Consultancy Market Trends & Insights

Norway

Q2 2026

Consultancy Market Trends & Insights: Q2 2026

Stay ahead of the curve with the latest trends shaping the talent market. In our Q2 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 October!

Introduction

From buying duration to buying speed

Welcome back, and I hope you had a good summer. I am still fighting with the alarm clock every morning. Hope you are doing better.

Q2 carried forward a cautious market, but a faster one. Contracts got shorter, decisions got quicker, and average client rates rose for a third quarter in a row. Clients are buying less time and more speed.

Our data reflects this clearly. Requests including AI skills are up 134% over the past year, and test and quality management rose 20% in the quarter alone to become Q2's most requested skill. We read those together: the more work AI produces, the more of it someone has to stand behind.

Across every market the pull was toward AI competence, and toward the speed of it. Think like this: AI finishes a task in seconds (slop or not). A client requests a role for an assignment measured in months. But over twelve months the work itself has changed, which means the assignment you finish may no longer be the one you started. Reskilling is not something you fit in between assignments anymore, it happens on the fly.

If your skills have moved this year, let your profile move with them. In Q2 we put more emphasis on exactly that, expanding our network of AI skills well beyond technology roles, because Finance, HR, operations and marketing are asking for them too. Update your profile in Ework's Verama rather than waiting for the assignment to end. Fall is here and the requests are coming in.

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

- Agile Roles
- Software Development
- Cloud/DevOps
- Database Design
- System Integration & API
- Mobile Development
- Software Architecture
- Software Test & QA
- UI/UX Design
- AI/ML

Business Solutions

- SAP
- Microsoft
- Oracle
- ServiceNow
- Data Science
- Other Platform Consulting
- Security/Cybersecurity
- IT Infrastructure

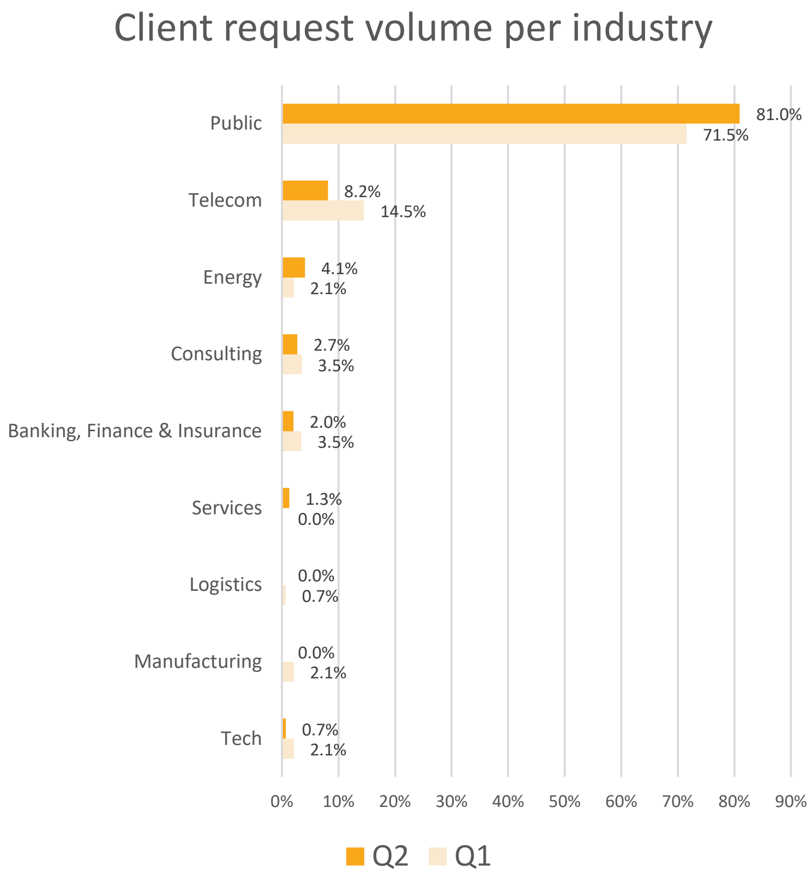
Professional Services

- Administration
- Finance
- HR
- Legal
- MarCom
- Procurement
- Sales
- IT Support/Technician
- Logistics
- Coaching & Training

