EWORK GROUP

Consultancy Market Trends & Insights

Norway

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
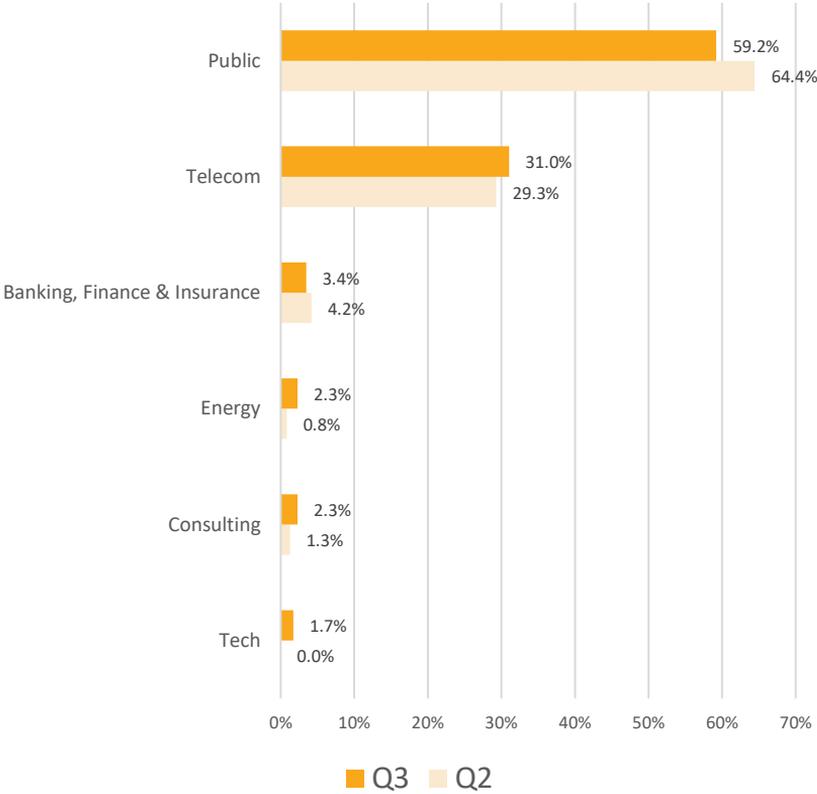- Technical engineering
- Chemical engineering
- Lab engineering
- Technical documentation

Client request volume per industry

Client request volume per industry

Industry	Q3	Q2
Public	59.2%	64.4%
Telecom	31.0%	29.3%
Banking, Finance & Insurance	3.4%	4.2%
Energy	2.3%	0.8%
Consulting	2.3%	1.3%
Tech	1.7%	0.0%

Legend: ■ Q3 ■ Q2

In Q3, the Public sector remained the top source of client demand, followed by Telecom. The high activity in the Telecom industry was largely driven by continued strong demand for Java developers, which carried over from Q2 and remained a key driver throughout the quarter.
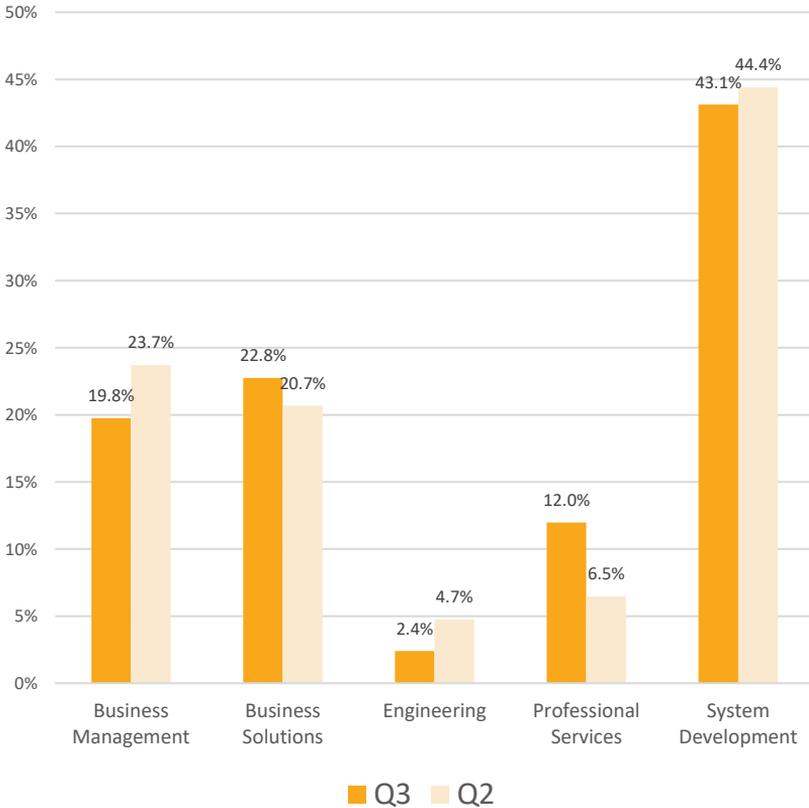
Anniken Sundby
Skill Practice Lead, Business Solutions,
Ework Group

