



EWORK GROUP

Consultancy Market Trends & Insights

Poland

Q1 2026

Consultancy Market Trends & Insights: Q1 2026

Stay ahead of the curve with the latest trends shaping the talent market. In our Q1 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 August!



Introduction

From structure to practical delivery

The opening quarter of 2026 carried forward a market that was still cautious, but clearer in what it wanted to buy. Clients moved away from broader transformation agendas and toward work that was closer to implementation, resilience, and measurable delivery.

Our data reflects this clearly. Data Science continued to grow, while Cyber Security, Cloud/DevOps, Fullstack, and AI also strengthened, pointing to demand for skills that improve automation, stability, and execution. The top skills in Q1, including Azure, SQL, Python, CI/CD, and AI, suggest that clients prioritized cloud foundations, data capabilities, and practical technical expertise over heavier change structures.

The pattern looked slightly different across markets. Denmark leaned more toward business execution and AI, Finland toward Java and data engineering, Norway toward governance, integration, and enterprise platforms, and Poland toward software development, multi cloud engineering, and delivery tooling. In Sweden, South & West showed stronger demand for cloud, SAP, and engineering depth, while East & MidNorth combined project execution with SQL, Azure, Agile, and AI.

The market still values experience, but the strongest pull is toward skills that help clients build, improve, secure, and run critical solutions with greater speed and less risk.

