EWORK GROUP

Consultancy Market Trends & Insights

Poland

Q3 2025

Consultancy Market Trends & Insights: Q3 2025

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

Introduction

As the seasons change and the days grow shorter, we look back on a quarter of transformation. The world of work is evolving rapidly. Companies everywhere, from tech giants to traditional firms, are reorganizing and refocusing to stay competitive in a market shaped by AI and other emerging technologies.

Our Q3 data speaks clearly. Searches for new skills are booming across many roles. Digital, cloud, and automation skills such as SQL, Python, Azure, Java, and CI/CD are in high demand. Project management, engineering, business analysis, and professional services are also key. Adaptability and future-ready skills remain at the top of our clients' priorities.

These changes are not just trends, they are fundamental shifts. As organizations adapt, the focus on digital and automation is reshaping what success looks like. Transformation is happening everywhere, and the ability to adapt is more important than ever. Staying ready for change is no longer optional; it is essential for growth.

We see where the future is headed, and we want you to be ready for it.

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
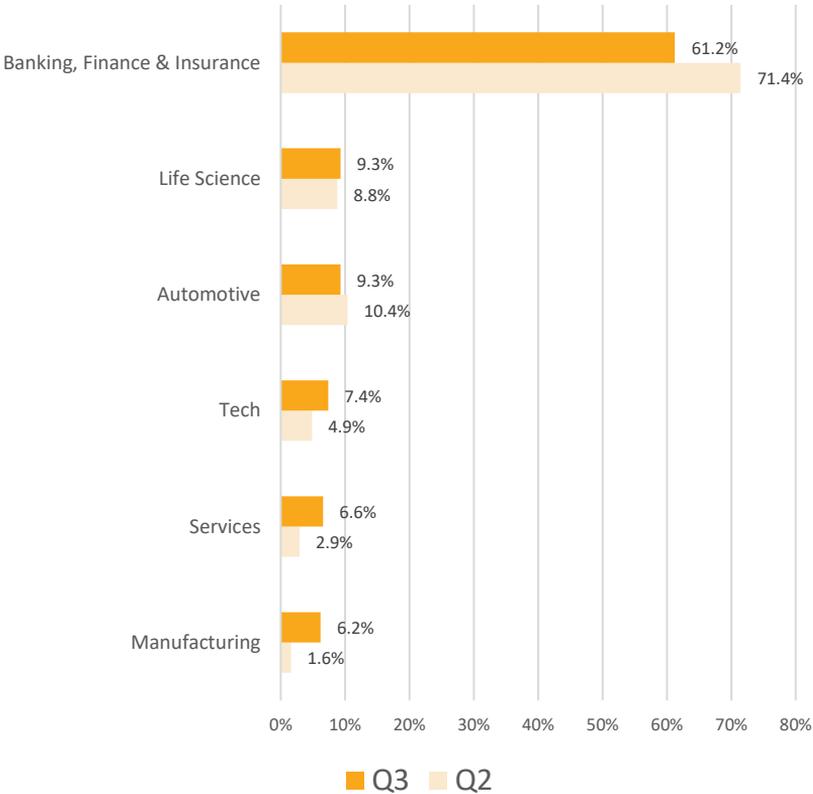
Technical engineering