Client request volume per Skill Domain

Client request volume per skill domain

Q3   Q2

In Norway, client demand is evolving toward solution-oriented and advisory-driven work. Business Solutions and Professional Services both grew notably, reflecting increased focus on implementation, optimization, and expert consulting. Meanwhile, Business Management and Engineering declined, signaling a slowdown in strategic planning and technical design roles. System Development remains the largest domain, though slightly down, maintaining its role as the market´s core delivery engine.
Overall, the data points to a more mature market phase, where clients prioritize refinement and execution support over early-stage management or engineering input.
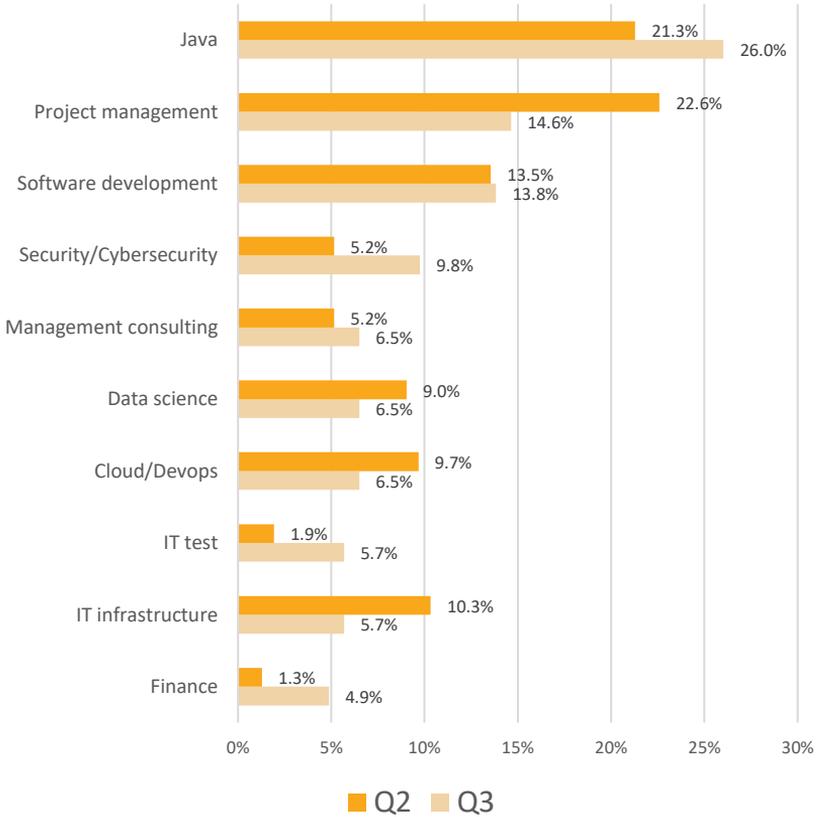
Casandra Averfalk
Skill Practice Lead, System Development,
Ework Group