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

Engineering project management

Embedded development/
Hardware engineering

Engineering test & verification

Electrical engineering

Mechanical engineering

Environmental engineering

Technical engineering

Chemical engineering

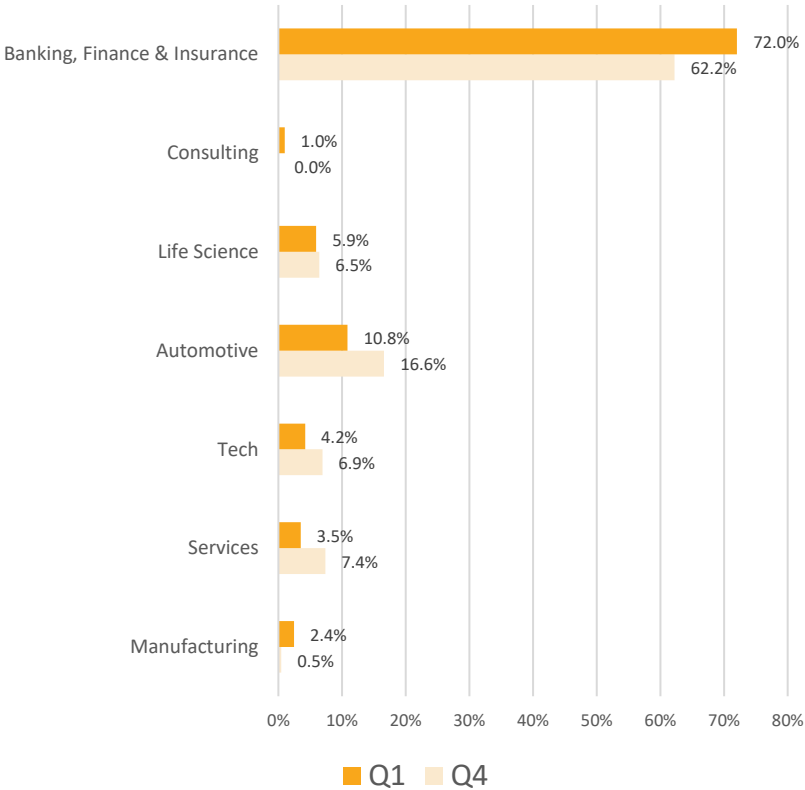
Lab engineering

Technical documentation



Client request volume per industry

Client request volume per industry



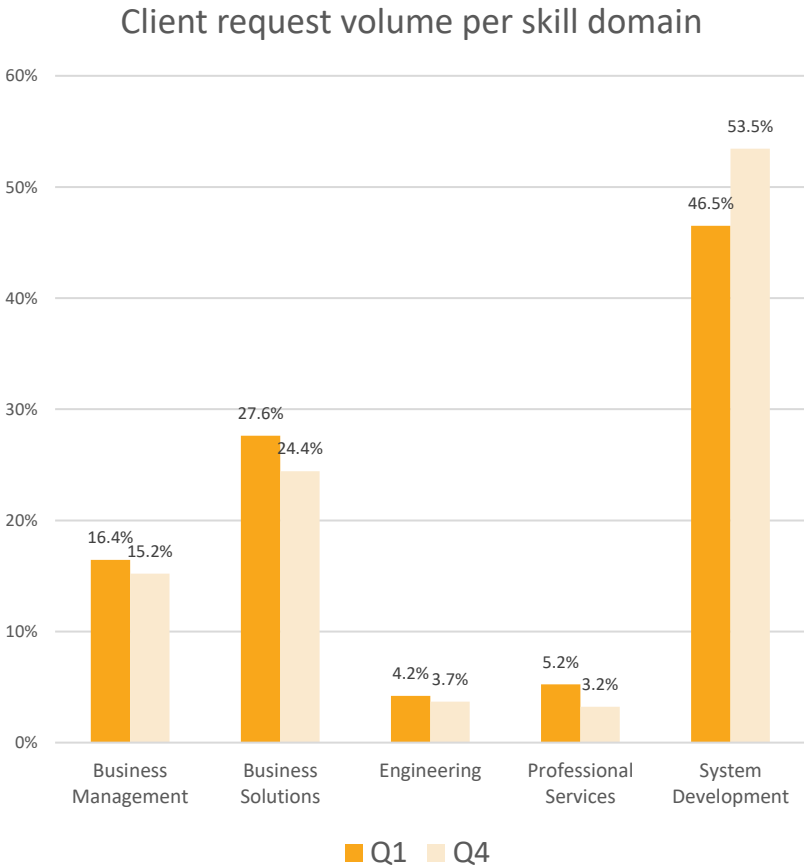
This slide illustrates client request volume by industry in Q1 2026, with a comparison to Q4 2025. Demand is mainly concentrated within the Banking, Finance & Insurance industry, which accounts for the clear majority of request volume in both quarters and increases further into Q1 2026. Automotive represents the second-largest industry by demand, although it sees a noticeable decline compared to Q4 2025. Life Science holds a relatively stable share across the two quarters, while Tech and Services both experience reduced volumes in Q1 2026. Consulting and Manufacturing continue to represent only a marginal share of overall demand.



Anniken Sundby
Skill Practice Lead, Business Solutions,
Ework Group



Client request volume per Skill Domain



*In Poland, **System Development** remains dominant but declined notably (-7pp), while **Business Solutions** and **Professional Services** both grew, alongside a slight uptick in **Business Management** and **Engineering**.*

