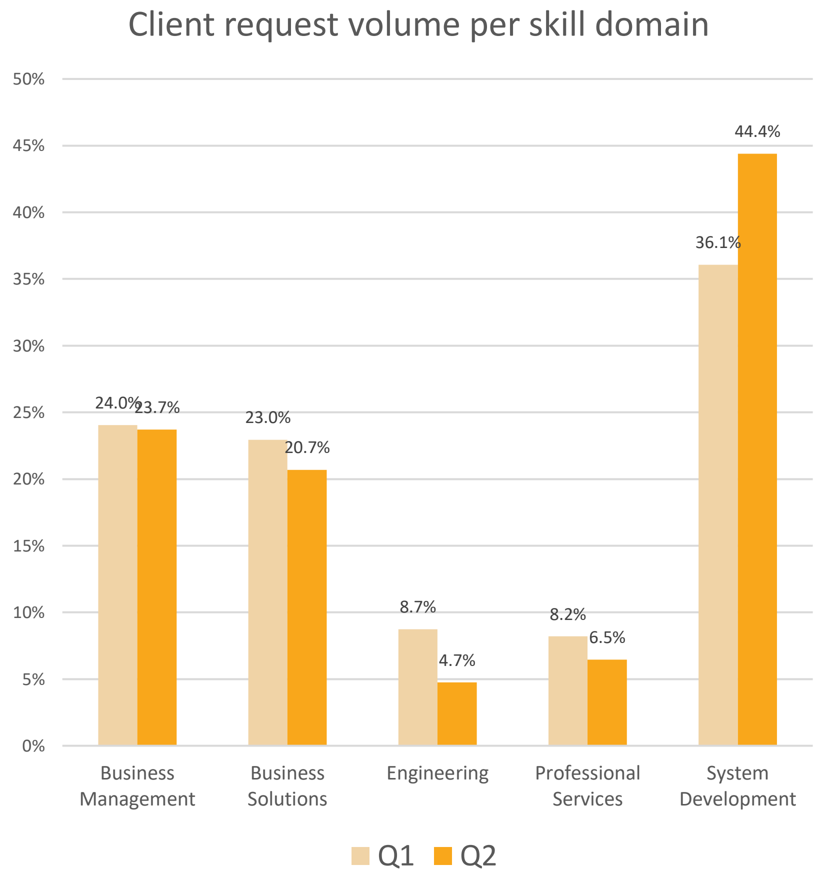
Client request volume per industry



In Q2, the Public sector once again accounted for the highest client demand, followed by the Telecom sector. Both industries saw an increase in volumes compared to the previous quarter, with Telecom showing the largest growth in demand across Norway during this period. A key driver behind this increase in the Telecom sector appears to be the high demand for Java developers, which has significantly contributed to this overall growth.

