Consultancy Market Trends & Insights

Poland

Q2 2026

Consultancy Market Trends & Insights: Q2 2026

Stay ahead of the curve with the latest trends shaping the talent market. In our Q2 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 October!

Introduction

From buying duration to buying speed

Welcome back, and I hope you had a good summer. I am still fighting with the alarm clock every morning. Hope you are doing better.

Q2 carried forward a cautious market, but a faster one. Contracts got shorter, decisions got quicker, and average client rates rose for a third quarter in a row. Clients are buying less time and more speed.

Our data reflects this clearly. Requests including AI skills are up 134% over the past year, and test and quality management rose 20% in the quarter alone to become Q2's most requested skill. We read those together: the more work AI produces, the more of it someone has to stand behind.

Across every market the pull was toward AI competence, and toward the speed of it. Think like this: AI finishes a task in seconds (slop or not). A client requests a role for an assignment measured in months. But over twelve months the work itself has changed, which means the assignment you finish may no longer be the one you started. Reskilling is not something you fit in between assignments anymore, it happens on the fly.

If your skills have moved this year, let your profile move with them. In Q2 we put more emphasis on exactly that, expanding our network of AI skills well beyond technology roles, because Finance, HR, operations and marketing are asking for them too. Update your profile in Ework's Verama rather than waiting for the assignment to end. Fall is here and the requests are coming in.