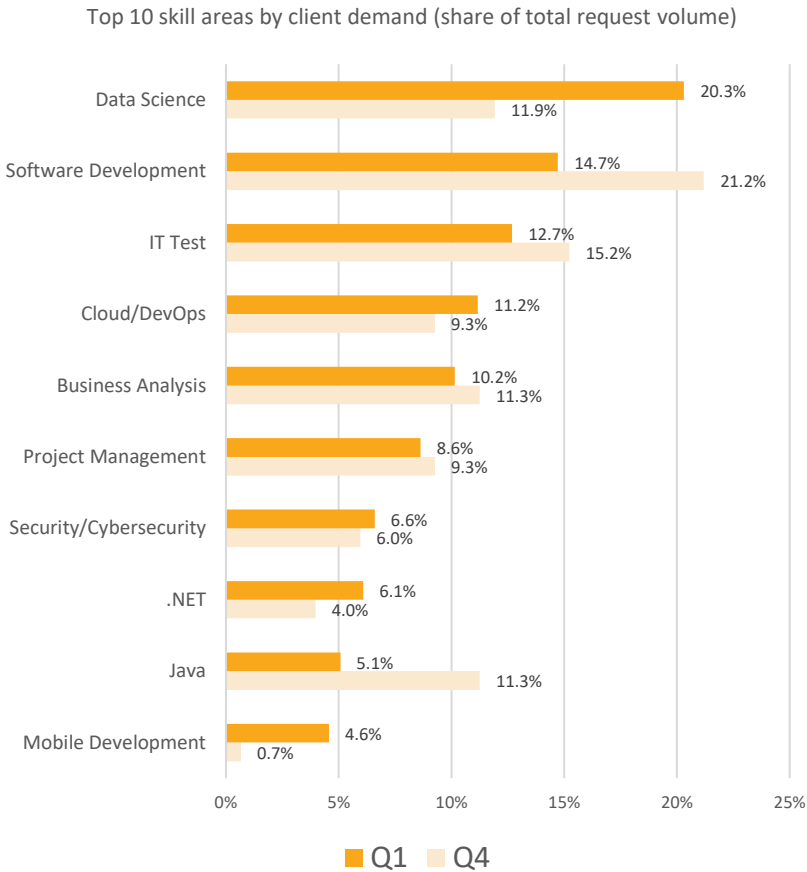
*This indicates a shift from pure development toward a more **balanced mix of delivery and solution-oriented work**, where organizations are complementing strong build capacity with **integrations, advisory, and optimization efforts**.*



Casandra Averfalk
Skill Practice Lead, System Development,
Ework Group



Most requested skill areas

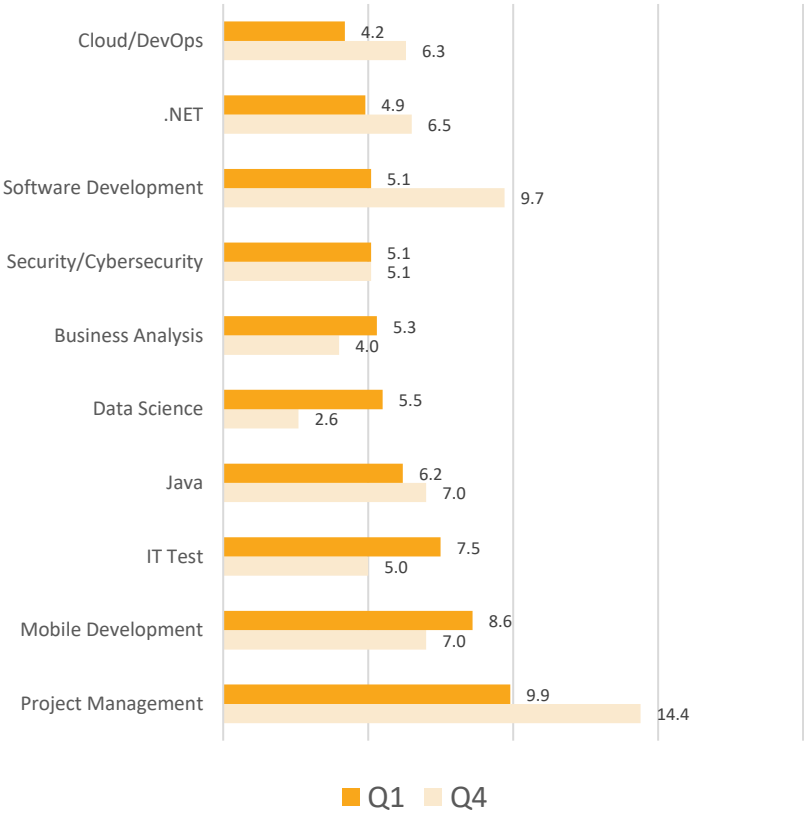


This slide highlights the skill areas with the highest client demand in Q1 2026, measured as share of total request volume, with a comparison to Q4 2025. Data Science emerges as the most in-demand skill area in Q1, increasing markedly from 11.9% in Q4 2025 to 20.3%, indicating a strong shift toward data-driven capabilities at the start of the year. In contrast, Software Development, which dominated demand in Q4 2025, sees a notable decline into Q1 2026, while still ranking as the second most in-demand skill area. Java also experiences a sharp drop in demand.