Chemical engineering

Lab engineering

Technical documentation

Client request volume per industry

Client request volume per industry

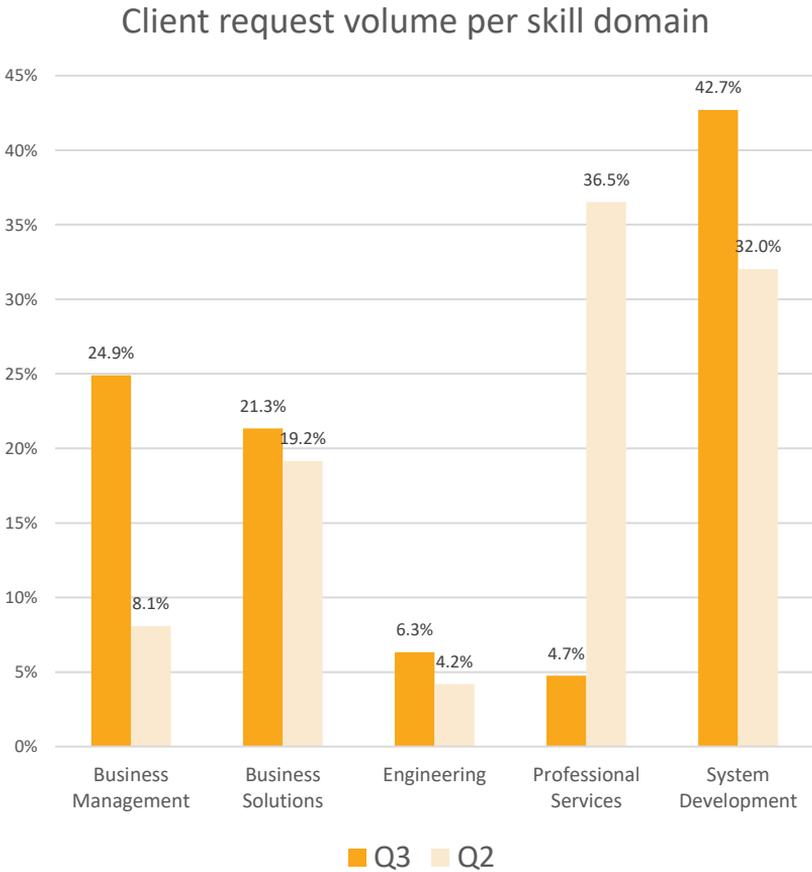| Industry	Q3	Q2
Banking, Finance & Insurance	61.2%	71.4%
Life Science	9.3%	8.8%
Automotive	9.3%	10.4%
Tech	7.4%	4.9%
Services	6.6%	2.9%
Manufacturing	6.2%	1.6%

■ Q3 ■ Q2

"Although we saw a slight decline, the Banking, Finance & Insurance industry continued to dominate in Q2 - 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, with an increase within above all the Manufacturing, Services and Life Science industries."

Michael Hellman
Skill Practice Lead, Engineering,
Ework Group

General

Client request volume per Skill Domain

Client request volume per skill domain

Legend: Q3, Q2

Skill Domain	Q3	Q2
Business Management	24.9%	8.1%
Business Solutions	21.3%	19.2%
Engineering	6.3%	4.2%
Professional Services	4.7%	36.5%
System Development	42.7%	32.0%

In Poland, the market Is clearly shifting toward hands-on delivery and project execution. System Development saw a strong rise (+10.7pp), becoming the dominant domain, while Business Management nearly tripled its share – pointing to a growing need for leadership, coordination, and execution oversight within large-scale projects. At the same time, Professional Services dropped sharply, indicating reduced reliance on external advisory and a move toward internal capability building. Business Solutions and Engineering remained relatively stable, supporting the view that organizations are prioritizing delivery capacity and managerial control to accelerate transformation and implementation efforts.
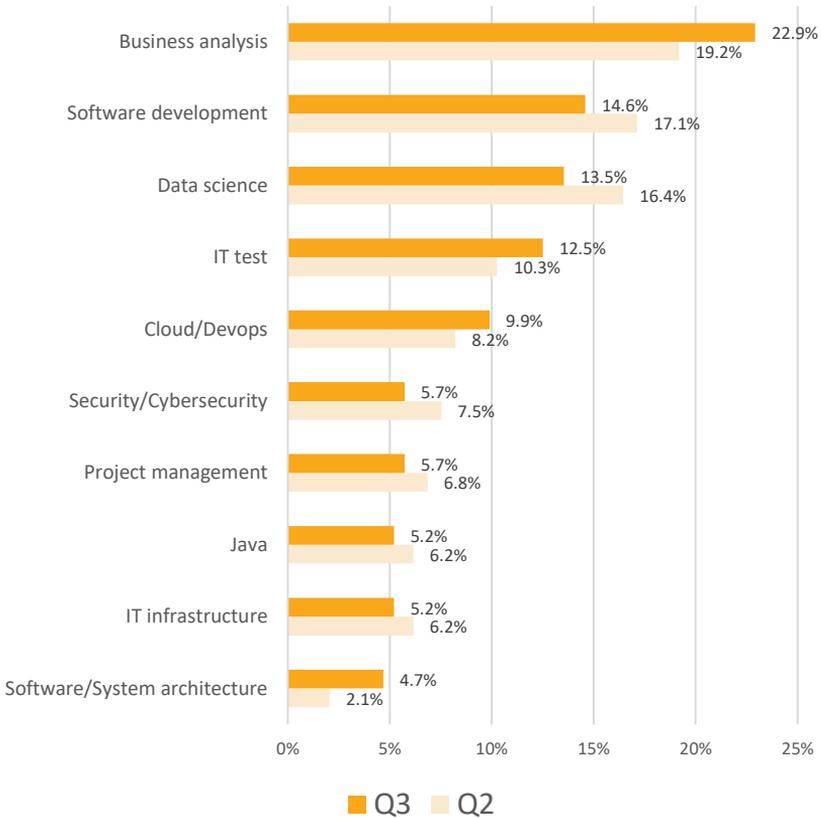
Casandra Averfalk
Skill Practice Lead, System Development,
Ework Group