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

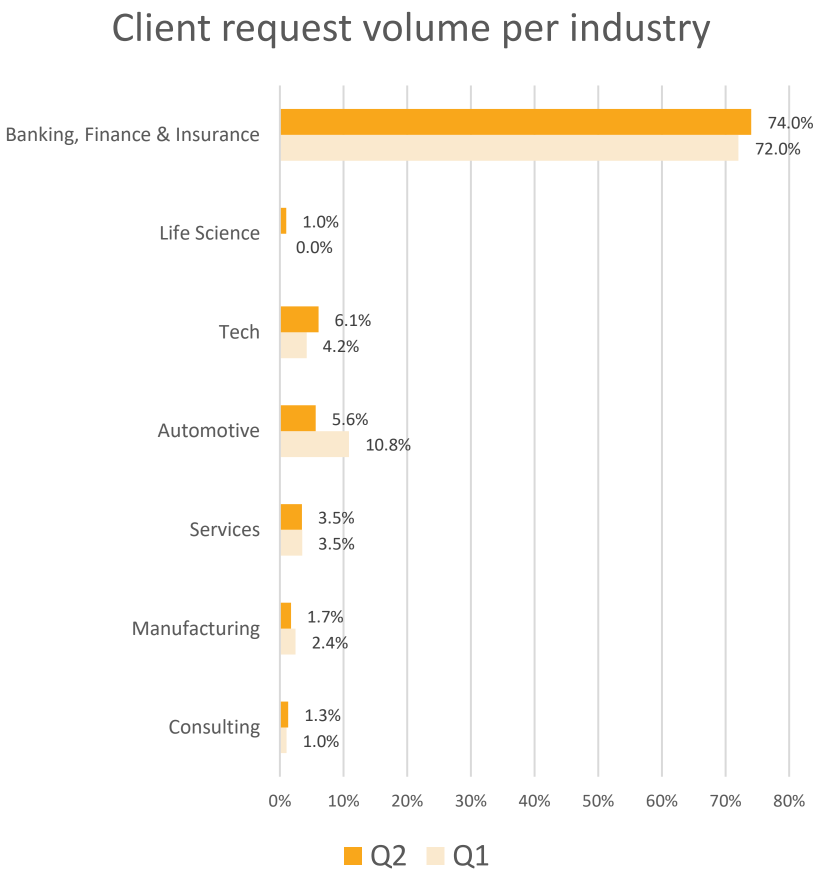
Professional Services

- 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

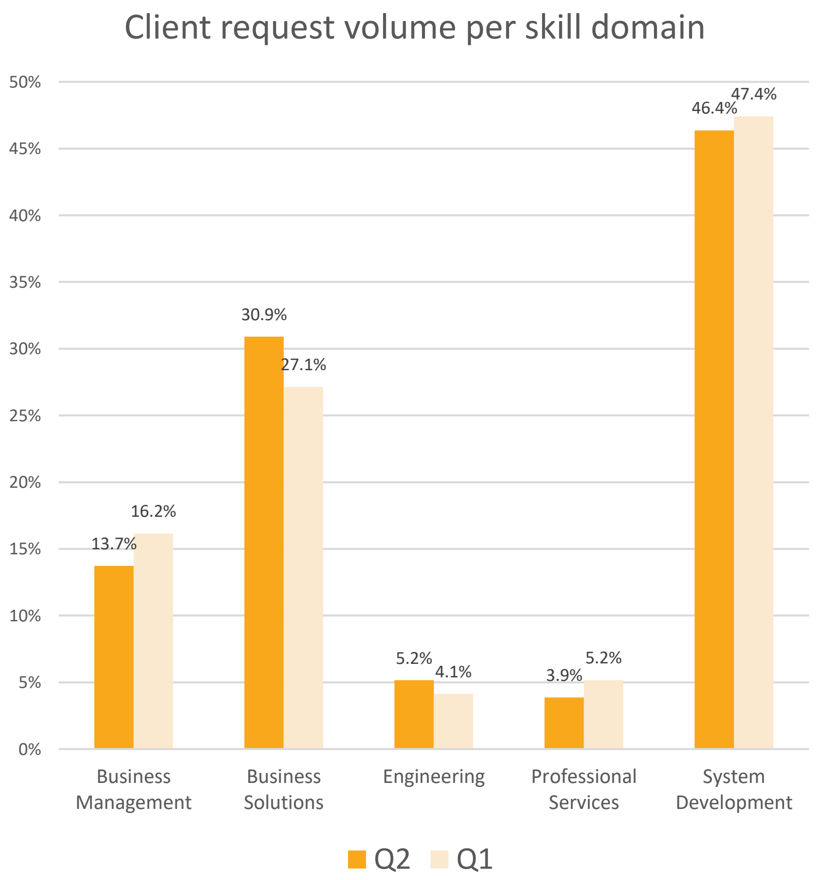
Client request volume per industry



*Poland's Q2 market remains **heavily dominated by Banking, Finance & Insurance**, increasing further from **72.0% to 74.0%** of client requests. **Tech** also gained momentum (+1.9pp), while **Automotive** saw a notable decline (-5.2pp). The remaining industries remained relatively stable and at low levels.*

*Overall, demand is becoming even more **concentrated in the financial sector**, suggesting that banking and financial transformation initiatives continue to be the primary driver of consulting demand in Poland, with **Tech emerging as a smaller but growing secondary segment**.*

