



ework GROUP

Consultancy Market Trends & Insights

Poland

Q1 2025

Consultancy Market Trends & Insights: Q1 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 September!



Introduction

We just celebrated midsummer, and with that we have passed the brightest day of the year. The journey towards brighter days during the first half of 2025 has however not been reflected in the general mood, as we feel the struggle and the challenges following trade wars, tariffs, polarization, geopolitical tensions, intensified conflicts and more every day.

New AI models have been deployed, and the AI arms race continues. It feels like a new AI tool pops up every day. Currently I'm playing around with Lovable to test vibe coding. AI will (and is already doing so) change how we work, which pushes the need to have a lifelong learning strategy to stay relevant, both at an individual level as well as at the organizational level. By having this as a focus we can use the technology to augment us rather than replace us. This is where the New-Collar worker comes in as well.

Europe also understood the importance of being independent and not rely too heavily on others, which is good. It will for sure be interesting to follow the EU's investments in the AI factories and the outcomes from here. Have you heard about the Dutch company called ASML? This is probably the most powerful company in the world right now. They are the ones that manufacture the machine that builds the actual AI chips.

Navigating in all the changes is of course both complex and challenging. This is something that I personally spend quite some time on, hence why I created the report "[Trends Towards 2030](#)", which summarizes some of the key trends we have ahead of us.

And what is important to note here, in this constant change the world is still moving. When looking at our overall global data, our clients are still investing in their digital transformation journey. Great to see that both software development and project management stays in the top in our different geographies.

With that said, I wish you all a happy summer!