Anniken Sundby
Skill Practice Lead, Business Solutions,
Ework Group

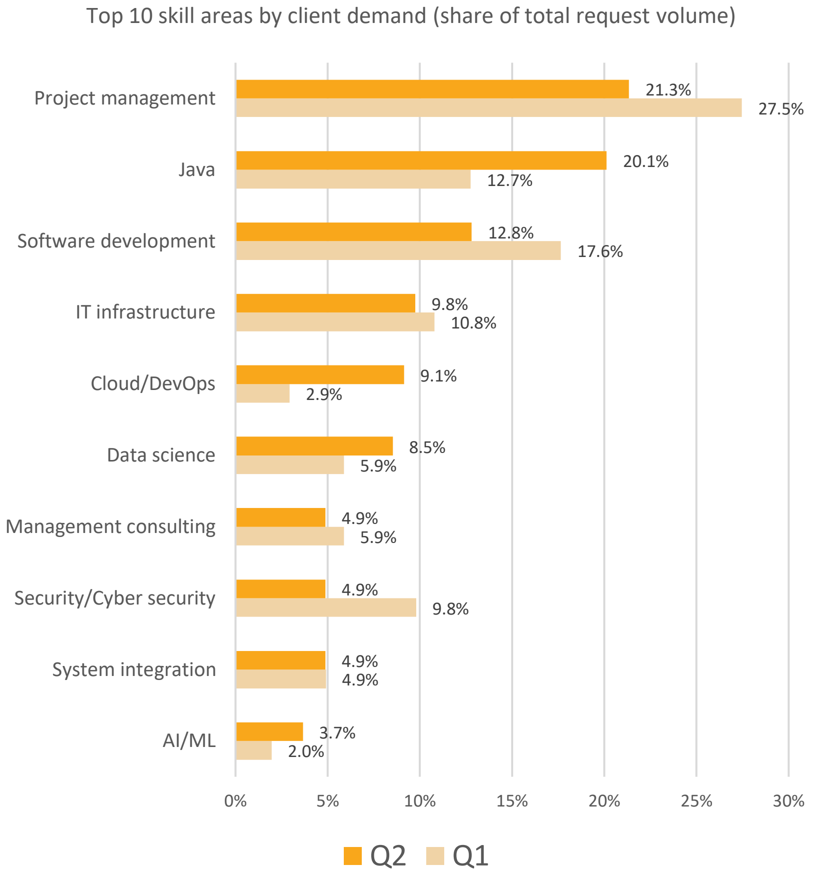
Client request volume per Skill Domain



“Client requests are shifting heavily toward System Development (+8.3pp), now making up nearly half of all demand. In contrast, Business Solutions, Engineering, and Professional Services all saw declines, while Business Management held stable. This indicates a clear pivot from advisory and support functions toward practical tech build and delivery capacity, suggesting organizations are prioritizing execution and implementation over planning and consultation.“

Casandra Averfalk
Skill Practice Lead, System Development,
Ework Group

Most demanded skill areas

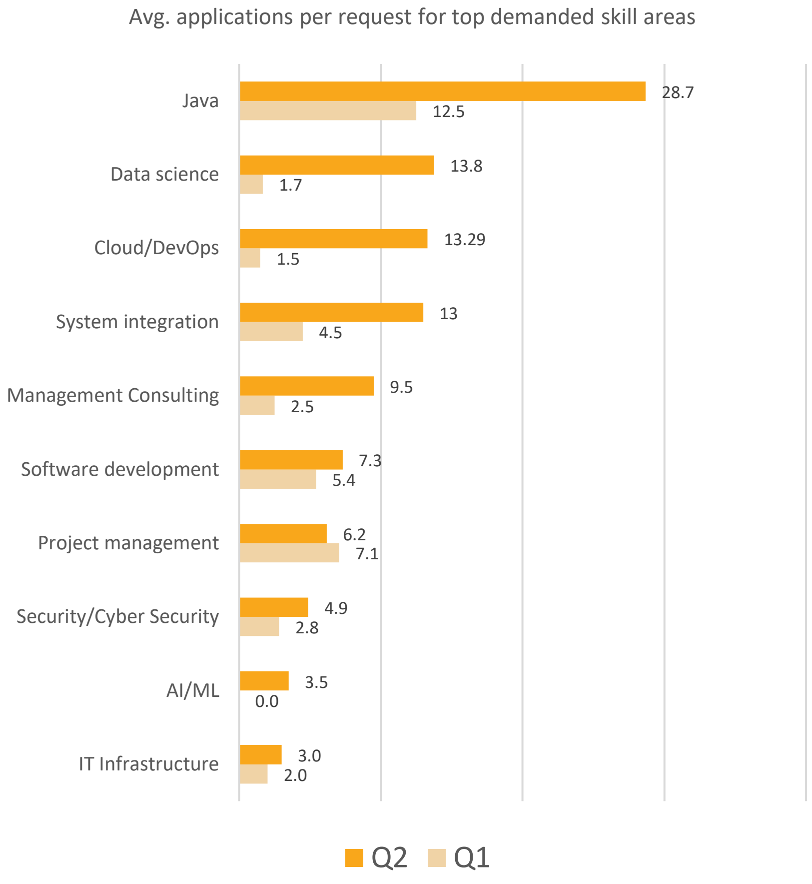


Project Management remains the most in-demand skill area, though it has declined from 27.5% to 22.3% compared to the previous quarter. System Development also continues to be highly sought after but has dropped from 17.6% to 12.8%.