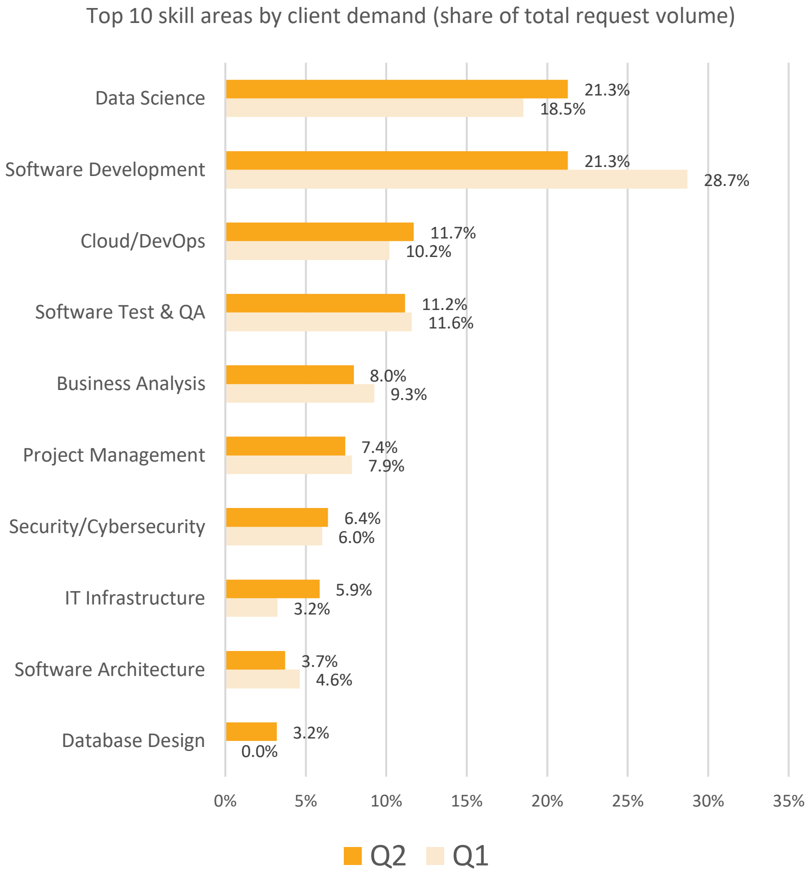
Client request volume per Skill Domain



Poland's Q2 demand remains strongly ***System Development-led*** *at 46.4%, although it edged down slightly from Q1.* ***Business Solutions*** *gained the most (+3.8pp), while* ***Engineering*** *also increased, pointing to stronger demand for solution-oriented and specialized technical capabilities.*
Meanwhile, ***Business Management*** *and* ***Professional Services*** *declined.*

Overall, the market remains firmly focused on ***technical delivery****, but the growth in Business Solutions suggests a gradual shift toward* ***broader solution implementation and business-driven transformation*** *alongside core development.*

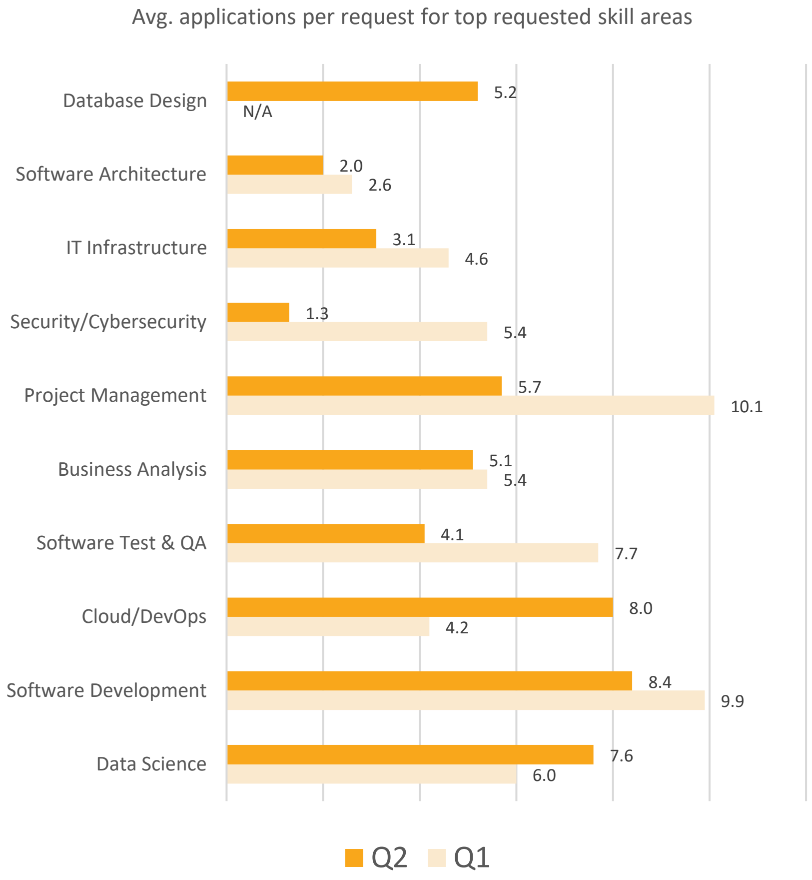
Most requested skill areas



Poland's Q2 demand is becoming more ***data- and cloud-oriented****, with* ***Data Science*** *rising to joint #1 (+2.8pp) while* ***Cloud/DevOps*** *also increased. In contrast,* ***Software Development*** *fell sharply by 7.4pp, although it remains one of the largest demand areas.* ***IT Infrastructure*** *and* ***Database Design*** *also gained momentum, while* ***Business Analysis, Project Management, and Software Architecture*** *softened.*

Overall, the market suggests a shift from traditional development toward ***data, cloud, infrastructure, and modern technology platforms****, reflecting increasing demand for specialized digital capabilities.*