Andreas Meinert

Market Insight and 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

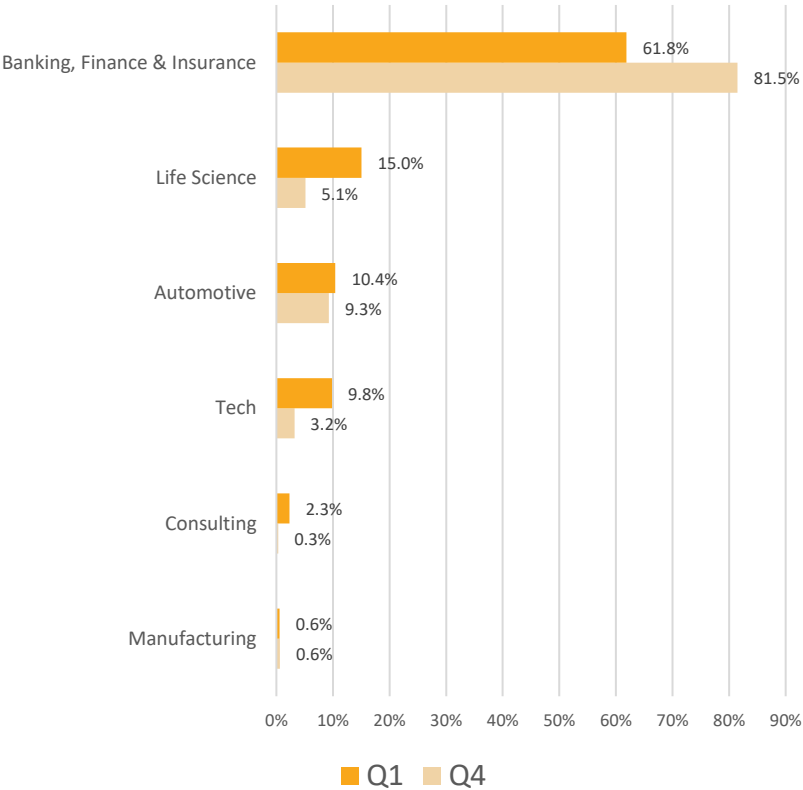
Engineering

- 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



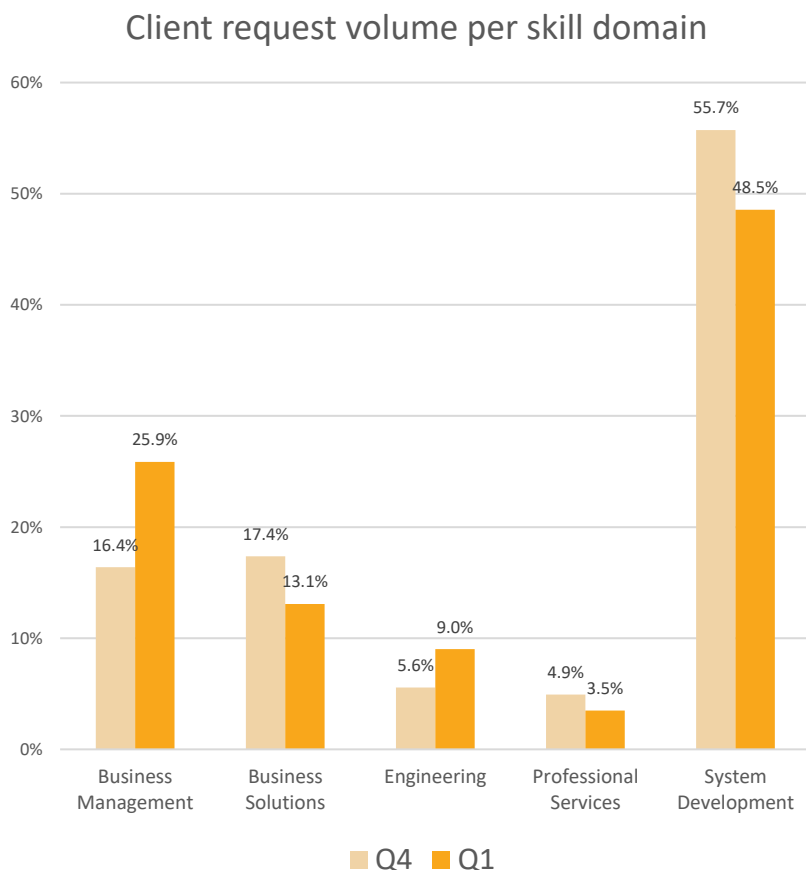
“Although we saw a slight decline, the Banking, Finance & Insurance industry continued to dominate in Q1 - just as in the previous quarter - in terms of the volume of requests from our clients. At the same time, we observed a positive trend in the number of requests coming from a broader range of industries compared to the previous quarter.”



Anniken Sundby
Skill Practice Lead, Business Solutions,
Ework Group



Client request volume per Skill Domain



“In Poland, clients request shifted noticeably from Q4 to Q1. While System Development remains the most requested skill domain, it saw a drop from 55.7% to 48.5%. Business Solutions and Professional Services also declined.

Meanwhile, Business Management and Engineering experienced significant growth, rising to 25.9% and 9% respectively, indicating a growing focus on leadership and technical engineering. “



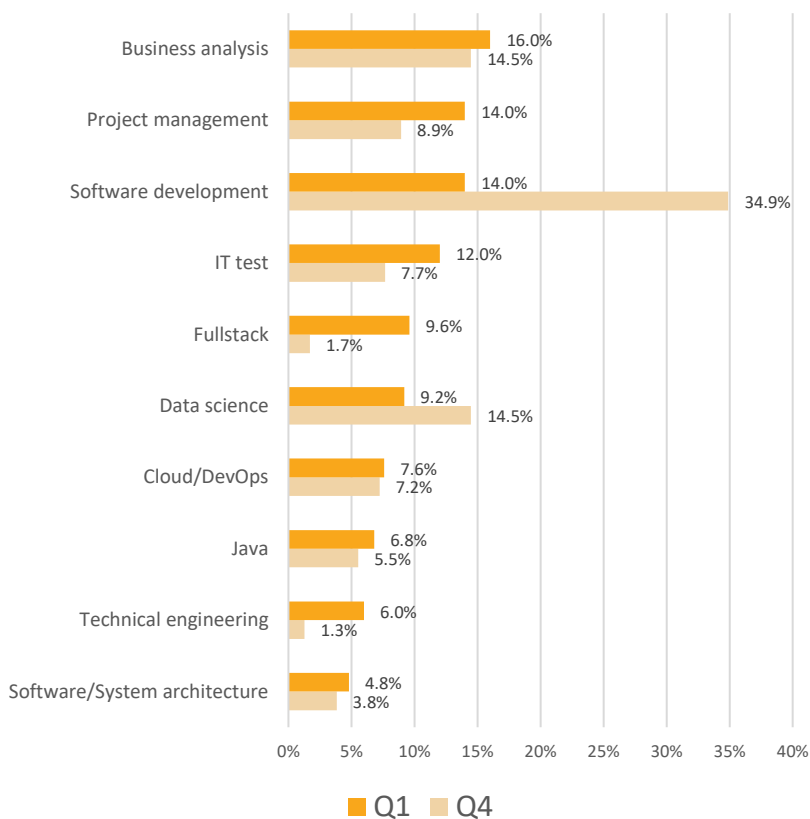
Selena Muratovic

Skill Practice Lead, Business Management,
Ework Group



Most demanded skill areas

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



Client demand is shifting toward strategic and analytical roles. Business Analysis (16.0%) and Project Management (14.0%) lead the pack, while Software Development demand has gone down after a Q4 spike (34.9% → 14.0%).