Engineering

- Embedded & Automation Engineering
- Construction & Facility
- Engineering Project Management
- Engineering Test & Verification
- Electrical Engineering
- Mechanical Engineering
- Environmental Engineering
- Technical Engineering
- Chemical Engineering
- Lab Engineering
- Technical Documentation

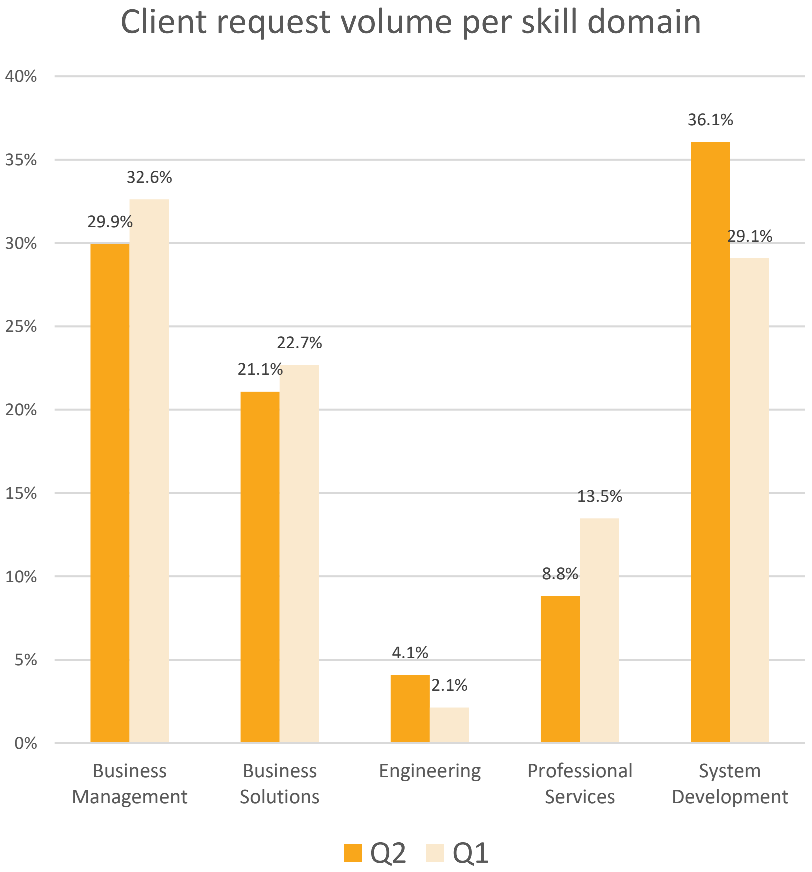
Client request volume per industry



*Norway's Q2 demand is overwhelmingly concentrated in the **Public sector**, increasing further from **71.5% to 81.0%** (+9.5pp). At the same time, **Telecom declined significantly** (-6.3pp), while **Energy** was the only other notable growth area, rising from 2.1% to 4.1%.*

*Overall, the Norwegian market is becoming **even more public-sector driven**, with demand across most private industries remaining limited or declining. This concentration suggests that **government and public-sector transformation initiatives are the key driver of consultant demand in Norway in Q2.***