Most requested skill areas

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

Skill area	Q2	Q3
Java	21.3%	26.0%
Project management	22.6%	14.6%
Software development	13.5%	13.8%
Security/Cybersecurity	5.2%	9.8%
Management consulting	5.2%	6.5%
Data science	9.0%	6.5%
Cloud/Devops	9.7%	6.5%
IT test	1.9%	5.7%
IT infrastructure	10.3%	5.7%
Finance	1.3%	4.9%

■ Q2   ■ Q3

Java has surpassed Project Management to become the most in-demand skill area at 26%. Project Management has decreased from 22.6% to 14.6%, landing in second place. This continues the downward trend observed in Q2. System Development remains in third place, almost unchanged, at 13.8%. Security/Cybersecurity continues the upward trend from Q2, increasing further to 9.8%.

The Q3 data indicates a clear shift in demand, with Java leading the market and Project Management declining. Meanwhile, Security/Cybersecurity shows growing importance, reflecting the increasing focus on digital safety, while System Development remains stable. It seem like organizations on the Norwegian market are prioritizing technical and security skills more than traditional management roles at the moment.
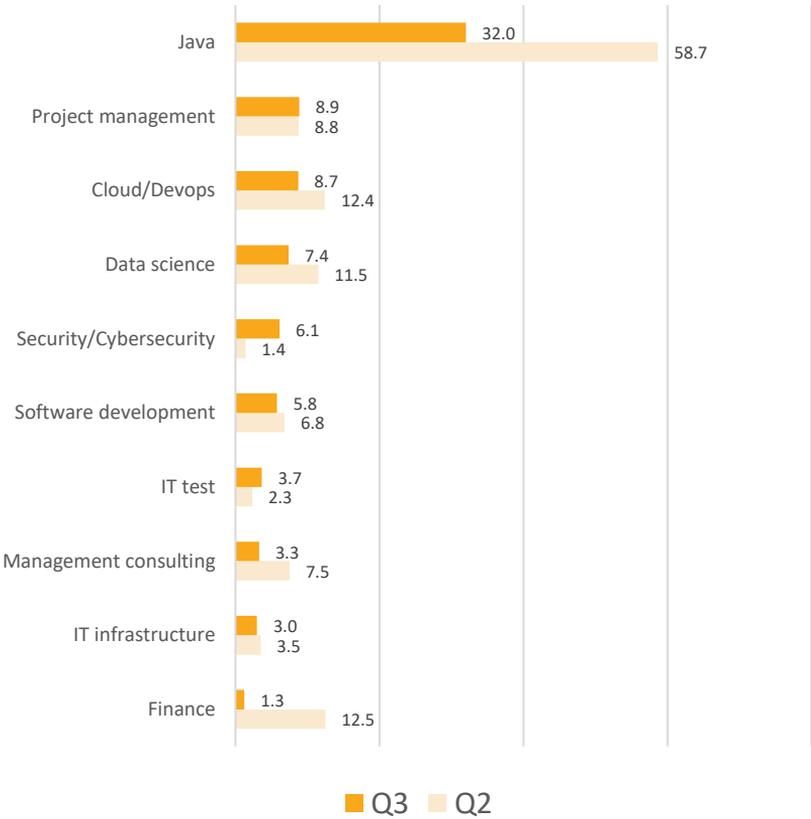
Selena Muratovic
Skill Practice Lead, Business Management,
Ework Group

