



EWORK GROUP

Consultancy Market Trends & Insights

Norway

Q4 2025

Consultancy Market Trends & Insights: Q4 2025

Stay ahead of the curve with the latest trends shaping the talent market. In our Q4 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 May!



Introduction

From uncertainty to structure

The closing quarter of 2025 carried forward what defined much of the year: global uncertainty, geopolitical pressure, and organizations rethinking how they operate in a world shaped by AI and rapid change. But where earlier quarters felt reactive, Q4 showed something different. Our clients moved toward structure, planning, and execution.

Our data reflects this clearly. Project Management rose sharply across nearly every Nordic market, a sign that organizations are setting up for what comes next rather than firefighting the present. System Development grew significantly in Poland, Denmark, and Sweden, confirming that delivery and production are back at the center of spending. Public sector strengthened its position as the leading buyer across the Nordics. Contract lengths increased in most markets. And competition among consultants intensified, especially in cloud, backend, and enterprise skills like Azure, Java, Kubernetes, and SAP.

The market is preparing for 2026, and we see the signals in Verama.



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

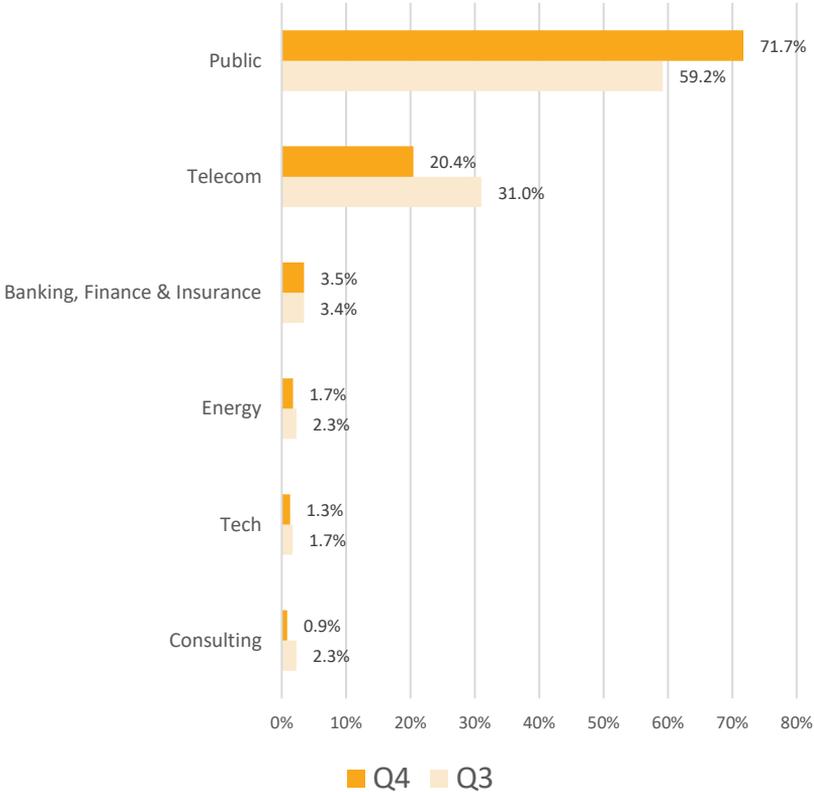
Lab engineering

Technical documentation



Client request volume per industry

Client request volume per industry



In Q4, demand was highest within the public sector, followed by the telecom industry. Within the public sector, organizations primarily sought expertise in project management, IT testing, software development, IT infrastructure, and system integration. Technical skills most frequently requested included Java, AWS, Docker, Kotlin, Kafka, Oracle, and Git.