Meanwhile, Java and Security/Cybersecurity roles are rising as companies most probably focus on modernizing applications and strengthening defenses. Furthermore, AI/ML is seeing a modest increase as organizations gradually adopt machine learning and AI solutions.

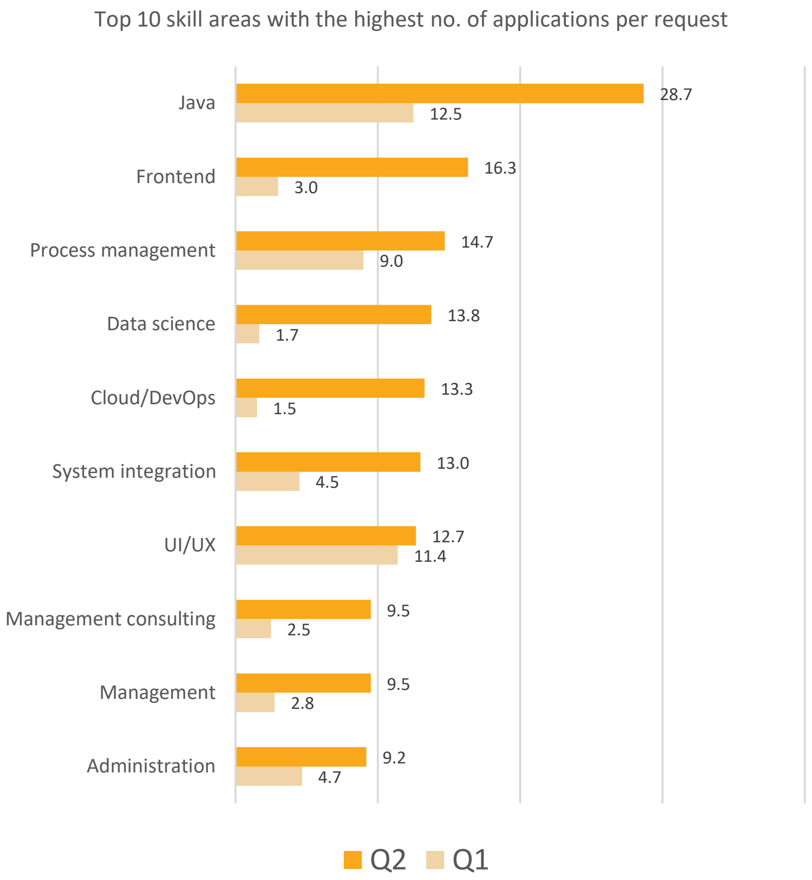
Selena Muratovic
Skill Practice Lead, Business Management,
Ework Group

Average number of applications in most demanded skill areas



In Norway during Q2, we observed a particularly strong demand for Java developers among our clients, with a 7.4 percentage point increase compared to the previous quarter. Interestingly, there was also a significant 16.2 percentage point increase in the number of applicants within Java development during the same period. This parallel growth suggests a healthy alignment between supply and demand in the Java talent market.