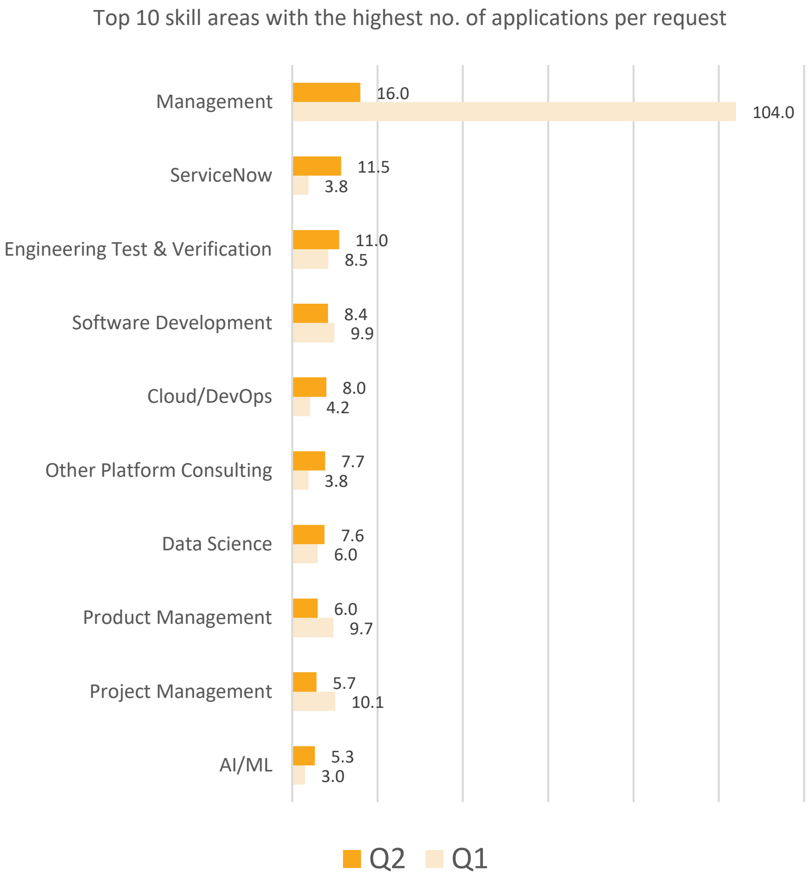
Average number of applications in most requested skill areas



*Poland's Q2 talent supply shows a clear increase in candidate availability for **Data Science** (6.0 → 7.6) and especially **Cloud/DevOps** (4.2 → 8.0), supporting the growing demand in these areas. **Software Development** also remains relatively well supplied, although applications declined slightly.*
*In contrast, candidate availability tightened significantly in **Security/Cybersecurity** (5.4 → 1.3), **Software Test & QA** (7.7 → 4.1), and **Project Management** (10.1 → 5.7).*

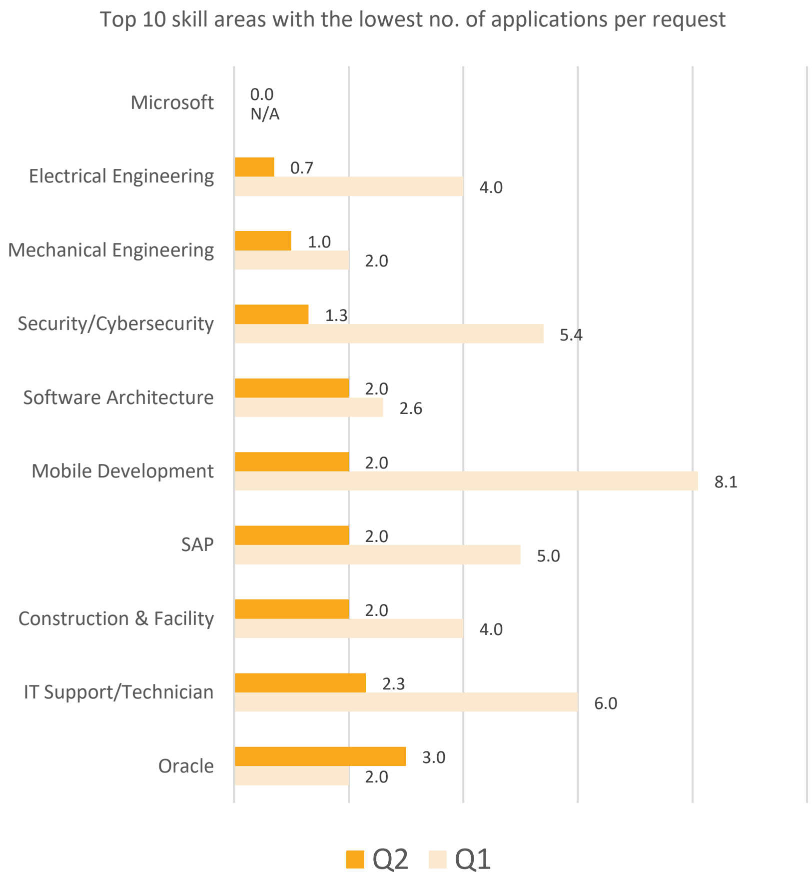
*Overall, Poland shows a widening gap between growing demand and available talent in **Cybersecurity, Testing, and Project Management**, while **Data and Cloud/DevOps** currently have a healthier candidate supply.*