Client request volume per Skill Domain

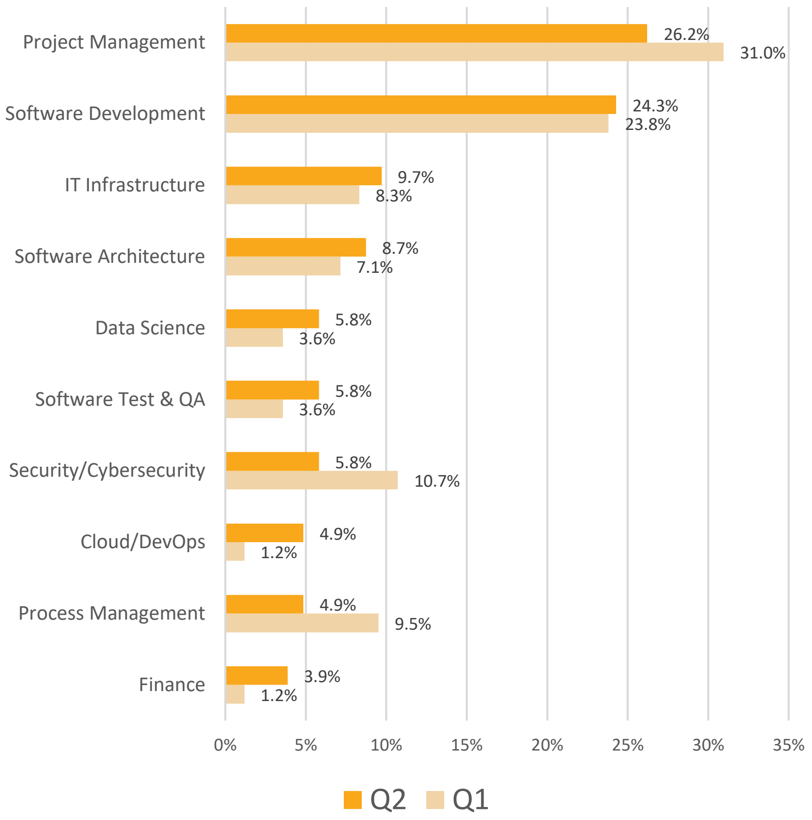


*Norway's Q2 demand is shifting toward **System Development**, which increased by **+7.0pp to 36.1%**, making it the largest Skill Domain. **Engineering** also doubled its share (+2.0pp), while **Business Management** and **Business Solutions** declined moderately. **Professional Services** saw the largest relative drop (-4.7pp).*

*Overall, the market is becoming more **technology and delivery-driven**, with stronger demand for development and engineering capabilities, while advisory and professional services are taking a smaller share of client requests.*

Most requested skill areas

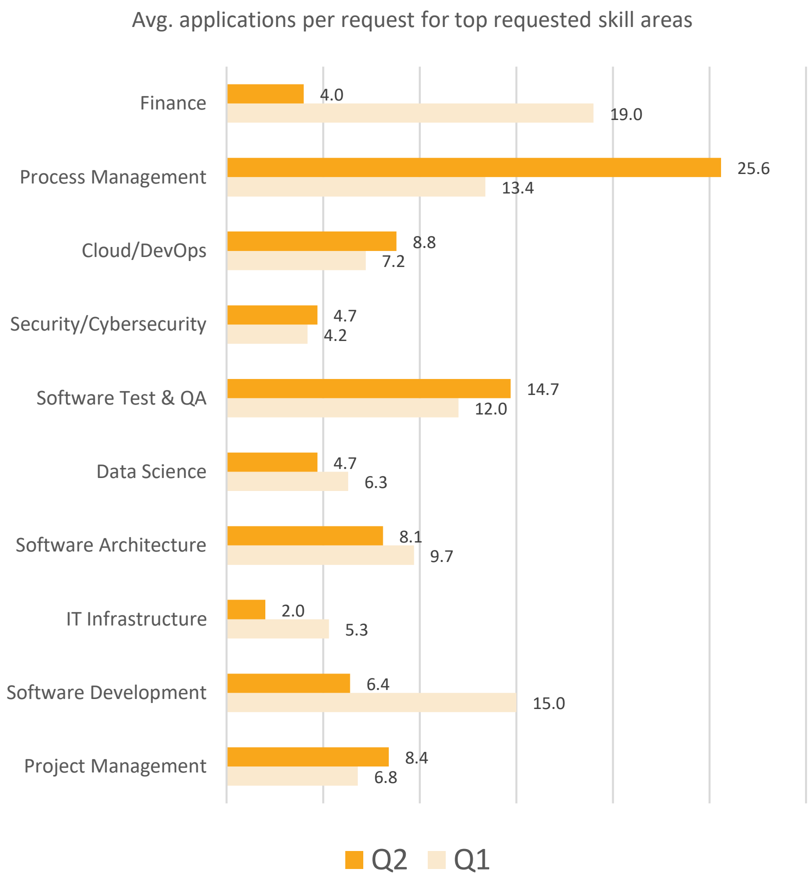
Top 10 skill areas by client demand (share of total request volume)



