EWORK GROUP

Consultancy Market Trends & Insights



NORWAY | Q3 2026

Consultancy Market Trends & Insights: Q3 2026

Stay ahead of the curve with the latest trends shaping the talent market. In our Q3 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 January!

Introduction

Welcome back. The mornings have turned chilly and the leaves are changing color, and I am once again acting surprised that fall has arrived.

Q3 brought more demand, and clients changed what they ask for. Demand moved from technical delivery toward business management in Finland, Norway and Poland, and Project Management still led in Norway and Denmark and rose sharply in Finland and Poland. Sweden leaned toward engineering and software. Clients are asking less for hands and more for judgment, which means the person who decides what to build and checks that it works is worth more than the person who only builds it.

Our data reflects this clearly. Business Management requests nearly quadrupled their share in Finland and doubled in Poland, and AI is now the third most requested skill across Ework, up from fifth, behind only Test & Test Management and Azure. We read those together: someone defines the work, someone builds it with AI, and someone checks it.

If you have been the one who decided what to build and made sure it worked, that is what this quarter's requests are asking for. Update your profile in Ework's Verama with those assignments and what came out of them, and do it now, as requests are coming in. For more on AI in your field, take a look at our new Skillshift Temp.



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

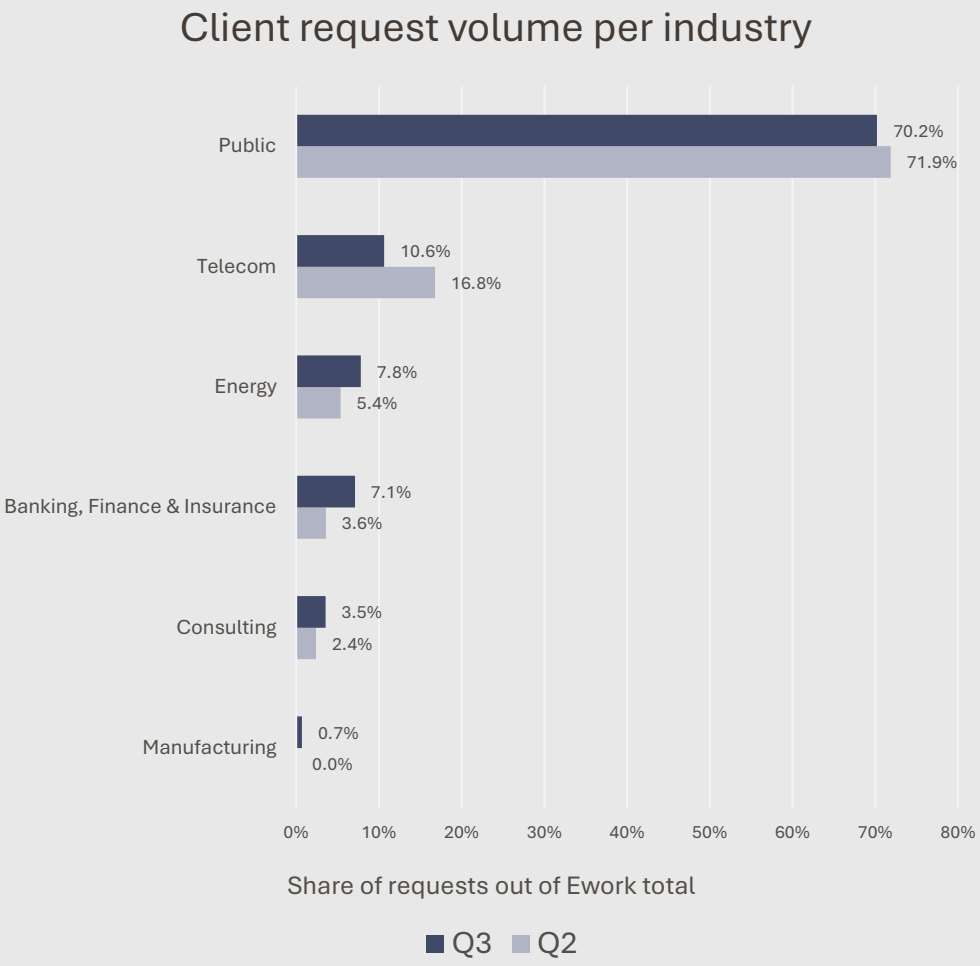
Professional Services

- 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

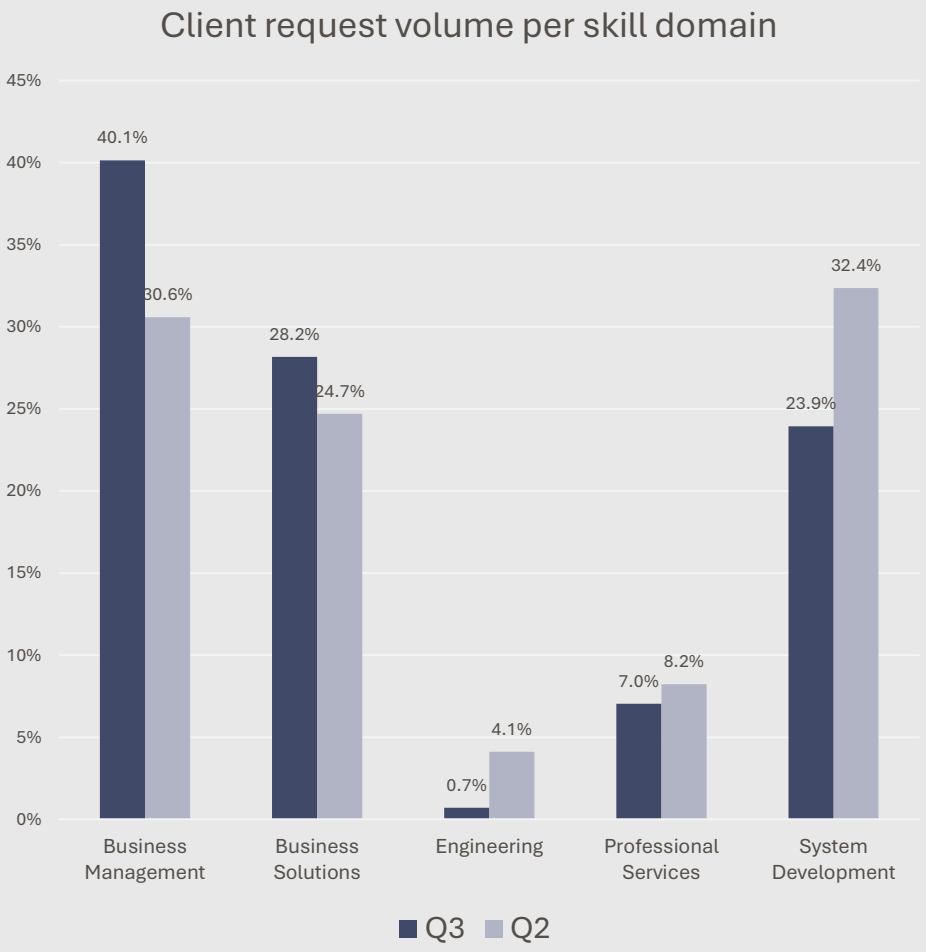
Client request volume per industry



*Norway's Q3 client demand remains heavily concentrated in the **Public sector**, although its share declined slightly. Telecom experienced the sharpest drop, falling by 6.2pp, while **Energy and Banking, Finance & Insurance** both gained traction, increasing by 2.4pp and 3.5pp respectively. Consulting also saw moderate growth, and Manufacturing recorded a small share of demand after having none in Q2.*

*Overall, Norway's market remains strongly public-sector driven, but the rising shares in Energy and Banking, Finance & Insurance suggest **gradual diversification across industries.***