Strong rebounds in Fullstack and Technical Engineering suggest renewed focus on versatile tech talent. Data Science remains solid despite a dip, while Cloud/DevOps and Java show steady relevance.

The urged increase in Project Management suggest a focus on new projects and opportunities in Q2 & Q3 for other skill areas.

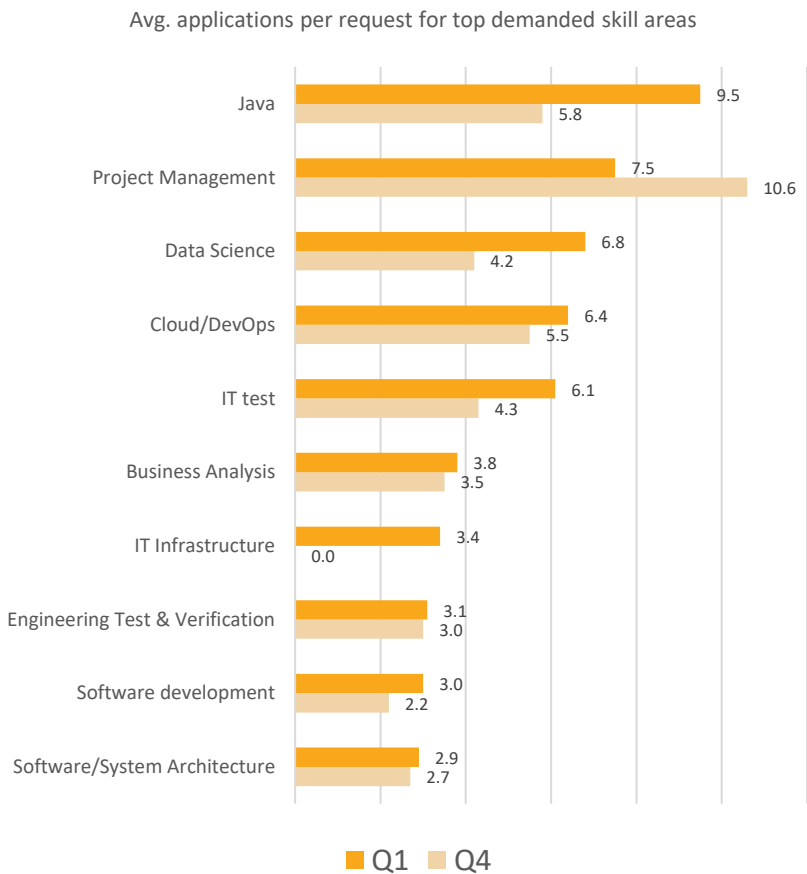


Casandra Averbalk

Skill Practice Lead, System Development,
Ework Group



Average number of applications in most demanded skill areas

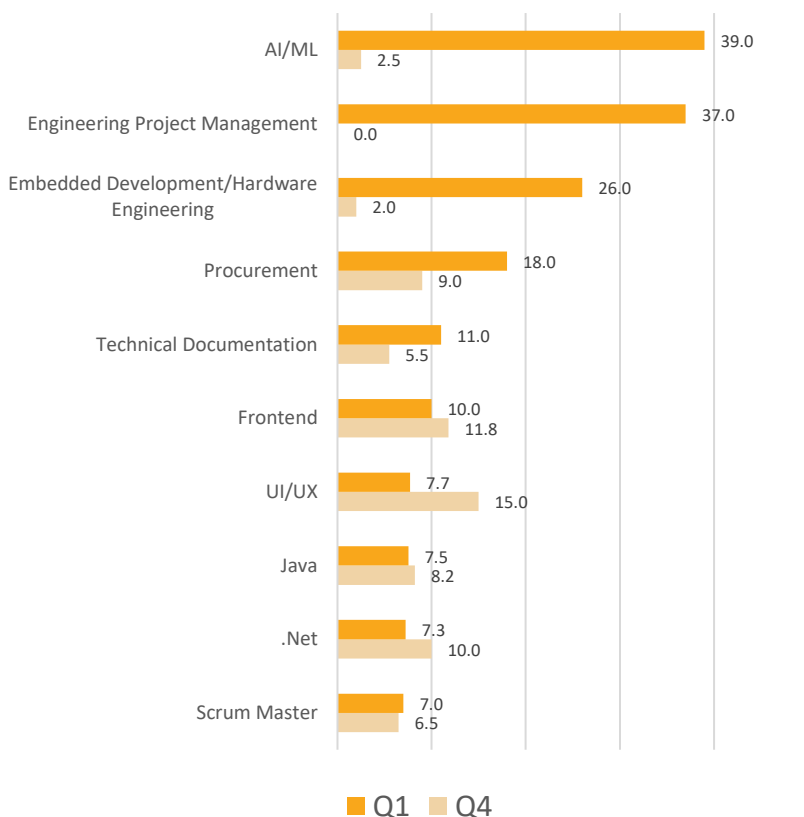


Here we see a shift in average application across key skill areas, such as a drop within Project Management from 10.6 to 7.5, while all the other areas experienced a rise. Notably Java which rose significantly from 5.8 to 9.5 from Q4 to Q1. Data Science and IT Test also saw a rise, suggesting growing interest and competition among candidates in technical areas.