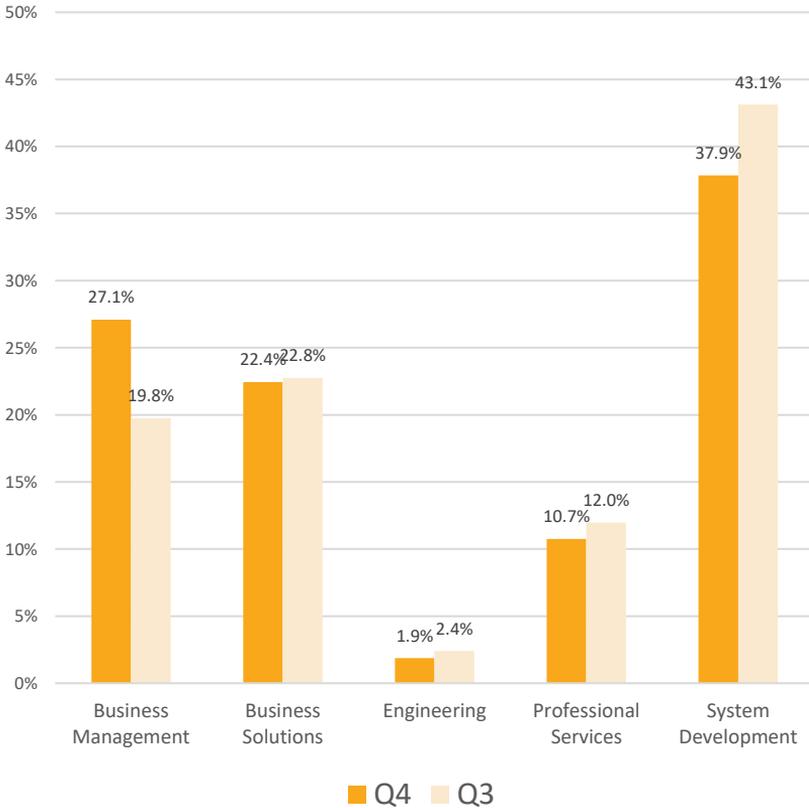


Anniken Sundby
Skill Practice Lead, Business Solutions,
Ework Group



Client request volume per Skill Domain

Client request volume per skill domain



In Norway, Business Management rebounded strongly (+7.3pp), signaling renewed focus on leadership and project oversight, while System Development declined but remains the largest domain. Business Solutions stayed stable, and both Engineering and Professional Services softened slightly. Overall, the trend suggests a shift from pure technical execution toward greater strategic coordination and management-driven initiatives, potentially marking the start of new project cycles.