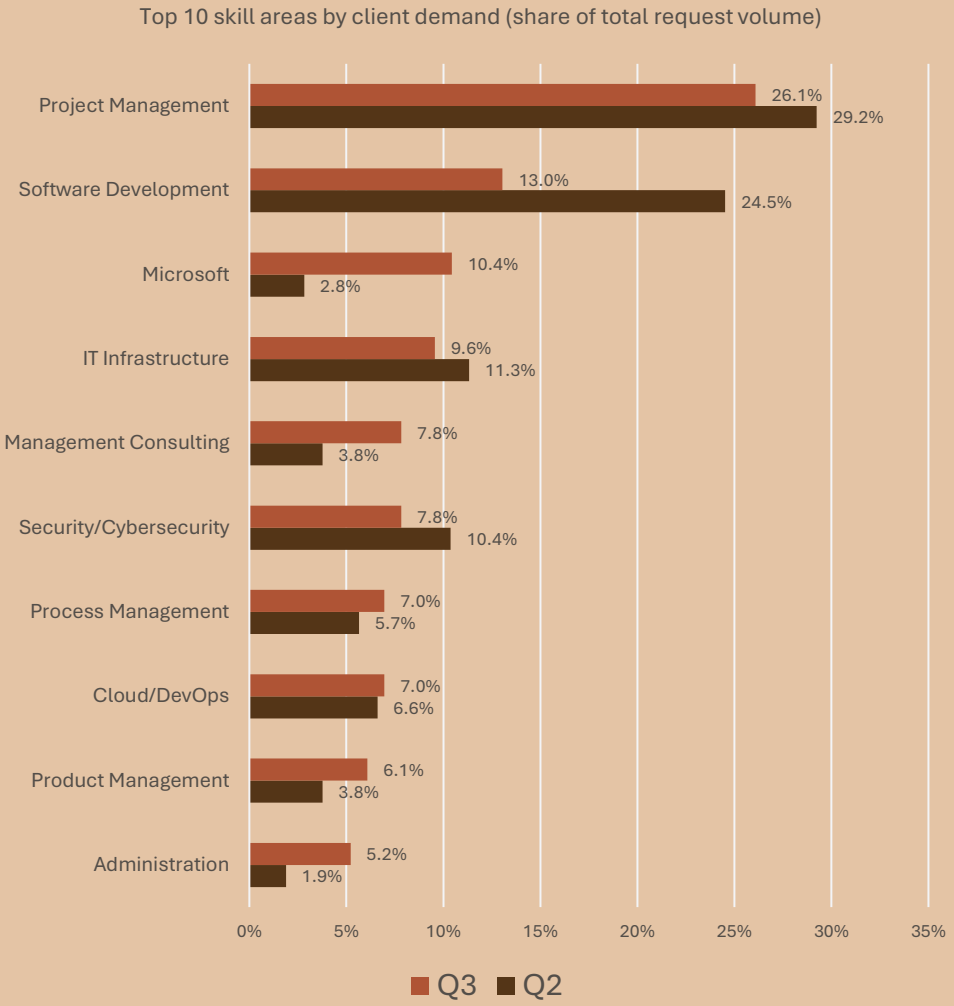
Client request volume skill domain



*Norway's Q3 client demand shifted strongly toward **Business Management**, which increased by 9.5pp to become the dominant skill domain. Business Solutions also gained 3.5pp, reinforcing the growing focus on business-oriented capabilities. In contrast, System Development declined by 8.5pp, while Engineering saw a sharp drop and Professional Services decreased moderately.*

*Overall, **demand is shifting from technical delivery toward business management and solutions**, although System Development remains a significant part of the market.*