Average number of applications in most requested skill areas

Avg. applications per request for top requested skill areas

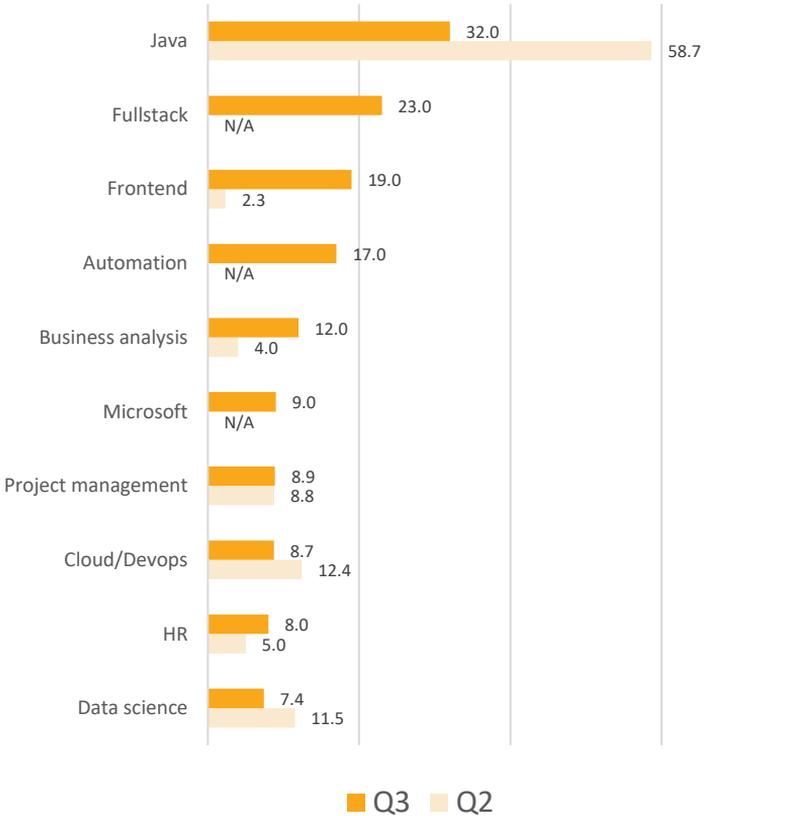| Skill area	Q3	Q2
Java	32.0	58.7
Project management	8.9	8.8
Cloud/Devops	8.7	12.4
Data science	7.4	11.5
Security/Cybersecurity	6.1	1.4
Software development	5.8	6.8
IT test	3.7	2.3
Management consulting	3.3	7.5
IT infrastructure	3.0	3.5
Finance	1.3	12.5

■ Q3 ■ Q2

Among the skill areas with the highest demand, Java stands out in Q3 as the most competitive field, followed by Project Management and Cloud/DevOps.

Despite continued strong demand for Java developers among our clients in Norway throughout Q3, applicant volumes dropped sharply - falling by 26.7 percentage points compared to Q2, suggesting a tightening talent pool. For the Java developers still on the market, this shift presents a valuable opportunity.

Most competitive skill areas

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

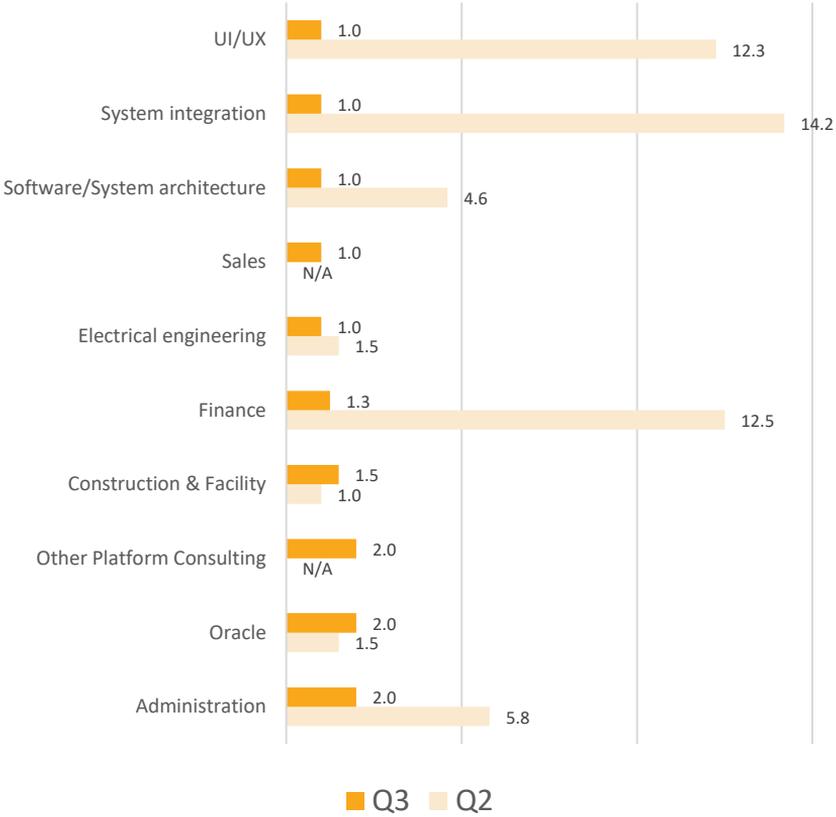| Skill area	Q3	Q2
Java	32.0	58.7
Fullstack	23.0	N/A
Frontend	19.0	2.3
Automation	17.0	N/A
Business analysis	12.0	4.0
Microsoft	9.0	N/A
Project management	8.9	8.8
Cloud/Devops	8.7	12.4
HR	8.0	5.0
Data science	7.4	11.5