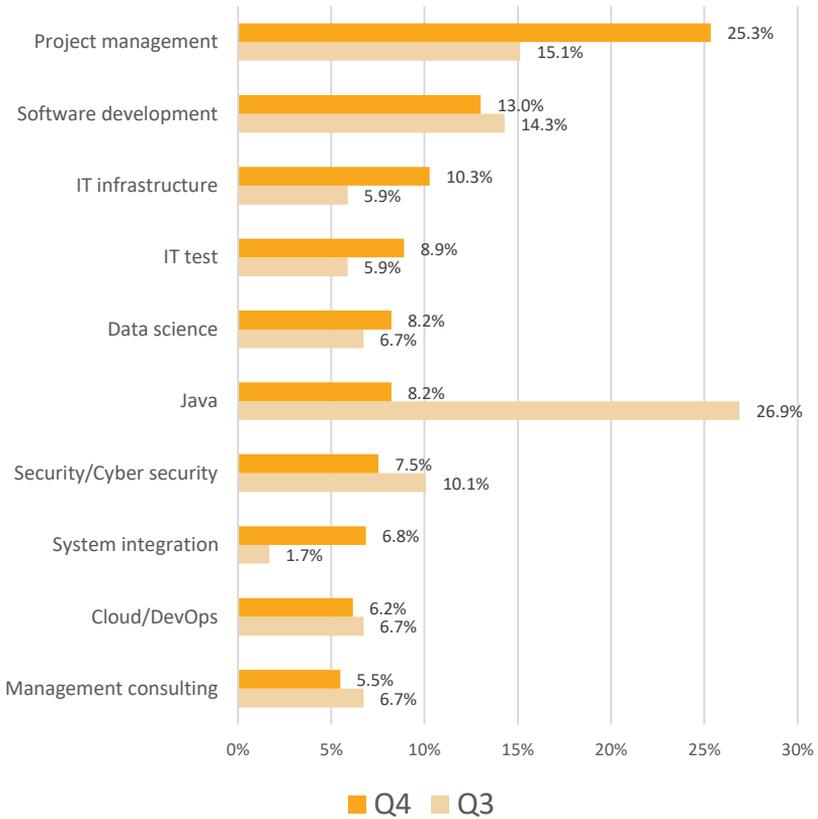


Casandra Averfalk
Skill Practice Lead, System Development,
Ework Group



Most requested skill areas

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



Project Management regained the top position as the most requested skill area, increasing by approximately 10%. This shift is largely driven by a significant decline in demand for Java, which dropped from 26.9% in Q3 to 8.2% in Q4.

The remaining skill areas show relatively stable demand with no major fluctuations. There were minor increases observed within IT Infrastructure, IT Testing, and Data Science, indicating steady but moderate growth across these segments.

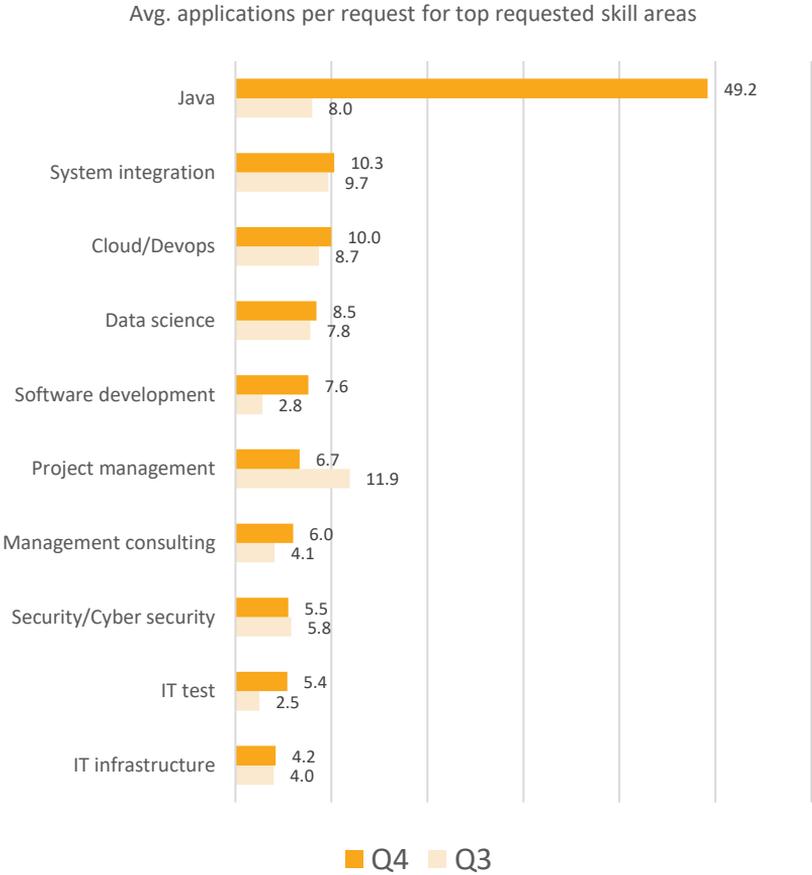
The shift likely reflects seasonal and strategic factors, with Project Management rising as strategic plans for new projects start.