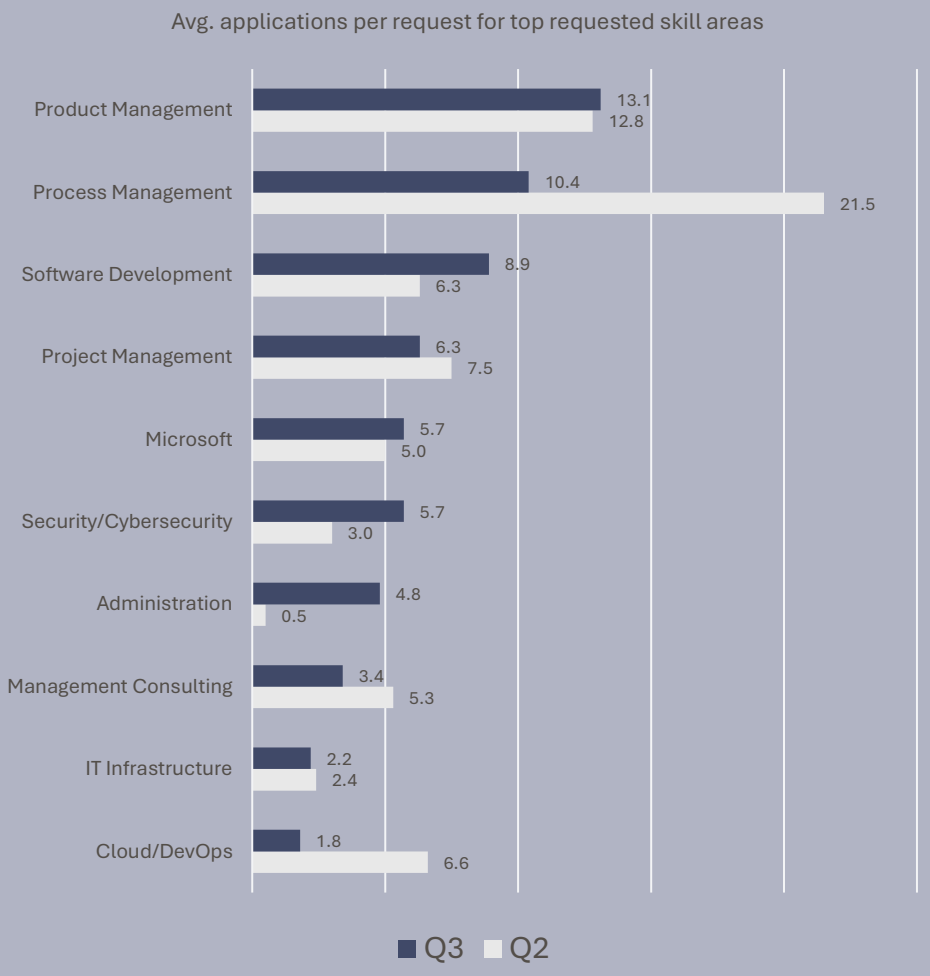
Most requested skill areas



*Norway's Q3 demand remains led by **Project Management**, despite a moderate decline, while Software Development experienced a significant drop. In contrast, **Microsoft** saw the strongest growth, increasing by 7.6pp, followed by Management Consulting and Administration. Process Management, Cloud/DevOps, and Product Management also gained traction, while IT Infrastructure and Security/Cybersecurity declined.*

*Overall, demand is shifting from traditional software development and security toward **Microsoft technologies, consulting, and broader business and operational capabilities.***