General

Most requested skill areas

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

Skill area	Q3	Q2
Business analysis	22.9%	19.2%
Software development	14.6%	17.1%
Data science	13.5%	16.4%
IT test	12.5%	10.3%
Cloud/Devops	9.9%	8.2%
Security/Cybersecurity	5.7%	7.5%
Project management	5.7%	6.8%
Java	5.2%	6.2%
IT infrastructure	5.2%	6.2%
Software/System architecture	4.7%	2.1%

■ Q3 ■ Q2

In Poland, the demand for skills shifted slightly in Q3 compared to Q2. Business Analysis rose to 22%, becoming the most sought-after skill as companies focus more on strategy and process optimization. Software Development saw a small dip of around 3%, suggesting the market is stabilizing. Data Science decreased to 13.5%, marking a slowdown after steady growth, likely because data tasks are increasingly integrated into other roles. Meanwhile,

Project Management, Java, Security/Cybersecurity, and IT Infrastructure continued to decline.
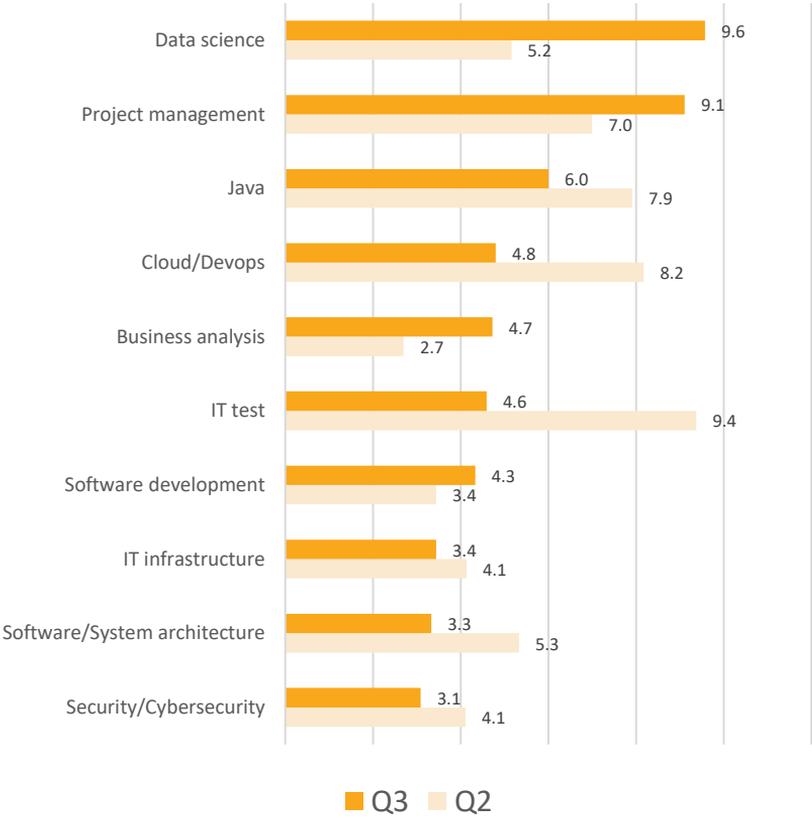
Selena Muratovic
Skill Practice Lead, Business Management, Ework Group

General

Average number of applications in most requested skill areas

Avg. applications per request for top requested skill areas

Skill area	Q3	Q2
Data science	9.6	5.2
Project management	9.1	7.0
Java	6.0	7.9
Cloud/Devops	4.8	8.2
Business analysis	4.7	2.7
IT test	4.6	9.4
Software development	4.3	3.4
IT infrastructure	3.4	4.1
Software/System architecture	3.3	5.3
Security/Cybersecurity	3.1	4.1