*Norway's Q2 demand remains led by **Project Management (26.2%) and Software Development (24.3%)**, with Software Development edging up while Project Management declining by 4.8pp. **IT Infrastructure, Software Architecture, Data Science, and Test & QA** all gained ground, pointing to stronger demand for specialized technical capabilities.*

*At the same time, **Security/Cybersecurity** and **Process Management** declined notably, while **Cloud/DevOps** and **Finance** increased from lower levels.*
*Overall, the market is shifting toward **technical delivery, architecture, and data capabilities**, while Project Management remains a core demand driver.*

Average number of applications in most requested skill areas

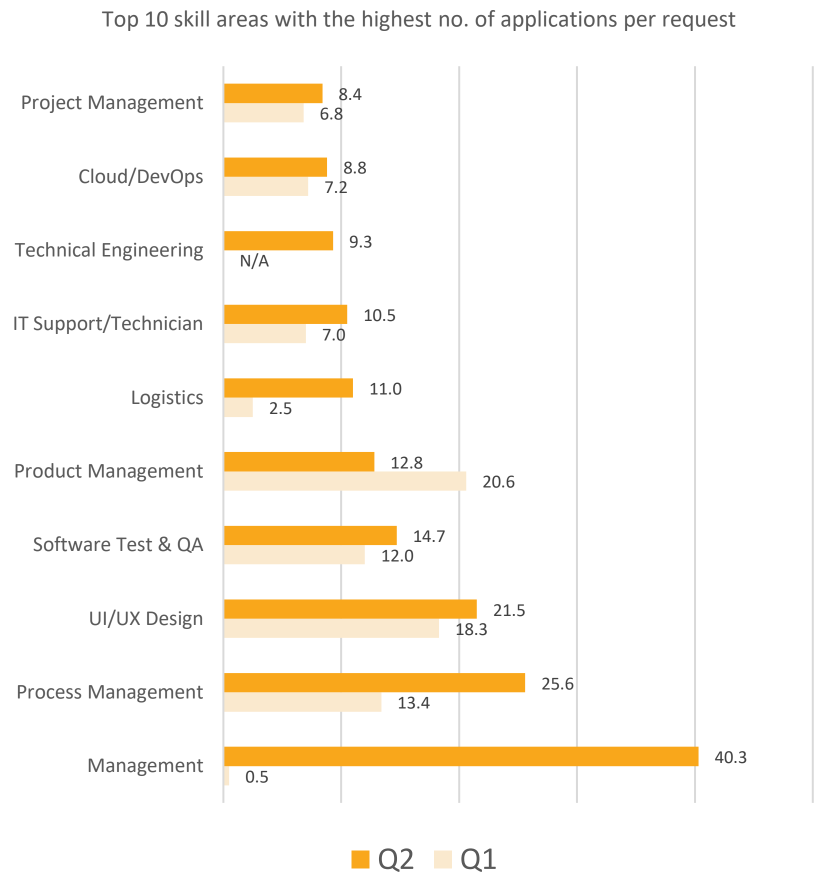


Norway's Q2 talent supply shows a clear split. ***Project Management*** *applications increased to 8.4 per request, while* ***Software Test & QA*** *remained highly competitive at 14.7.* ***Cloud/DevOps*** *also saw stronger candidate supply (7.2 → 8.8).*