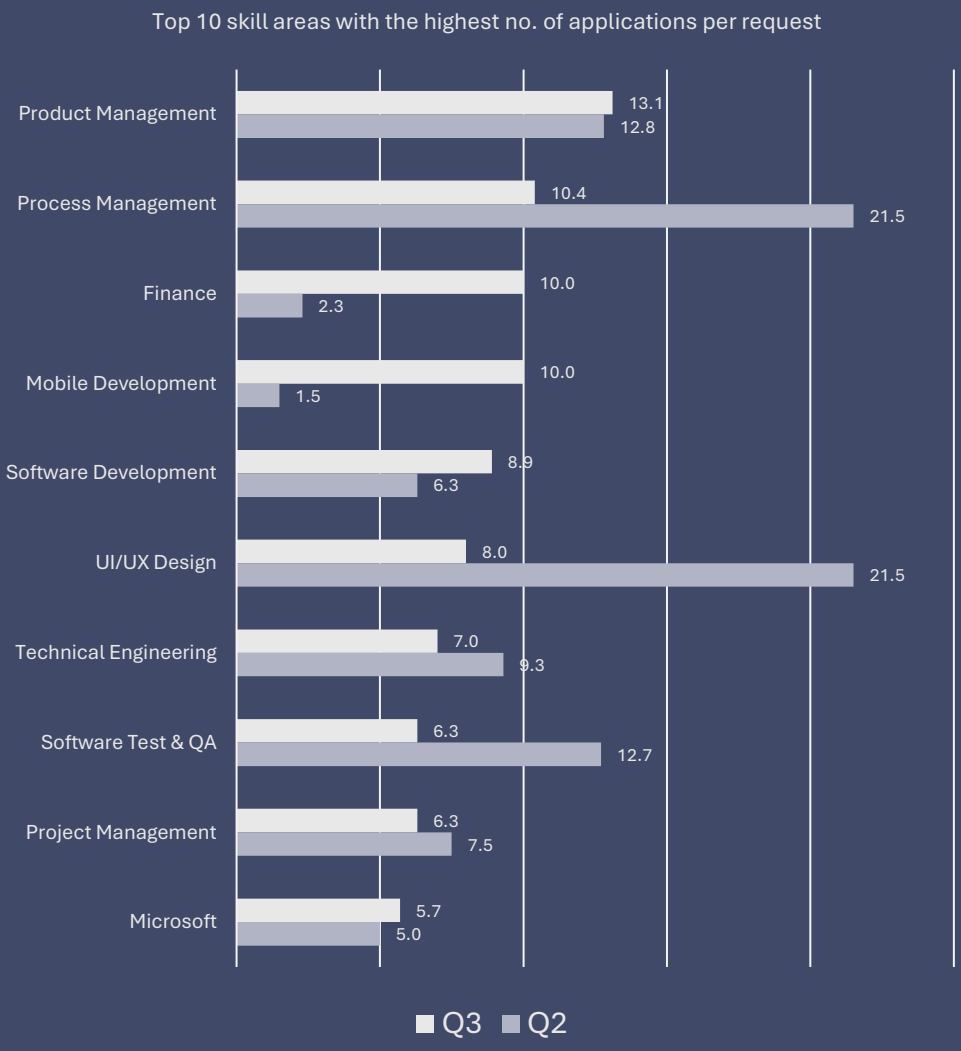
Average number of applications in most requested skill areas



*Norway's Q3 results show stronger candidate response in **Software Development, Security/Cybersecurity, and Administration**, with average applications per request increasing notably in these areas. Product Management remained stable at a high level, while Microsoft saw a modest improvement. In contrast, Cloud/DevOps and Process Management experienced sharp declines in applications, and Management Consulting also saw a reduction.*

*Overall, **candidate engagement is strengthening in selected technical and administrative skill areas**, while the falling application volumes in Cloud/DevOps and Process Management may indicate a weaker response in these areas.*