Selena Muratovic
Skill Practice Lead, Business Management,
Ework Group



Average number of applications in most requested skill areas

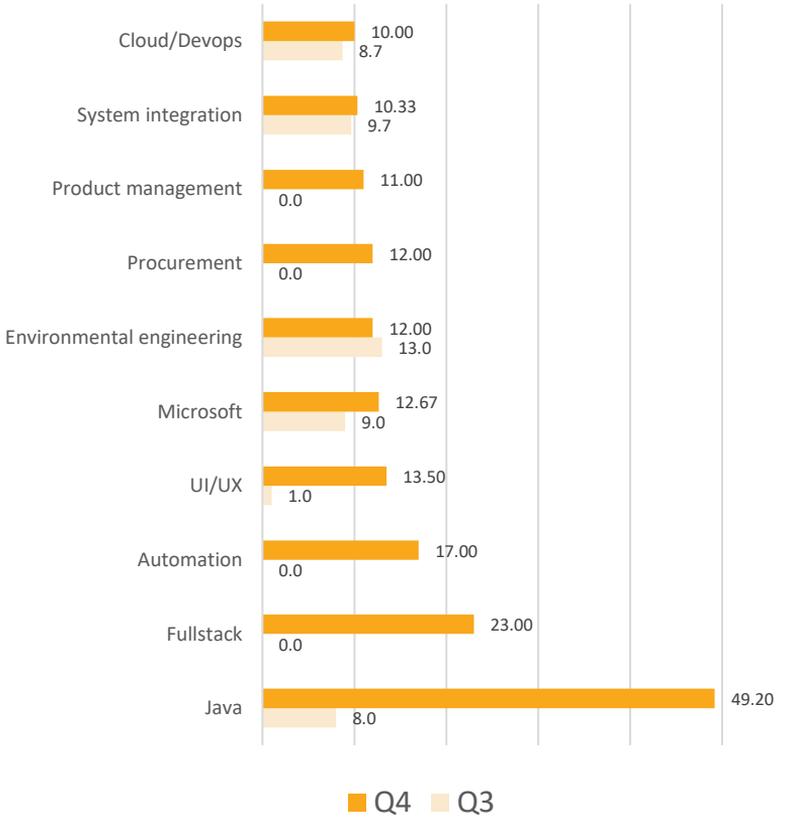


Among the most in-demand skill areas, Java emerged as the most competitive, driven by a high number of applicants relative to available roles. Compared with the previous quarter, the total number of roles declined while the volume of applicants increased, resulting in greater competition. Nearly all skill areas experienced heightened competitive pressure, apart from project management, where a greater number of available roles combined with fewer applicants per role led to reduced competition.



Most competitive skill areas

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

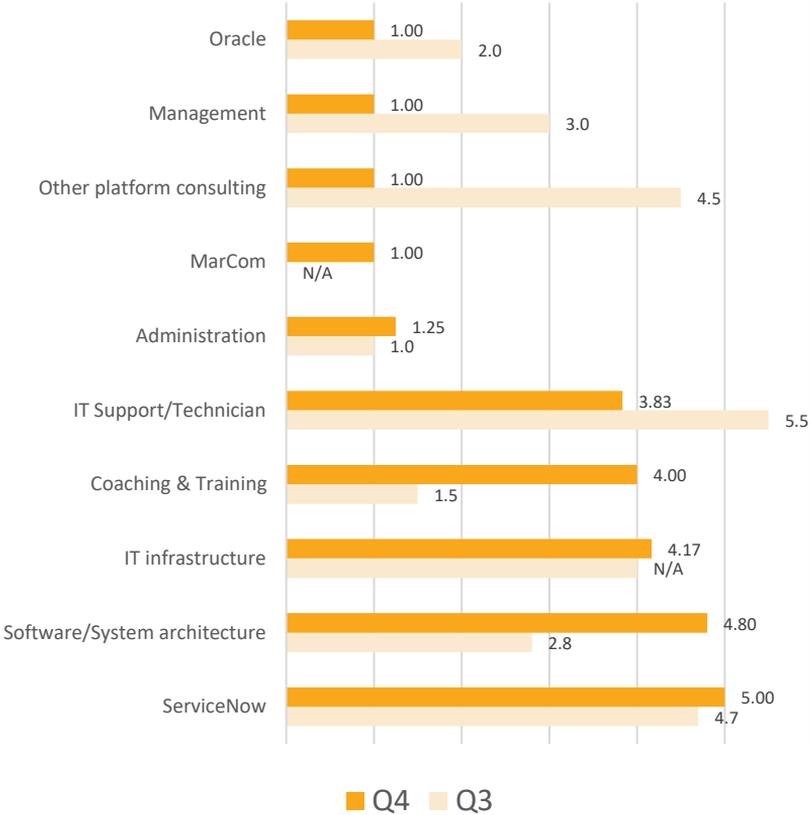


This slide shows the skill areas that attracted the highest number of applicants per request, highlighting where candidate interest was most concentrated in Norway in Q4. Java was the most competitive skill area this quarter, followed by Fullstack and Automation, indicating high interest and activity among professionals in these areas.