■ Q3 ■ Q2

Among the skill areas with the highest client demand, Data Science received the highest number of applicants in Q3, with almost twice as many as in the previous period. Project Management also saw strong growth and was ranked as the second most competitive skill area among those with the highest demand from our clients. Meanwhile, Java experienced a slight drop in applicant numbers. This could be due to candidates shifting their focus to other fields, changes in the types of projects companies are prioritizing, or the perception that fewer assignments were available at the time.
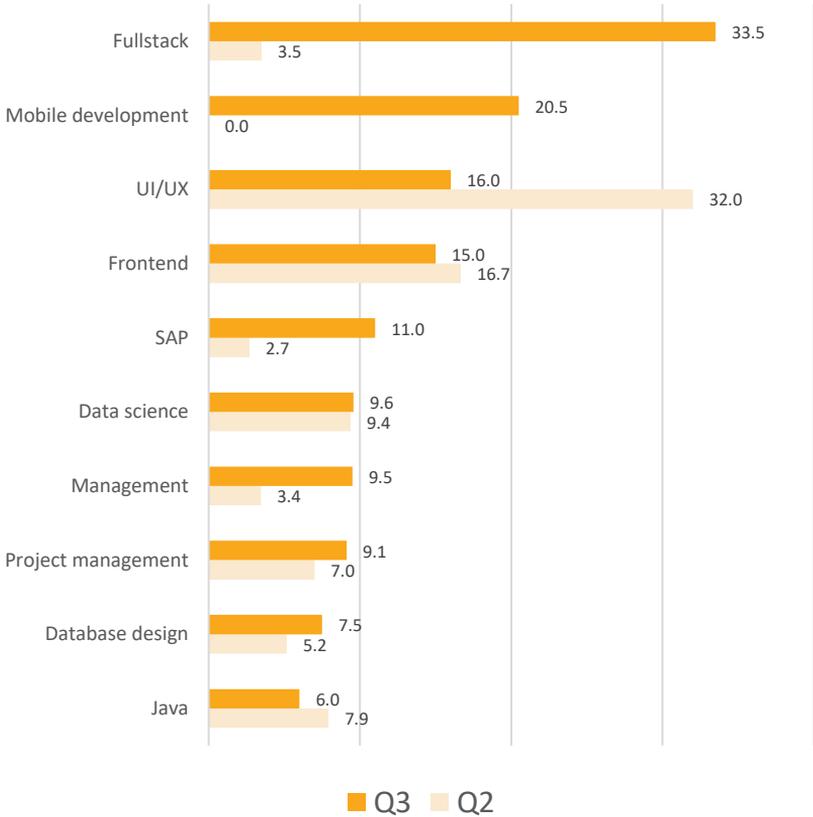
Anniken Sundby
Skill Practice Lead, Business Solutions, Ework Group

General

Most competitive skill areas

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

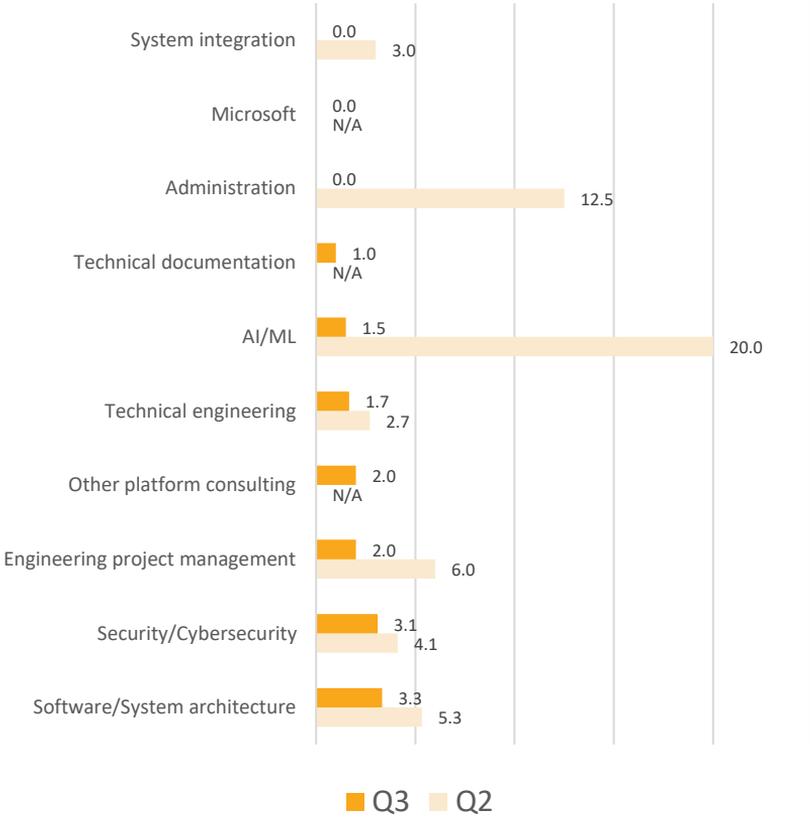| Skill area	Q3	Q2
Fullstack	33.5	3.5
Mobile development	20.5	0.0
UI/UX	16.0	32.0
Frontend	15.0	16.7
SAP	11.0	2.7
Data science	9.6	9.4
Management	9.5	3.4
Project management	9.1	7.0
Database design	7.5	5.2
Java	6.0	7.9