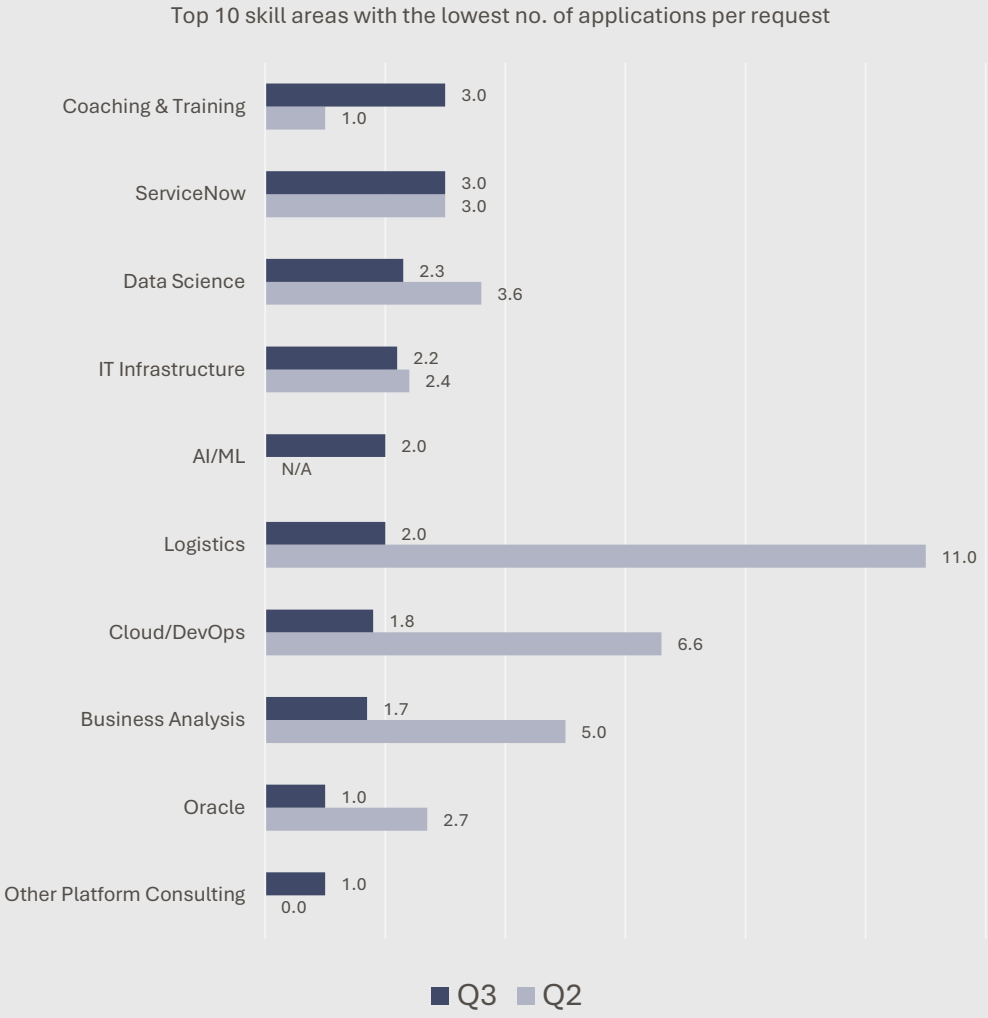
Most competitive skill areas



This slide highlights the skill areas that attracted the highest number of applicants per request in Norway during Q3, illustrating where candidate interest was most concentrated.

Product Management leads at 13.1 applications per request, essentially stable from 12.8 in Q2, followed by Process Management (10.4), which cooled sharply from the exceptional 21.5 last quarter. Mobile Development and Finance both reached 10.0, a steep rise from very low bases (1.5 and 2.3 respectively). By contrast, UI/UX Design fell from 21.5 to 8.0 and Software Test & QA from 12.7 to 6.3, indicating a clear moderation in candidate pressure in those areas.