■ Q3 ■ Q2

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 Q3. Java was the most competitive skill area this quarter, followed by Fullstack and Frontend, which all saw significant increases in competition compared to the previous quarter, indicating rising interest and activity among professionals in this area.

Least competitive skill areas

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

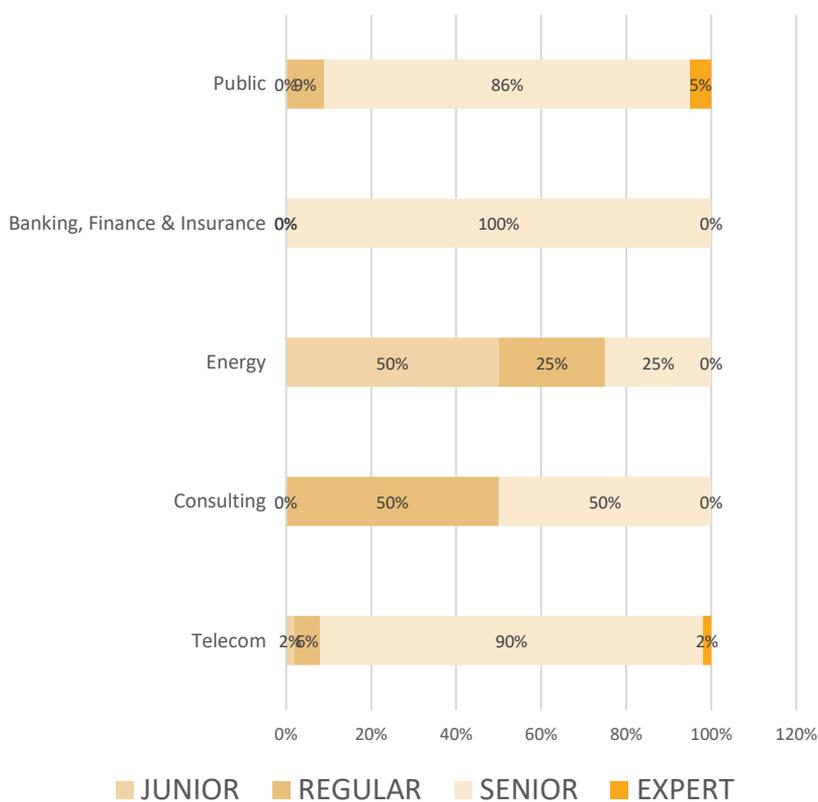| Skill area	Q3	Q2
UI/UX	1.0	12.3
System integration	1.0	14.2
Software/System architecture	1.0	4.6
Sales	1.0	N/A
Electrical engineering	1.0	1.5
Finance	1.3	12.5
Construction & Facility	1.5	1.0
Other Platform Consulting	2.0	N/A
Oracle	2.0	1.5
Administration	2.0	5.8

■ Q3 ■ Q2

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.