Most competitive skill areas

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



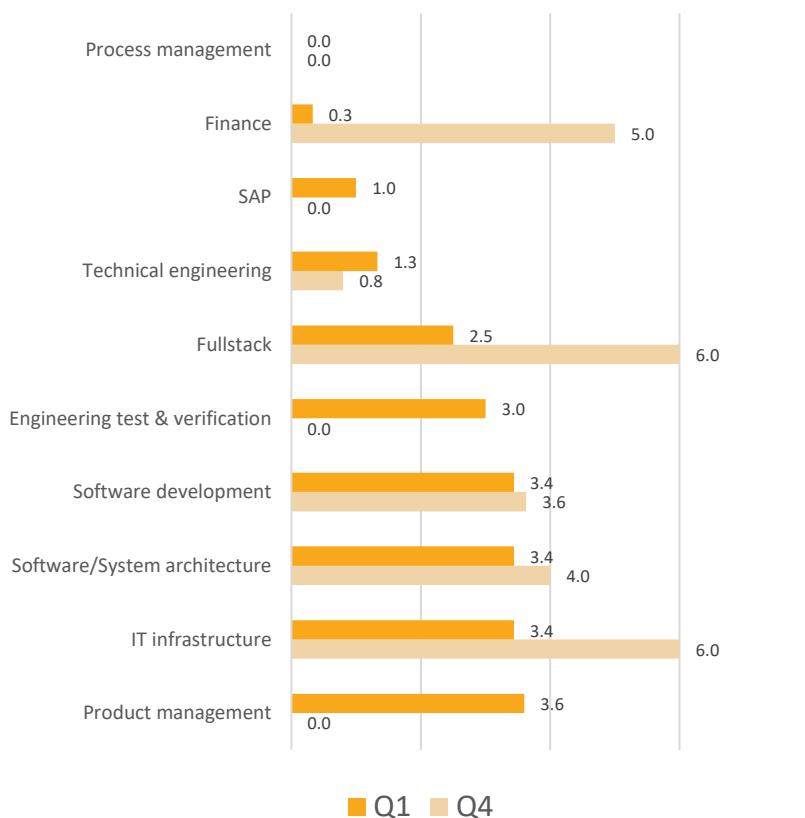
Competition has surged in niche and emerging areas. Engineering Project Management and AI/ML top the list with 30+ applications per request, indicating intense candidate interest and limited openings.

Tech roles like HW engineering and Technical documentation have also seen a 2x–5x rise in competition, signaling a more crowded job market.



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 Q1, providing valuable insights on local supply and demand within the area. What stands out here is above all Process management, Finance and SAP competence, indicating actors within these areas might be extra valuable in these times.