In contrast, ***Software Development*** *applications fell sharply from 15.0 to 6.4, while* ***IT Infrastructure*** *dropped from 5.3 to just 2.0 – suggesting tighter access to talent in these areas.* ***Process Management*** *saw a major increase (13.4 → 25.6), indicating substantially stronger candidate availability.*

Overall, Norway's Q2 market show ***tightening talent supply in core development and infrastructure****, while candidate availability is improving in process-oriented and selected specialist areas.*

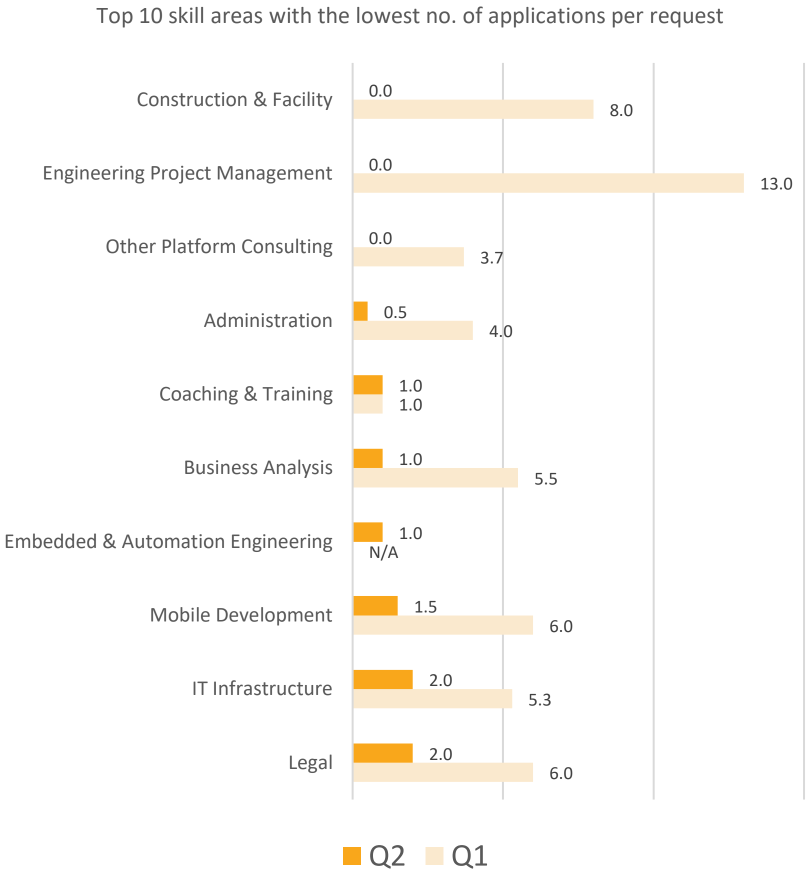
Most competitive skill areas



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 Q2 2026.

Management stands out as an extreme outlier, surging from just 0.5 applications per request in Q1 to 40.3 in Q2*, by far the sharpest increase on the slide.* ***Process Management also nearly doubled, rising from 13.4 to 25.6, while Logistics saw a striking jump from 2.5 to 11.0****. By contrast, Product Management cooled noticeably, falling from 20.6 to 12.8, even as it remains among the more competitive skill areas overall.*