■ Q3   ■ Q2

In Q3, Fullstack emerged as the most competitive skill area in Poland, with an average of 33.5 candidates per request - a sign of strong candidate interest in this area. The highest overall volume of applications was seen in additional System Development roles, particularly in areas such as the mentioned Fullstack but also Mobile Development and UI/UX.

The high application rates in System Development may reflect the continued demand for digital solutions, the broad applicability of these skills across industries, and the perception of stable career prospects.

Least competitive skill areas

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

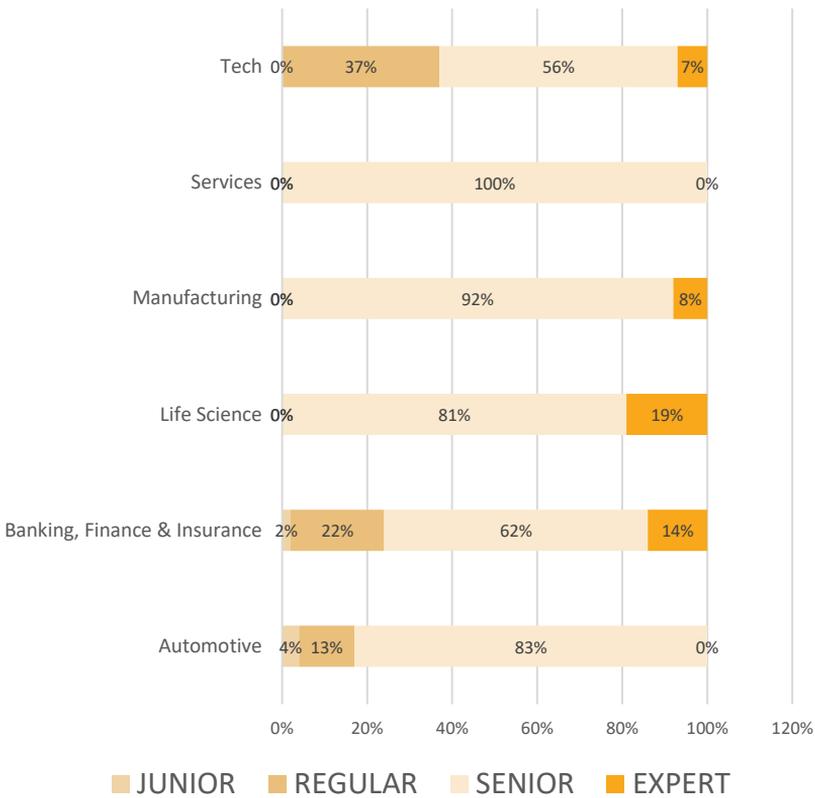| Skill area	Q3	Q2
System integration	0.0	3.0
Microsoft	0.0	N/A
Administration	0.0	12.5
Technical documentation	1.0	N/A
AI/ML	1.5	20.0
Technical engineering	1.7	2.7
Other platform consulting	2.0	N/A
Engineering project management	2.0	6.0
Security/Cybersecurity	3.1	4.1
Software/System architecture	3.3	5.3

■ Q3 ■ Q2

This slide highlights the skill areas with the lowest number of applications in Q3, offering insights into local supply and demand. Interestingly, the top three skills saw virtually 0% of applications pre request.

None of the roles where Q2 had any requests actually saw any higher amount of applications, suggesting further gaps in these areas and a great opportunity for partners & professionals that are interested in assignments within these fields.