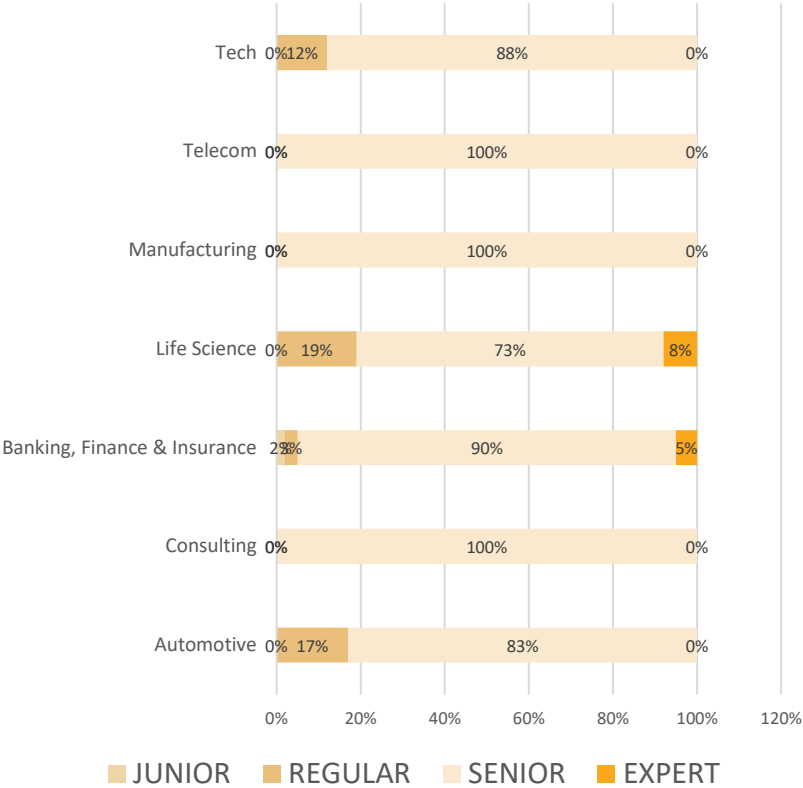


Michael Hellman
Skill Practice Lead, Engineering,
Ework Group



Demanded seniority level per industry

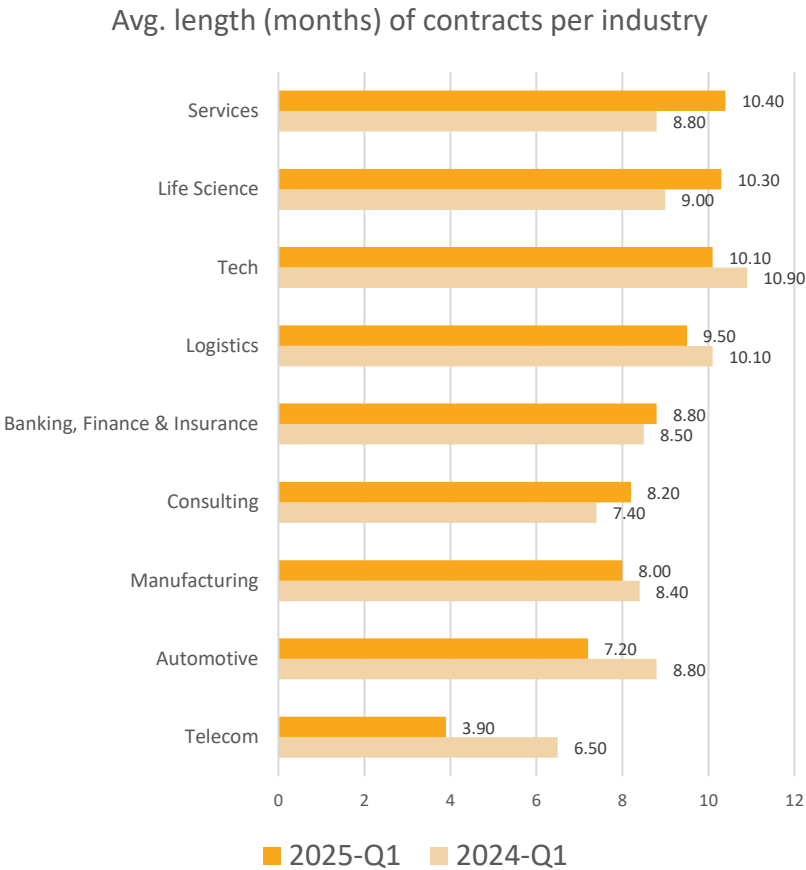
Demanded seniority level per industry



Here we're looking at the distribution between different seniority levels for new requests, which could be of interest from a recruitment perspective and also gives an indication of the market temperature. At a glance, we can see that senior roles clearly dominate — something that is quite normal and has been the case over the past few quarters.



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 **Automotive** and **Telecom** show quite substantial drops in contract length whereas above all **Services** and **Life Science** contract lengths have increased, while the rest show slighter variations.



Most trending skills

Top 10 demanded skills Group Level Q1 2025
1. Python
2. Project Management
3. SQL
4. Java
5. Agile
6. Git
7. Stakeholder Management
8. Jira
9. Azure
10. Linux

Top 10 demanded skills Poland Q1 2025
1. SQL
2. Python
3. Java
4. CI/CD
5. Jira
6. Git
7. Azure
8. Project Management
9. Stakeholder Management
10. Jenkins

Python, SQL, and Java dominate demand both at Group level and in Poland, confirming strong focus on data, backend, and automation. Project Management and Stakeholder Management reflect continued need for cross-functional coordination.

Poland shows a slightly more DevOps-driven tilt with CI/CD and Jenkins ranking high, highlighting local emphasis on delivery efficiency and automation.