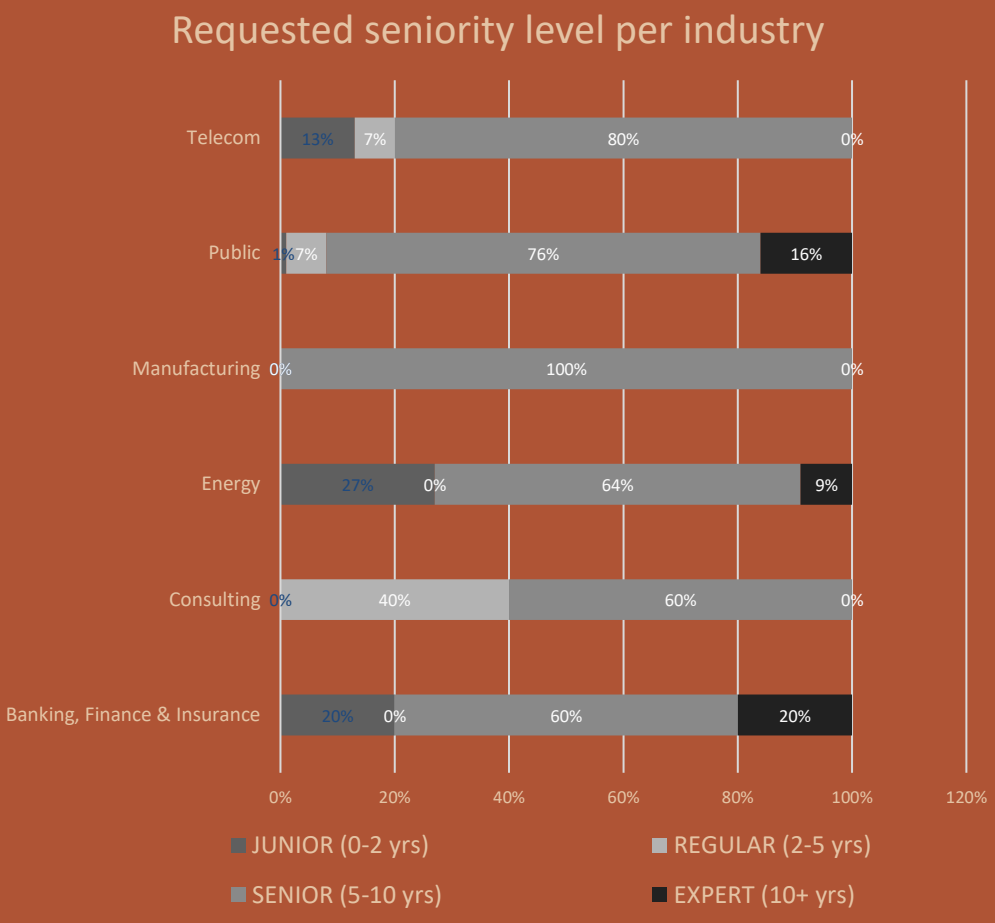
Least competitive skill areas



Most skill areas saw a decline in applications per request from Q2 to Q3, with the largest drops in Logistics (down from 11.0 to 2.0) and Cloud/DevOps (down from 6.6 to 1.8). Business Analysis (5.0 to 1.7) and Oracle (2.7 to 1.0) also fell, while Coaching & Training moved in the opposite direction, tripling from 1.0 to 3.0. AI/ML appears among the least competitive areas at 2.0, with no Q2 comparison.

Overall, these trends highlight shifts in candidate interest and availability. The low levels in AI/ML and Cloud/DevOps point to pockets where specialized talent remains scarce, while the decline across most categories could ease competition and create a more balanced supplier-demand situation.