Average number of applications in most requested skill areas

Avg. applications per request for top requested skill areas

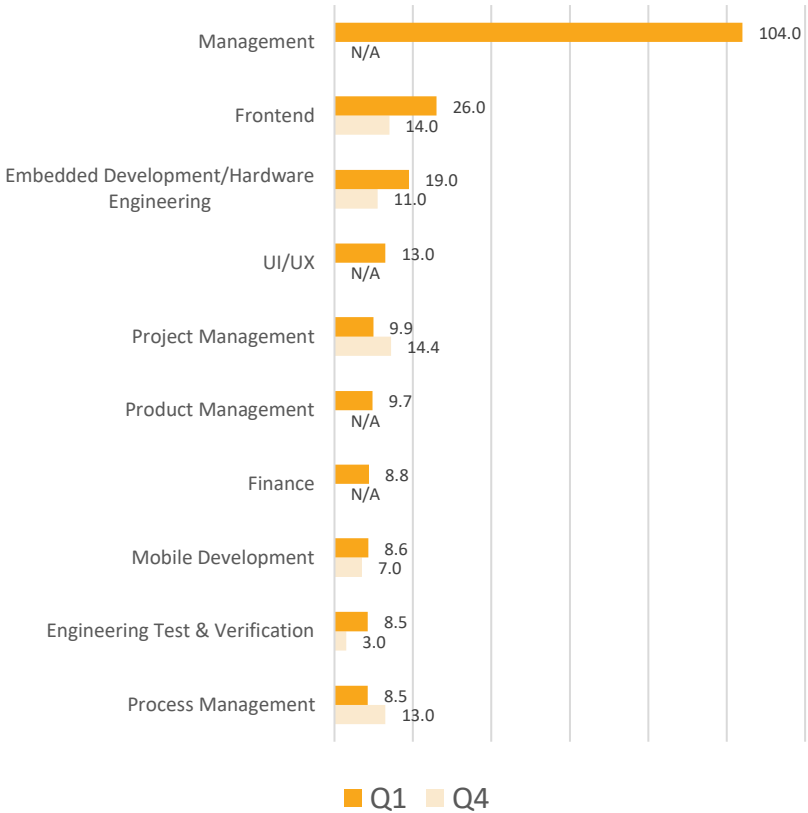


Among the most in-demand skill areas, Project Management stands out in Q1 with the highest average number of applications per request, despite a notable decline compared to the previous quarter. Several technical roles also experience reduced competition, including Java, Software Development, .NET, and Cloud/DevOps. By contrast, Security/Cybersecurity remains stable across the two quarters, while Business Analysis, Data Science, IT Test, and Mobile Development record modest increases in applications per request, indicating slightly higher candidate interest in these areas entering Q1.