Requested seniority level per industry

Requested seniority level per industry

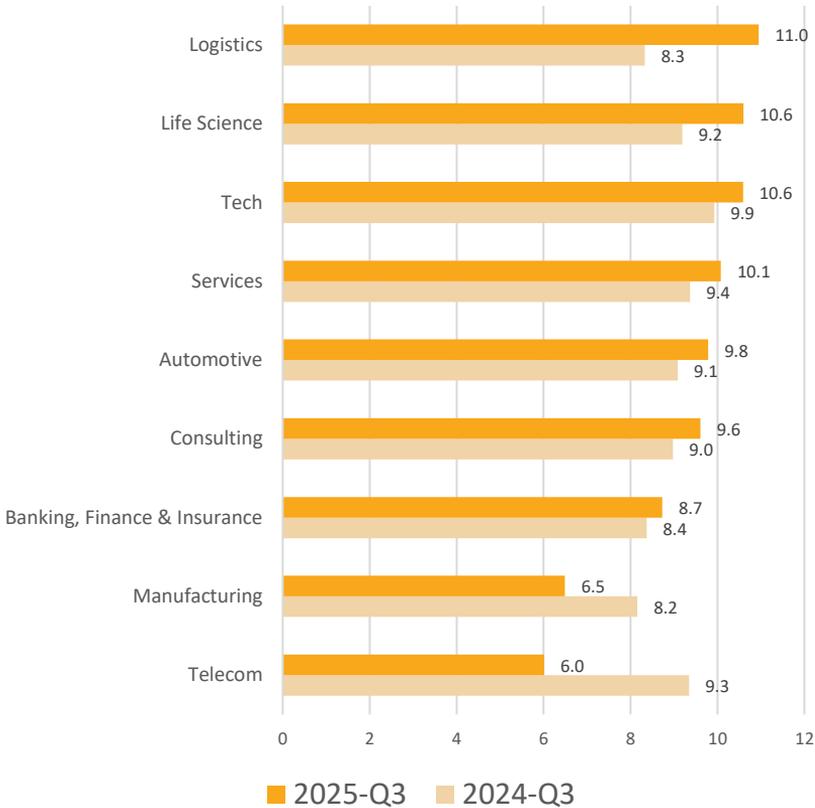| Industry	JUNIOR	REGULAR	SENIOR	EXPERT
Tech	0%	37%	56%	7%
Services	0%		100%	0%
Manufacturing	0%		92%	8%
Life Science	0%		81%	19%
Banking, Finance & Insurance	2%	22%	62%	14%
Automotive	4%	13%	83%	0%

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

In the Banking and Tech sectors we see a more even distribution between the seniority levels, with the exception of very low volumes of requests for junior profiles, since junior profiles are most commonly requested in a very hot market where talent is hard to find, this indicates a continuously relatively cool market.

Contract length per industry

Avg. length (months) of contracts per industry

Industry	2025-Q3	2024-Q3
Logistics	11.0	8.3
Life Science	10.6	9.2
Tech	10.6	9.9
Services	10.1	9.4
Automotive	9.8	9.1
Consulting	9.6	9.0
Banking, Finance & Insurance	8.7	8.4
Manufacturing	6.5	8.2
Telecom	6.0	9.3

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 stable and generally increasing contract lengths and a nice increase within above all the **Logistics sector.** Great to see this! The only negative trend can be seen within the **Manufacturing and Telecom sectors.***

Most trending skills

Top 10 requested skills Group Level Q3 2025

1. SQL
2. Python
3. Azure
4. Java
5. C#
6. .Net
7. Git
8. CI/CD
9. Project Management
10. SAP

Top 10 requested skills Poland & Slovakia Q3 2025

1. SQL
2. Python
3. Azure
4. Java
5. Jira
6. Git
7. Communication skills
8. CI/CD
9. GCP
10. Jenkins

Globally, the focus remains on data, cloud, and software development skills – with SQL, Python, and Azure continuing to lead demand. In Poland, the same technical foundations apply, but the inclusion of Jira, Jenkins, and communication skills signals a growing emphasis on collaboration, agile delivery, and DevOps efficiency. The presence of both GCP and CI/CD further highlights the trend toward multi-cloud proficiency and continuous integration practices.

Overall, Poland´s market is maturing toward a high-performance delivery model, where technical expertise is paired with agile coordination and cross-functional teamwork to accelerate digital outcomes.