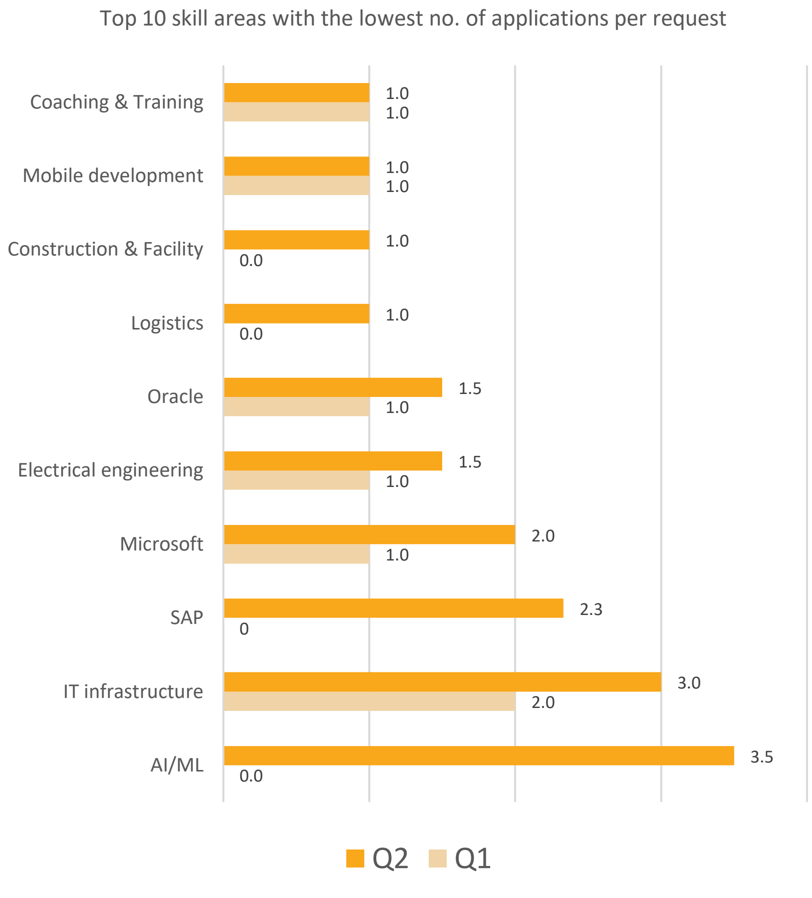
Most competitive skill areas



It is interesting to see how competition is shifting across different skill areas. All top skill Areas in this parameter has seen average applications rising substantially from Q1 to Q2. This could mean growing demand in these areas, which is the case for Java for example. It could also indicate that professionals in other cases are applying more broadly or shifting career focus due to market uncertainty.

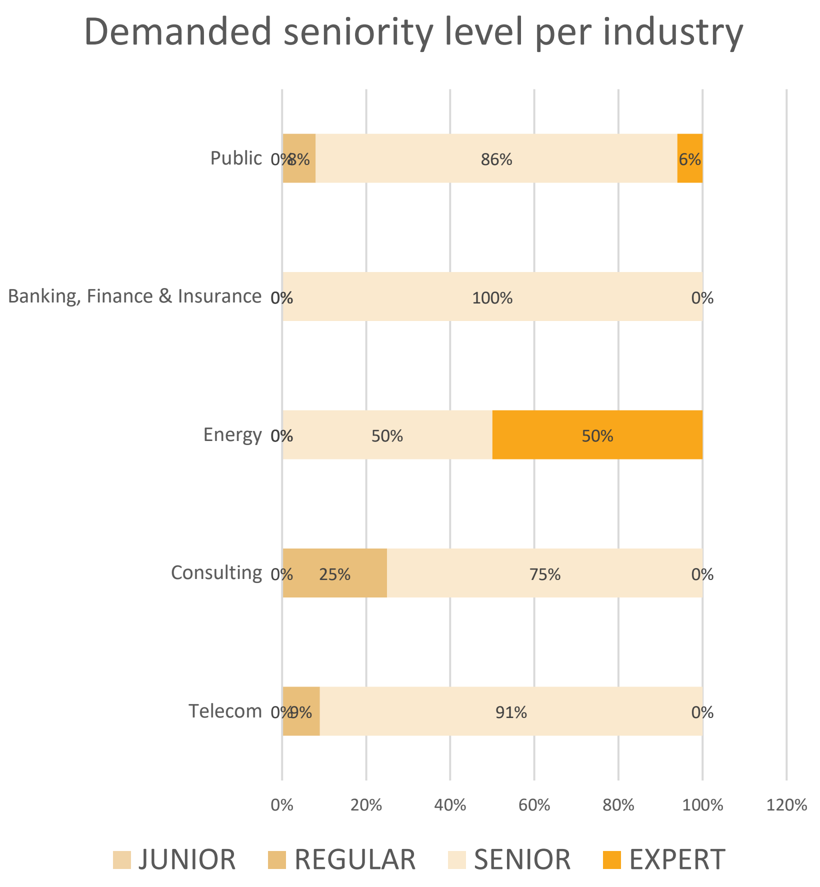
Michael Hellman
Skill Practice Lead, Engineering,
Ework Group

Least competitive skill areas



Here we look at the opposite to the previous slide - the skill areas with the lowest number of applications during Q2, 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 Norwegian market. Although most of the skill areas shown here attracted few applicants, we still observed growth in several skill areas - notably AI/ML.