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 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, junior profiles are requested in 50% of the roles, followed by a share of 25% regular/medior and 25% senior requests. This is a surprising shift compared to last quarter, where we saw a high demand for expert level consultants within this sector.
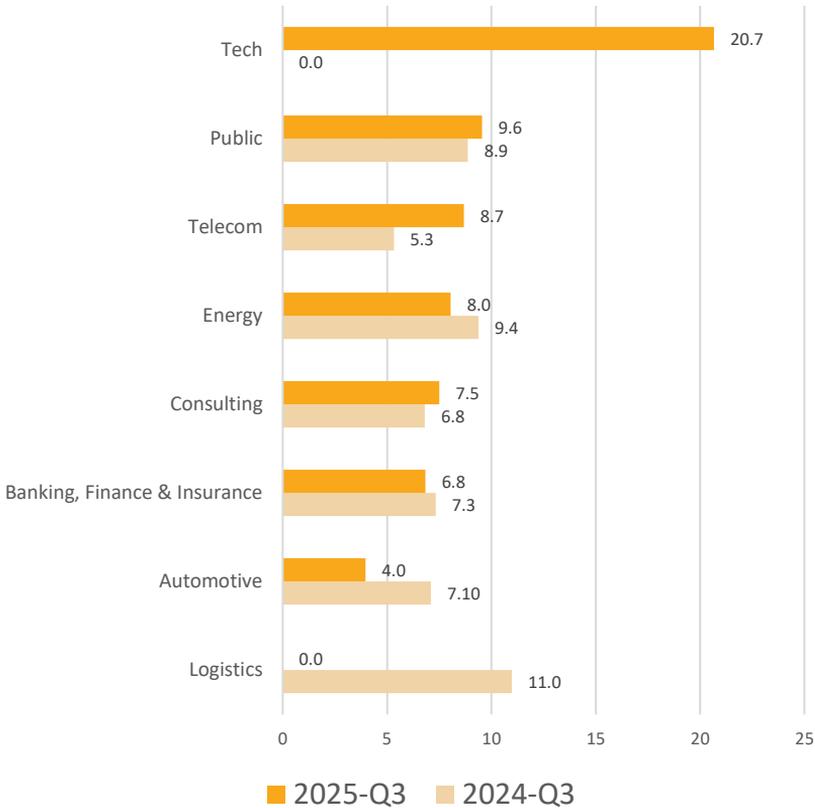
Michael Hellman
Skill Practice Lead, Engineering,
Ework Group

General

Contract length per industry

Avg. length (months) of contracts per industry

Industry	2025-Q3	2024-Q3
Tech	20.7	0.0
Public	9.6	8.9
Telecom	8.7	5.3
Energy	8.0	9.4
Consulting	7.5	6.8
Banking, Finance & Insurance	6.8	7.3
Automotive	4.0	7.10
Logistics	0.0	11.0

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 the positive comeback of the **Tech** sector, with substantial contract lengths, as well as a nice increase within the **Telecom** sector. The **Public** sector also shows a nice increase, whereas the **Energy** sector continues to drop in contract length, together with the Banking and Automotive sectors. Given these fluctuations up and down it is hard to draw any general conclusions regarding the market temperature from this.*

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 Norway Q3 2025
1.   Java
2. ServiceNow
3. C#
4. Excel
5. Kotlin
6. .Net
7. Backend
8. Cisco
9. Cloud Security
10. SQL

Globally, demand remains anchored in data, cloud, and full-stack development skills such as SQL, Python, and Azure, reflecting organizations´ ongoing drive for scalable and data-driven solutions. In Norway, however, the skills mix shifts towards enterprise platforms, backend engineering, and security, led by Java, ServiceNow, and Cloud Security. The presence of Excel, .Net, and Cisco further points to a focus on operational efficiency, integration, and IT infrastructure stability.

Overall, Norway´s trend signals a market investing in secure, enterprise-grade digital environments, balancing modernization with reliability and control.