Most competitive skill areas

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

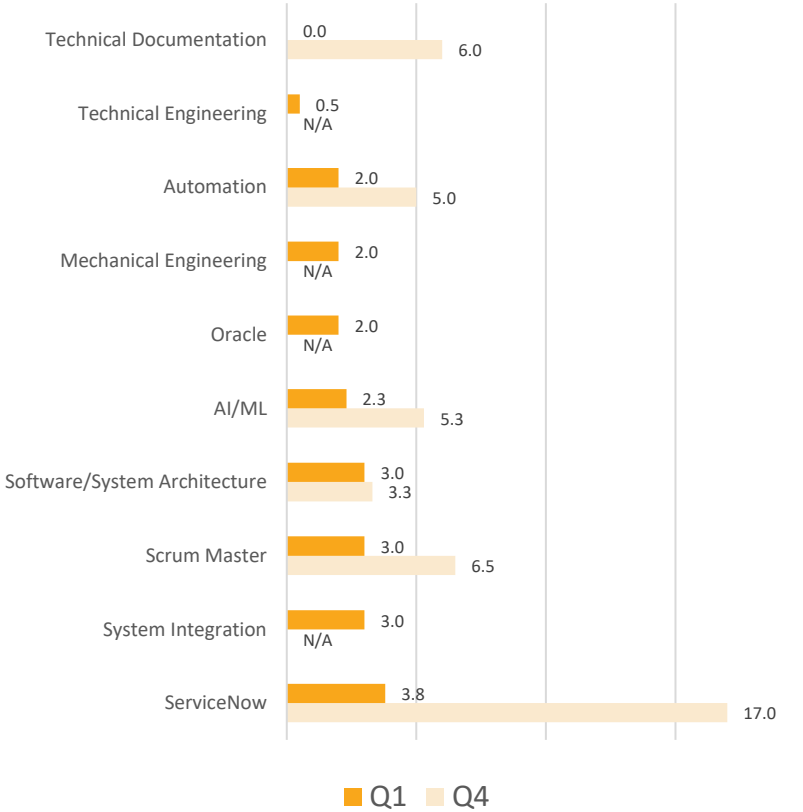


This slide highlights the skill areas that attracted the highest number of applicants per request in Q1 2026, illustrating where candidate competition was most concentrated in Poland. Management stands out as an extreme outlier, averaging 104 applications per request, indicating exceptionally high candidate interest in this category, despite the lack of comparable data from Q4 2025. Frontend also show a marked increase in competition, rising from 14.0 applications per request in Q4 2025 to 26.0 in Q1 2026.



Least competitive skill areas

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



This slide highlights the skill areas with the lowest number of applications in Q1, offering a glimpse into local supply and demand dynamics and areas to possibly focus on from a consulting company or freelancer perspective.

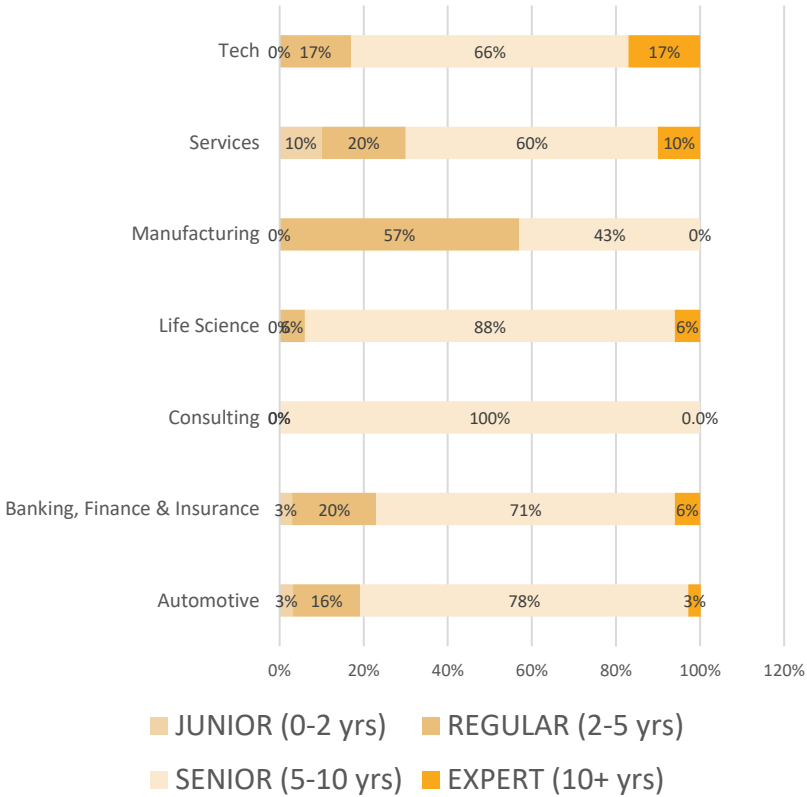
The least competitive skill areas in Poland were Technical Engineering and Technical Engineering, highlighting that the engineering network needs extra attention as well as opportunities for Partners & Professionals to make a difference here.