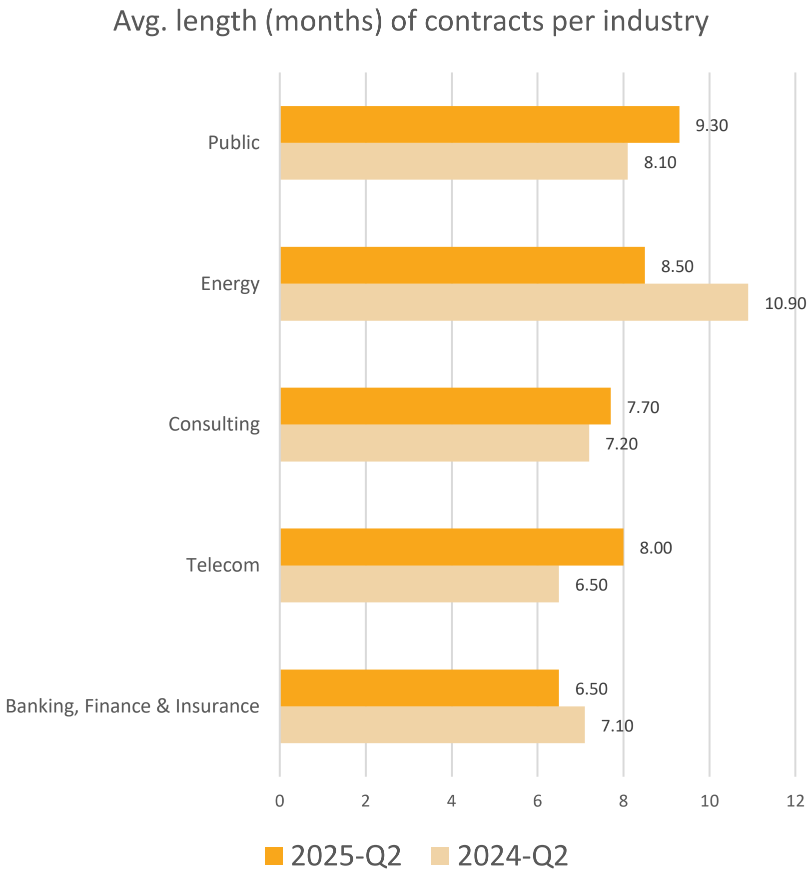
Demanded seniority level per industry



Here we see the distribution of new requests across different seniority levels, providing insights into recruitment and giving an indication of the market temperature. Overall, senior roles clearly dominate, which has been consistent over the past few quarters.

Interestingly, in Norway's Energy industry, there is an even 50/50 split between senior and expert roles, which can indicate a strong need for highly specialized experts to support advanced energy technologies.

Contract length 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, but the **Telecom** sector is also worth mentioning as a positive example of longer contract lengths.*

Most trending skills

Top 10 demanded skills Group Level Q2 2025
1. Python
2. SQL
3. Java
4. .Net
5. DevOps
6. C#
7. Azure
8. CI/CD
9. AWS
10. React

Top 10 demanded skills Norway Q2 2025
1. Project Management
2. Java
3. ServiceNow
4. Kotlin
5. Leadership
6. Telecom
7. API
8. Oracle
9. .Net
10. C#

Globally, demand is driven by programming, cloud, and DevOps skills, highlighting a focus on scalable tech delivery. In Norway, however, the top skills tilt toward project management, enterprise platforms (ServiceNow, Oracle), and leadership, alongside Java and telecom expertise. This contrast shows Norway´s market is more business- and coordination-oriented, while global demand emphasizes core coding and cloud engineering.