Least competitive skill areas

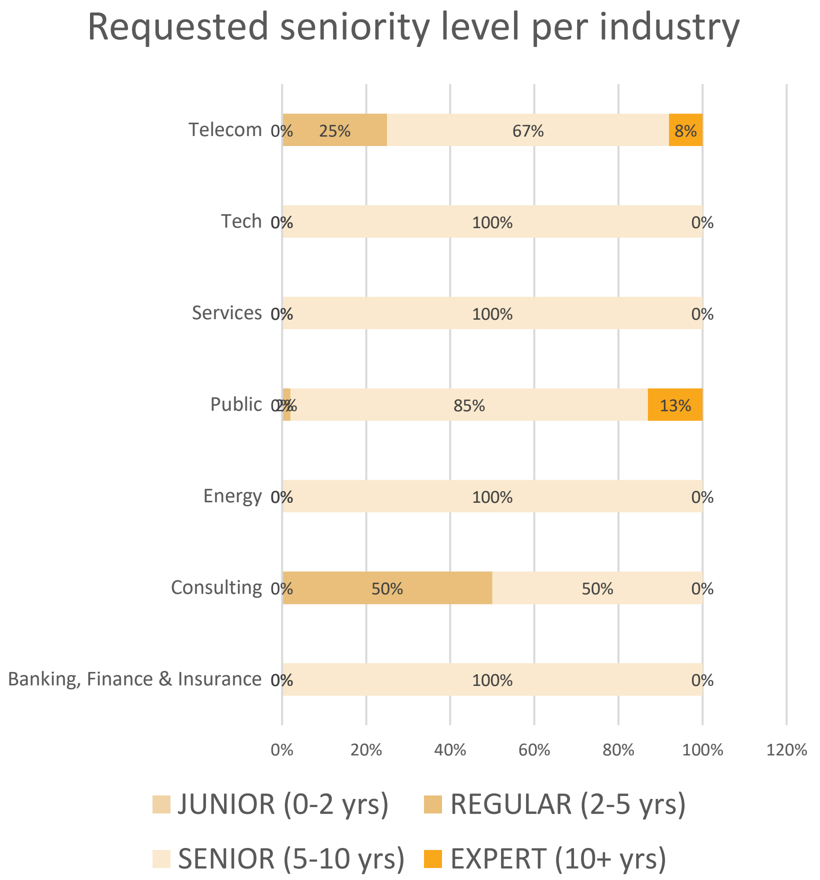


Here we look at the opposite to the previous slide - the skill areas with the lowest number of applications during Q2, providing valuable insights on local supply and demand within the area.

In Q2, Norway is facing complete talent shortages in three areas: ***Construction & Facility, Engineering Project Management, and Other Platform Consulting all dropped to zero applications, down from 8.0, 13.0 and 3.7 respectively in Q1****.* ***Administration*** *also saw a dramatic decline, from 4.0 to just 0.5, essentially disappearing as a viable applicant pool this quarter.* ***Coaching & Training, Embedded & Automation Engineering and Business Analysis*** *remain frequent visitors on this list, indicating persistently limited candidate availability.*

Overall, the widening gap between Q1 and Q2 across nearly every category points to a market where niche and specialist talent is becoming increasingly scarce, potentially driven by candidates being absorbed into higher-competition areas such as Management (see previous slide) or leaving these fields altogether.