We are surprised to see AI/ML among the least popular areas, possibly indicating that certain specialized areas are attracting fewer applicants due to limited talent availability. This also highlights important opportunities as a field to increase competence within.



Requested seniority level per industry

Requested seniority level per industry



Here we're looking at the distribution between different seniority levels for new requests, which gives an indication of the market temperature. At first glance, we can see that senior roles still clearly dominate across most sectors, something that is quite normal and consistent over the past few quarters.

The Manufacturing sector stands out by requesting 57% regular level competence which is uncommon. We also see a very low demand for junior level profiles, which stands out a bit for Poland, as we've seen some increase here in search for very niche competencies in e.g. the AI/ML Skill Area in other markets.

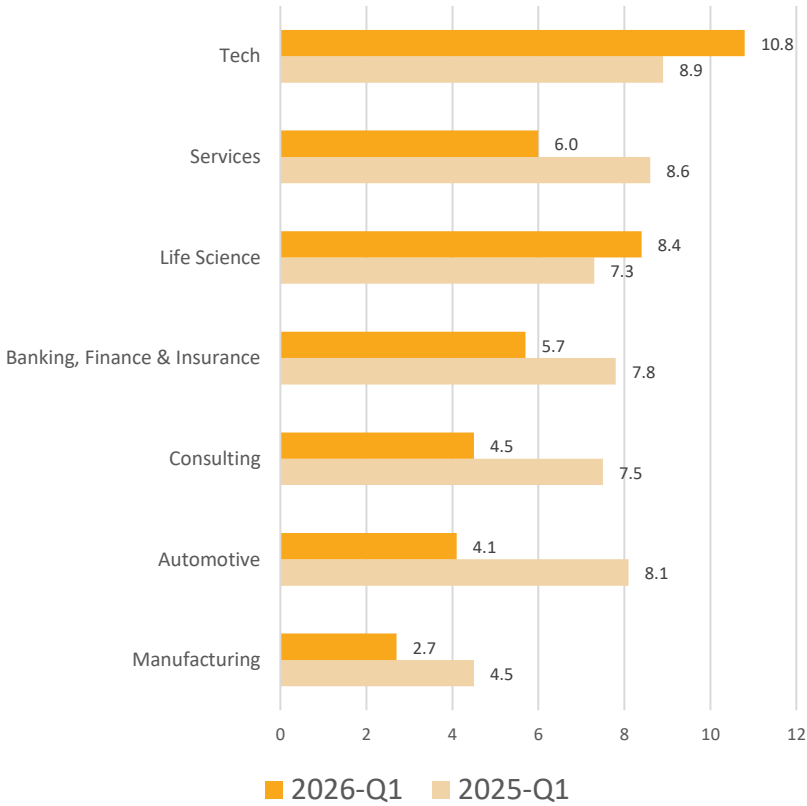


Michael Hellman
Skill Practice Lead, Engineering,
Ework Group



Contract length per industry

Avg. length (months) of contracts 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 are the general contract length decreases, indicating a more precautionous market. On the positive side, we see a stable and generally increasing contract length in the **Tech and Life Science sectors.***



Most trending skills

Top 10 requested skills Group Level Q1 2026

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

Top 10 requested skills Poland & Slovakia Q1 2026

1. SQL
2. Python
3. Java
4. Azure
5. CI/CD
6. .NET
7. AWS
8. SAP
9. Jira
10. GitHub

Poland's Q1 2026 demand closely mirrors global trends, with SQL, Python, Java, and Azure leading – reinforcing a strong focus on data, backend development, and cloud platforms. The presence of CI/CD, AWS, and SAP highlights continued investment in scalable infrastructure and enterprise systems, while tools like Jira and GitHub point to a growing emphasis on collaboration, DevOps-driven delivery models.

Overall, Poland's market reflects a mature and execution-focused tech environment, where organizations combine core engineering capabilities with modern development workflows, enabling faster, more efficient delivery of digital solutions at scale.



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

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