Most competitive skill areas



This slide highlights the skill areas that attracted the highest number of applicants per request in Q2 2026, illustrating where candidate competition remained most concentrated in Poland. ***Management*** *continues to stand out, even when looking past last quarter's outlier,* ***16.0*** *in Q2.* ***ServiceNow*** *saw the sharpest rise in competition, roughly* ***tripling from 3.8 to 11.5*** *applications per request, while* ***Project Management*** *cooled the most, falling from* ***10.1 to 5.7.***

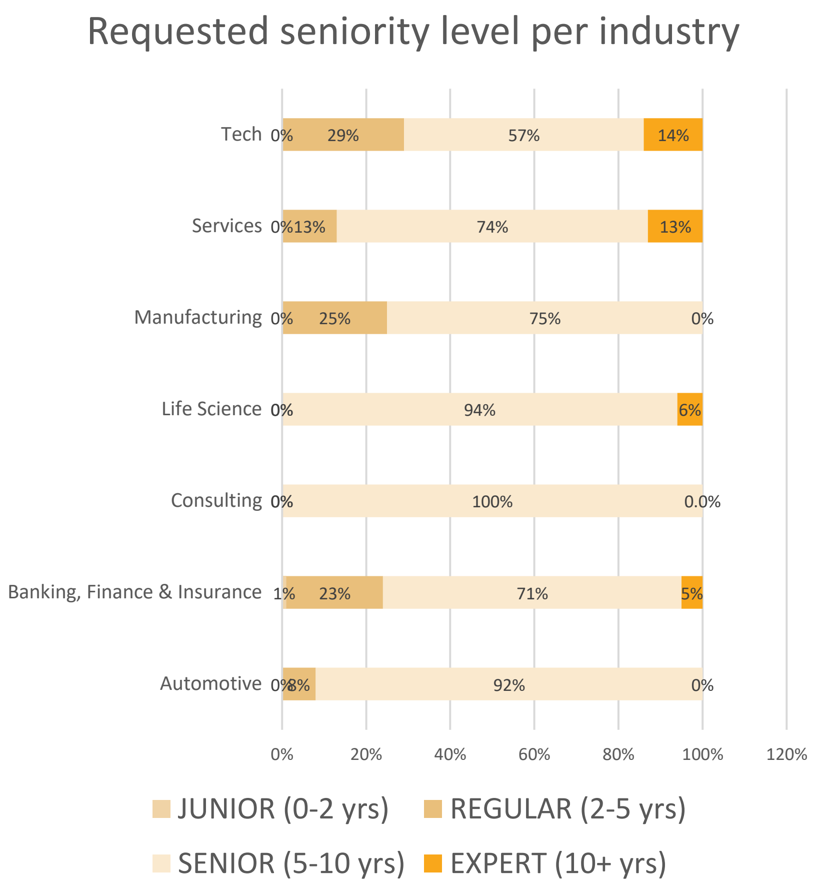
Least competitive skill areas



This slide highlights the skill areas with the lowest number of applications in Q2, 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 remain ***largely engineering-driven****, with* ***Electrical Engineering and Mechanical Engineering at the bottom****. Mobile Development also stands out, falling sharply from 8.1 to 2.0.*