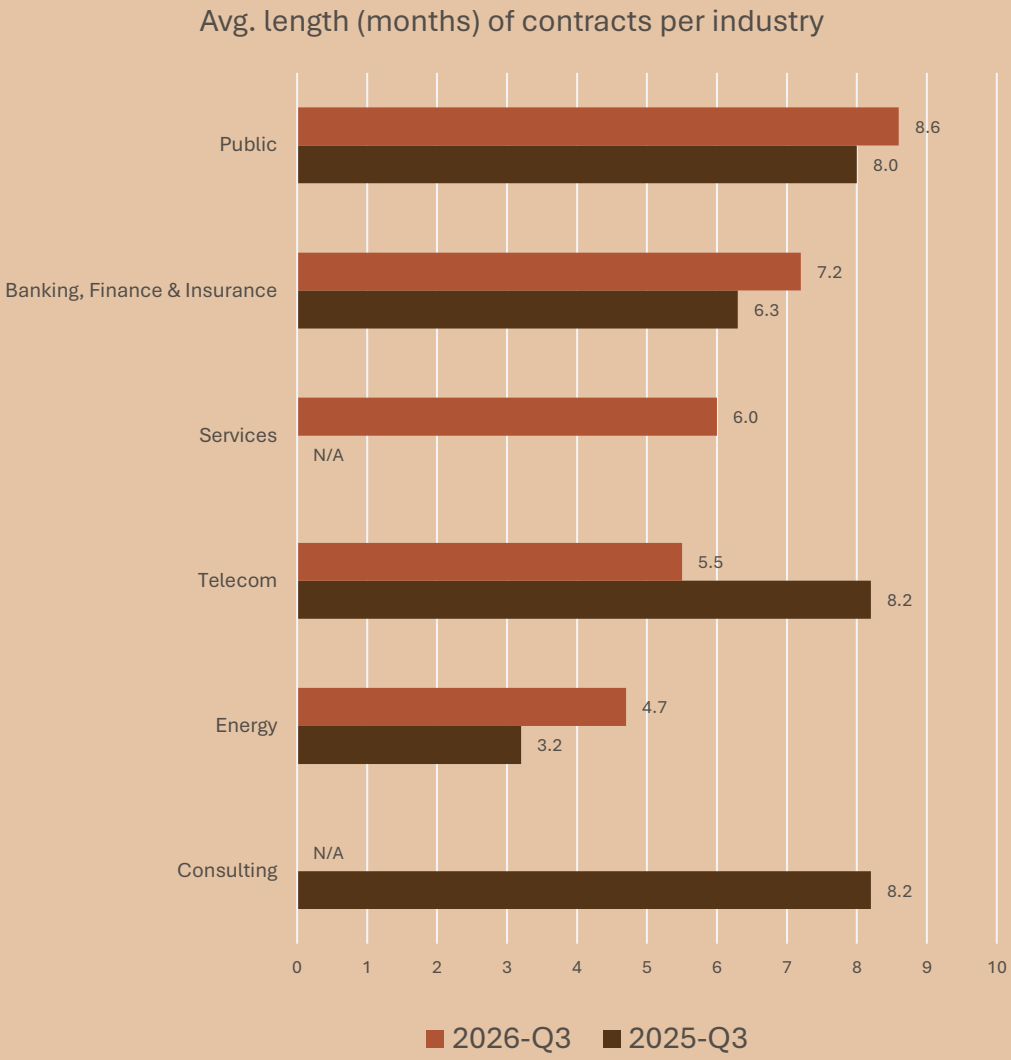
Requested seniority level per industry



This view shows the distribution of new requests across different seniority levels, offering insights into recruitment trends and providing a sense of market temperature.

Senior roles continue to dominate, with Manufacturing requesting senior profiles exclusively (100%) and Telecom, Public, Energy, Consulting and Banking, Finance & Insurance all at 60% or above. Banking, Finance & Insurance and Public show the highest demand for expert-level talent at 20% and 16% respectively. Notably, Energy (27%), Banking, Finance & Insurance (20%) and Telecom (13%) also request a meaningful share of junior profiles, while Consulting stands out with 40% regular-level demand and no junior or expert requests.

Contract length per industry



The data points to a mixed picture across industries in 2026, with the most striking development being Telecom, where average contract length fell from 8.2 months in 2025-Q3 to 5.5 months this quarter. Energy (3.2 to 4.7) and Banking, Finance & Insurance (6.3 to 7.2) move in the opposite direction, while Public shows a modest increase from 8.0 to 8.6 months, pointing to somewhat longer commitments in those sectors.

Overall, contract lengths remain in a relatively narrow range of roughly 5 to 9 months, with Telecom the main exception to the upward trend.

Most trending skills

Top 10 requested skills Group Level Q3 2026
1. Test & Test Management
2. Azure
3. AI
4. SQL
5. Project Management
6. Software/System Architecture
7. API
8. System Integration
9. System Security
10. Java

Top 10 requested skills Norway Q3 2026
1. Public Sector
2. Azure
3. Project Management
4. System Security
5. AI
6. Automation
7. Software/System Architecture
8. Risk Management
9. Change Management
10. Dynamics 365

*Norway's Q3 skill demand shares several priorities with the broader Group trend, with **Azure, Project Management, AI, and Software/System Architecture** appearing in both top 10 rankings. This highlights a common need for cloud technologies, AI capabilities, structured project delivery, and robust system architecture. However, Norway stands out for its strong emphasis on **Public sector**, which ranks first locally, alongside Risk Management, Change Management, and Dynamics 365, reflecting the importance of public-sector expertise and organizational transformation in the Norwegian market.*

*Overall, Norway's demand places greater emphasis on **public-sector knowledge, business change, risk management, and enterprise solutions**, while the broader Group trend leans more toward software testing, data technologies, integration, and development skills.*

Ework Skillshift Lens

Stay ahead with AI-powered insights into future skills and workforce trends. Ework Skillshift Lens is a digital platform that provides data-driven insights into evolving skills, workforce trends and the impact of AI.

EXPLORE THE FUTURE OF WORK

AI Skillshift Temp

Skillshift Temp is Ework's quarterly barometer of how the AI skills landscape is evolving. Follow the demand for AI expertise, see which skills are rising and declining, and track the growth of AI talents across our independent network.

TRACK THE TEMPERATURE OF THE AI SKILLS MARKET