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.

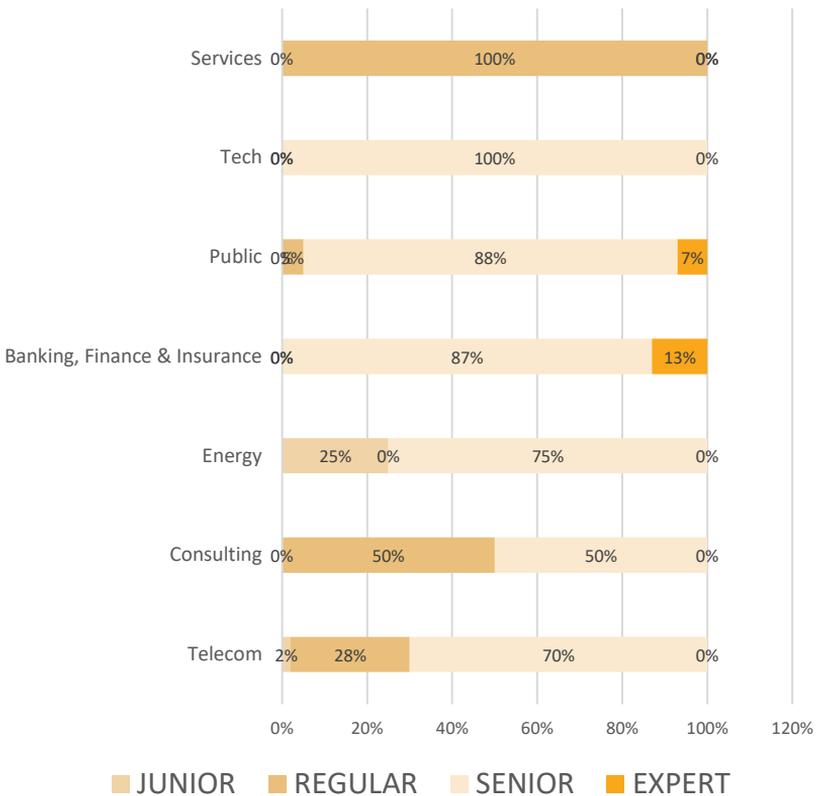
In Q4, Norway is facing talent shortages in several niche areas. Oracle, Management, Other platform consulting, and MarCom all dropped to around 1 applicant per requests, indicating limited candidate availability. Administration also remains structurally constrained. While IT Support/Technicians improved slightly.

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 demand and market temperature. Overall, senior roles consistently dominate the consultant demand, which is normal and has been the case over the past few quarters.

The Public and Telecom sectors clearly dominate the Norwegian market and hence give the clearest indicators of the market temperature. The Telecom industry has seen an increase in demand for regular seniority profiles, suggesting more senior profiles could be scarce in certain competence sectors.



Michael Hellman
Skill Practice Lead, Engineering,
Ework Group



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.

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** sector. Given the dominating request volumes within the Public and Telecom sectors, these sectors are most telling of the overall market sentiment, so it is certainly good to see increases there. This goes in line with the positive development we see in Norway overall.



Most trending skills

Top 10 requested skills Group Level Q4 2025

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

Top 10 requested skills Norway Q4 2025

1. Java
2. Project Management
3. AWS
4. Kubernetes
5. Docker
6. Kotlin
7. Automated Tests
8. REST
9. Kafka
10. Openshift

Globally, demand in Q4 is led by cloud, data, and fullstack capabilities such as Azure, SQL, and Java, combined with DevOps and Agile practices.

In Norway, however, the focus shifts toward modern backend and cloud-native engineering, with strong demand for Java, AWS, Kubernetes, Docker, and event-driven technologies like Kafka.

This indicates that Norway's market is prioritizing scalable, containerized, and automated system architectures, reflecting a strong push toward cloud-native development and high-performance backend ecosystems.



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

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