The consistently low figures across engineering and ***specialist IT areas (Software Architecture, SAP, IT Support/Technician)*** *suggest a structural talent shortage rather than a one-off dip, likely driven by a limited local candidate pool relative to demand. This points to continued opportunities for Partners & Professionals to make a difference here, particularly where niche technical expertise is required.*

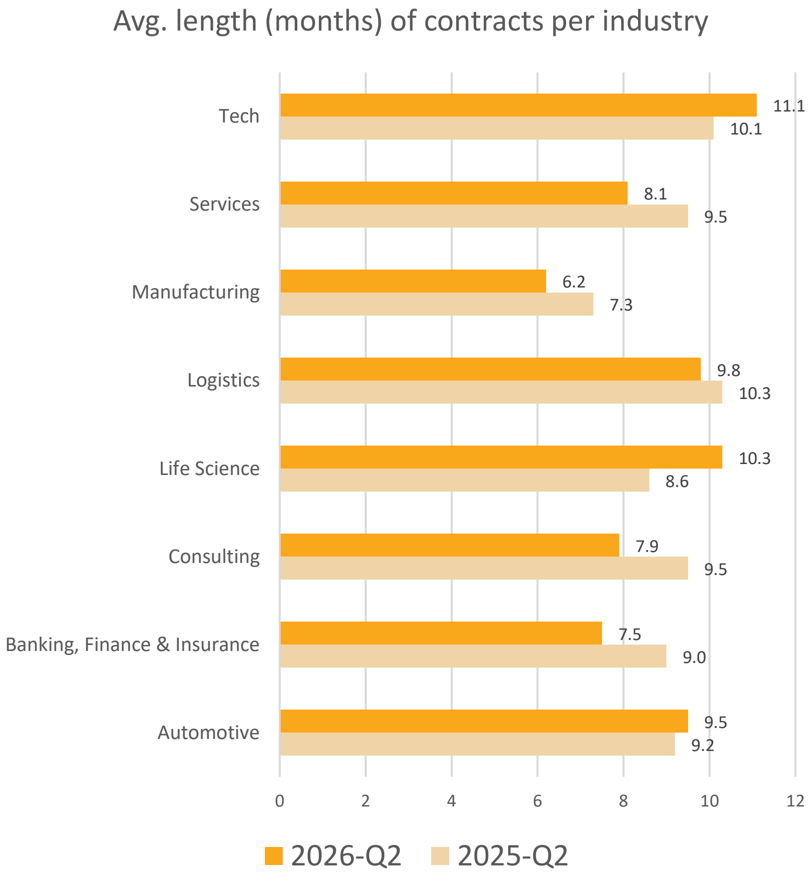
Requested seniority level per industry



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.

***Tech** stands out with the highest demand for **expert-level profiles at 14%**, alongside a notable 29% share of regular-level requests, suggesting a broader spread across experience levels than other industries. We also continue to **see very low demand for junior-level profiles across the board (0-1%),** 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.*

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 are the general contract length decreases across most sectors, particularly ***Consulting (down from 9.5 to 7.9 months) and Banking, Finance & Insurance (down from 9.0 to 7.5 months),*** *indicating a more precautious market. On the positive side, we see a stable and generally increasing contract length in the Tech and Life Science sectors, with Life Science showing the strongest growth, up from 8.6 to 10.3 months.*

Most trending skills

Top 10 requested skills Group Level Q2 2026
1. Test & Test Management
2. Project Management
3. SQL
4. SAP
5. AI
6. Python
7. Azure
8. API
9. CI/CD
10. Software/System Integration

Top 10 requested skills Poland & Slovakia Q2 2026
1. SQL
2. Python
3. CI/CD
4. Java
5. API
6. Software/System Architecture
7. Test
8. AI
9. AWS
10. Azure

*Poland's Q2 skill demand is strongly aligned with the broader market, with **SQL, Python, CI/CD, API, Test, AI, and Azure** all appearing in both lists. This confirms a strong focus on **data, software delivery, automation, and AI-enabled technology**.*

*Poland differs through stronger demand for **Java, AWS, and Software/System Architecture**, while **SAP and Project Management** rank higher at Group level.*

*Overall, the market points to a **technically mature and delivery-focused environment**, with increasing emphasis on **scalable architecture, cloud platforms, and efficient software development practices**.*

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

🎧 Listen to all episodes <<here>>