Requested seniority level per industry

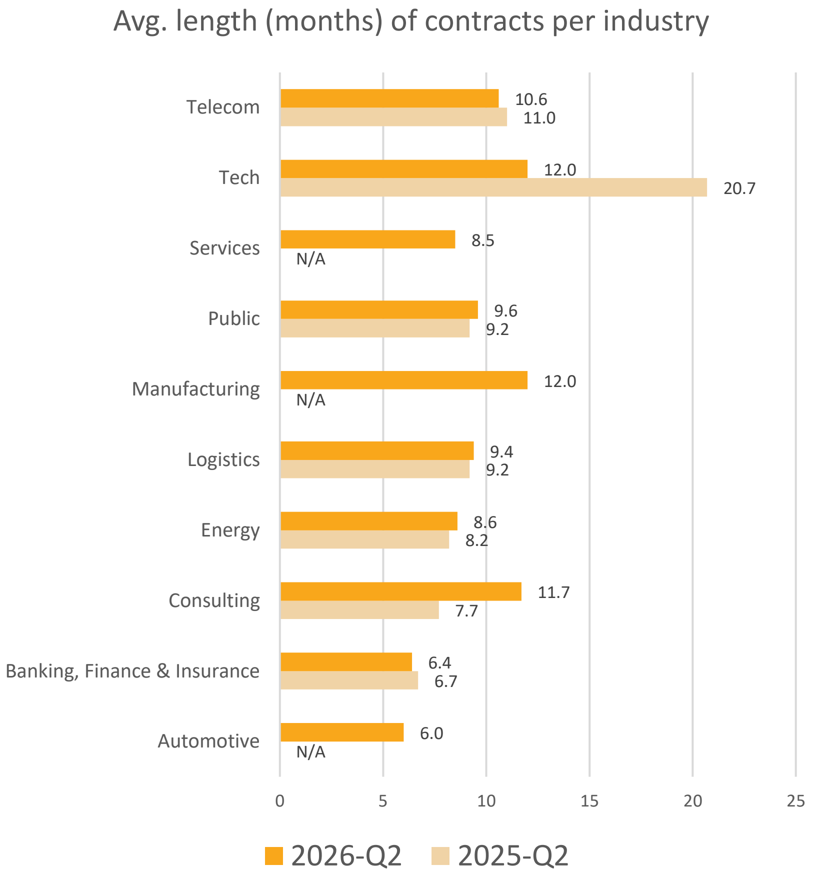


Here we see the distribution of new requests across different seniority levels, providing insights into demand and market temperature. The data shows that demand is, as usual, clearly skewed towards senior competence profiles across most industries.

Tech, Services, Energy and Banking, Finance & Insurance are requesting senior consultants exclusively (100%)*, indicating a strong preference for experience and immediate delivery capability. Telecom and* ***Public stand out with the highest expert-level demand, at 8% and 13% respectively****. Consulting shows the most balanced mix by far, split evenly between regular and senior roles (50/50), with no senior-only or expert demand at all .*

Overall, this reflects a market prioritizing proven expertise over junior capacity, especially in complex or business-critical domains, with junior-level demand remaining essentially non-existent across every industry.

Contract length 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 notable **normalization in Tech**, where average contract length fell sharply **from 20.7 to 12.0 months**, suggesting last year's unusually long engagements have run their course. **Consulting shows the clearest growth, rising from 7.7 to 11.7 months, indicating sustained demand and longer-term commitments in that sector**. Manufacturing, Services and Automotive all enter this table with strong figures (12.0, 8.5 and 6.0 months respectively) but lack comparable data from 2025, making it too early to draw firm conclusions there. The remaining industries, Telecom, Public, Logistics, Energy and Banking, Finance & Insurance, all remain broadly stable year-over-year, pointing to a steady, if less dramatic, market for continuity-driven engagements.*

Most trending skills

Top 10 requested skills Group Level Q2 2026
1. Test & Test Management
2. Project Management
3. SQL
4. SAP
5. AI
6. Python
7. Azure
8. API
9. CI/CD
10. Software/System Integration

Top 10 requested skills Norway Q2 2026
1. Project Management
2. Security
3. Test
4. Public Sector
5. Azure
6. API
7. Architecture
8. SQL
9. CISCO
10. Automation

*Norway's Q2 skill demand differs noticeably from the Global trend, with **Project Management, Security, Test, and Public Sector** leading the local market. While **Azure, API, and SQL** align with broader technology demand, Norway places significantly more emphasis on **Security, Architecture, CISCO, and Automation**.*

*Overall, the Norwegian market points to a strong focus on **secure and resilient technology delivery**, combined with public-sector transformation. The combination of Project Management, Security, Architecture, and Automation suggests demand for consultants who can **manage complex environments while modernizing and securing critical infrastructure**.*

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

🎧 Listen to all episodes <<here>>