EWORK GROUP

Consultancy Market Trends & Insights



POLAND | Q3 2026

Consultancy Market Trends & Insights: Q3 2026

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

Introduction

Welcome back. The mornings have turned chilly and the leaves are changing color, and I am once again acting surprised that fall has arrived.

Q3 brought more demand, and clients changed what they ask for. Demand moved from technical delivery toward business management in Finland, Norway and Poland, and Project Management still led in Norway and Denmark and rose sharply in Finland and Poland. Sweden leaned toward engineering and software. Clients are asking less for hands and more for judgment, which means the person who decides what to build and checks that it works is worth more than the person who only builds it.

Our data reflects this clearly. Business Management requests nearly quadrupled their share in Finland and doubled in Poland, and AI is now the third most requested skill across Ework, up from fifth, behind only Test & Test Management and Azure. We read those together: someone defines the work, someone builds it with AI, and someone checks it.

If you have been the one who decided what to build and made sure it worked, that is what this quarter's requests are asking for. Update your profile in Ework's Verama with those assignments and what came out of them, and do it now, as requests are coming in. For more on AI in your field, take a look at our new Skillshift Temp.



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

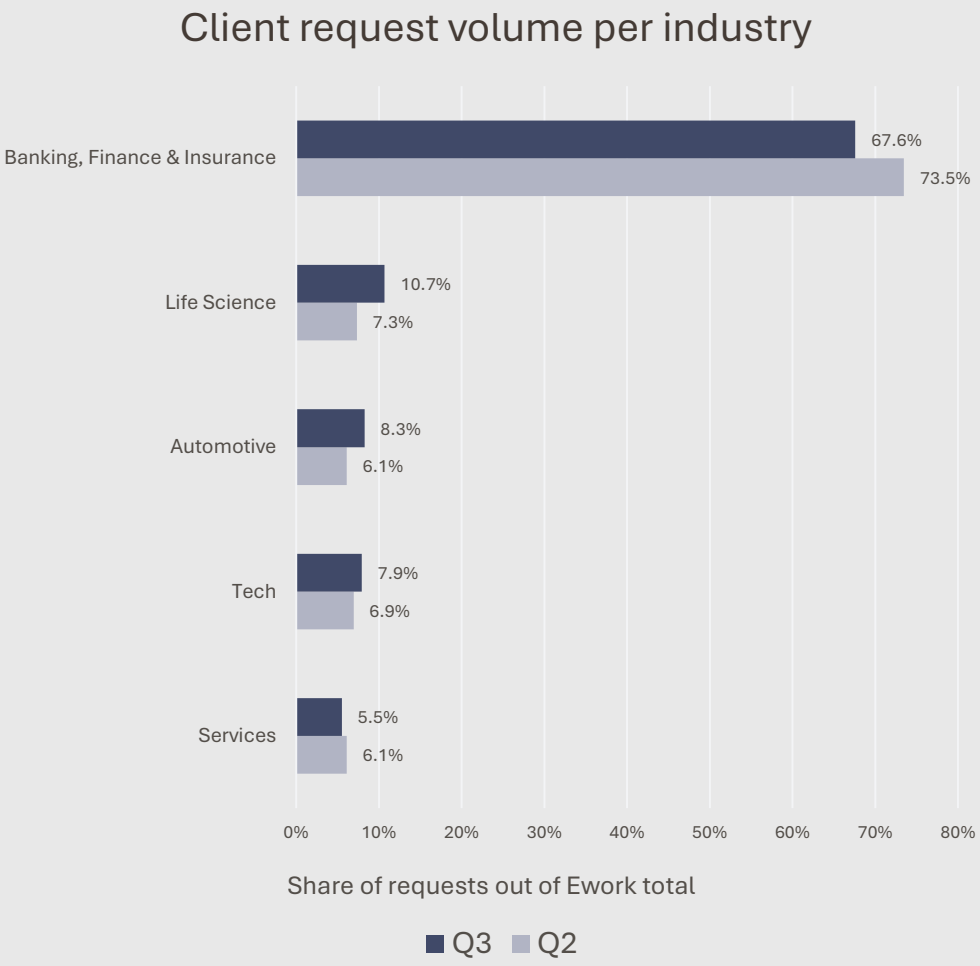
Professional Services

- 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

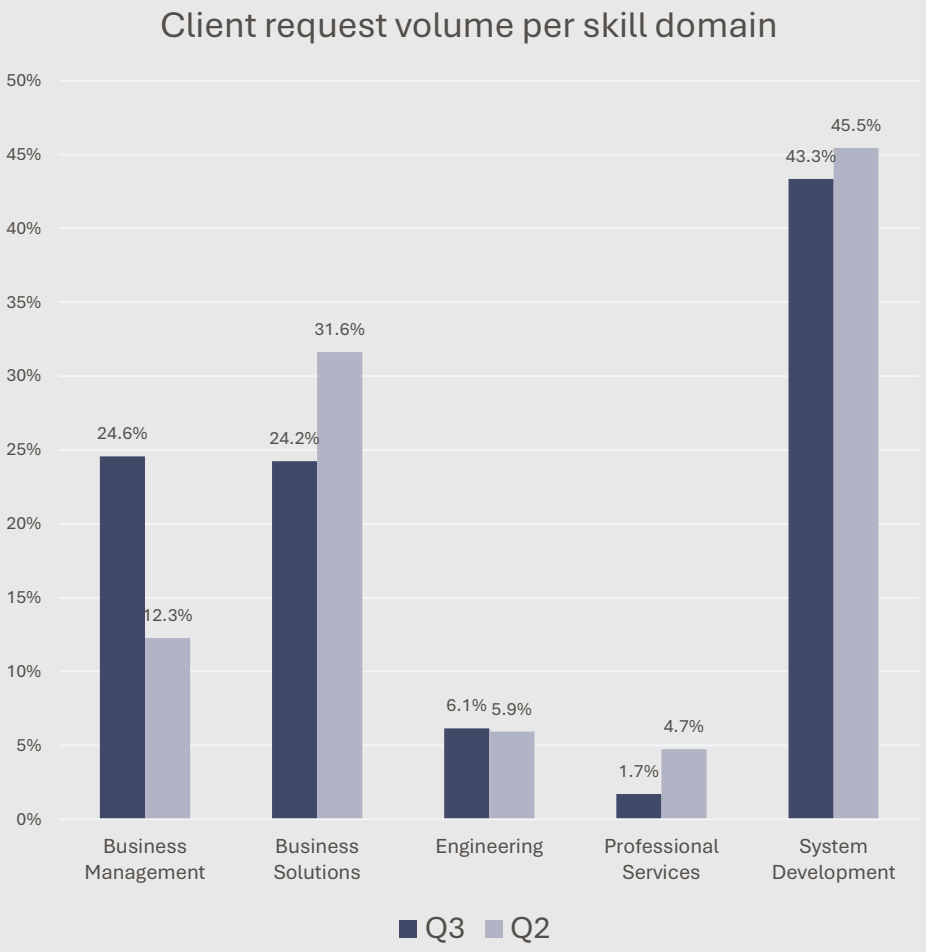


Building on previous trends, we see Banking, Finance & Insurance remain the overwhelmingly dominant demand segment at 67.6% of all requests, though down from an exceptionally high 73.5% in Q2.

The most notable movement this quarter is the broadening of demand beyond Banking, Finance & Insurance, with Life Science rising from 7.3% to 10.7%, Automotive from 6.1% to 8.3% and Tech from 6.9% to 7.9%. Services eased slightly from 6.1% to 5.5%.

It's worth clarifying that this is an illustration of how the volume of requests is distributed across the different industry segments, rather than absolute request volumes.

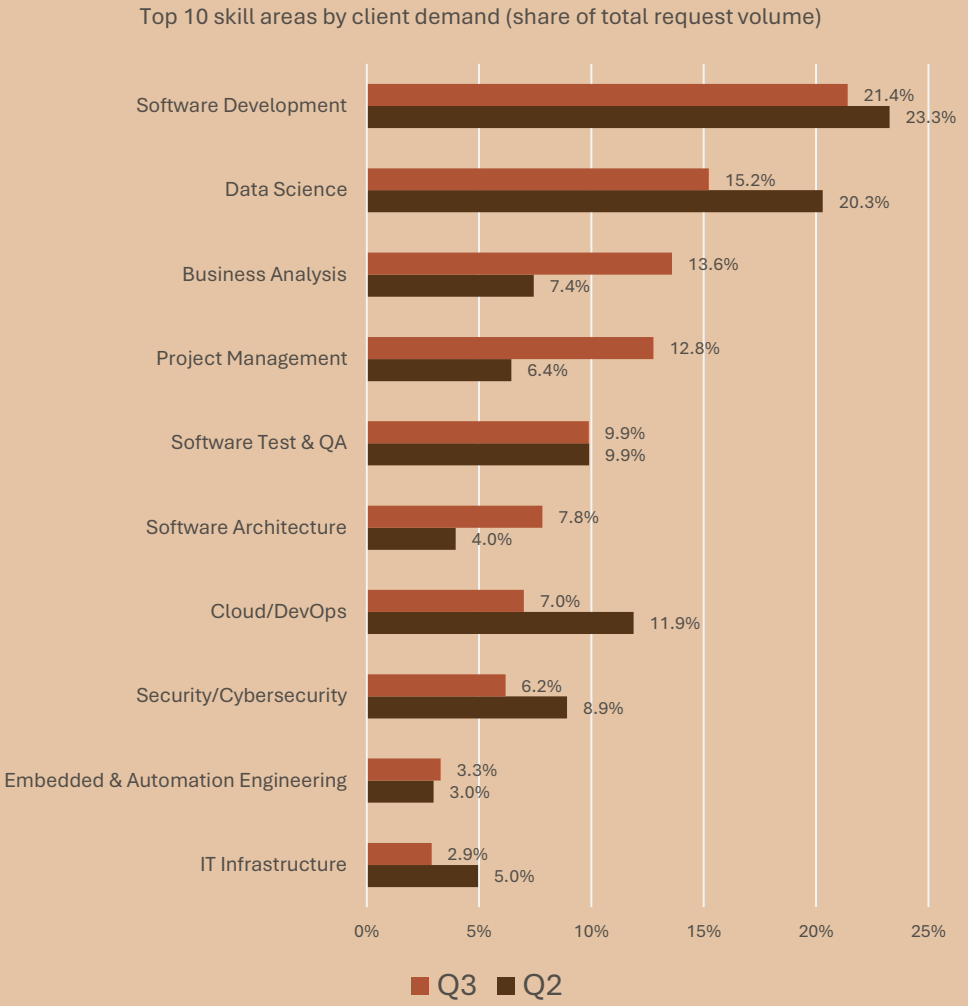
Client request volume skill domain



*Poland's Q3 client demand shows a significant shift toward **Business Management**, which doubled its share of requests and became the second-largest skill domain. **System Development** remains the largest area despite a slight decline, while Business Solutions experienced a notable drop. Engineering remained relatively stable, whereas Professional Services saw a sharp decrease.*

*Overall, demand is becoming more balanced between **System Development, Business Management, and Business Solutions**, highlighting a stronger focus on business-oriented capabilities alongside continued demand for technical expertise.*

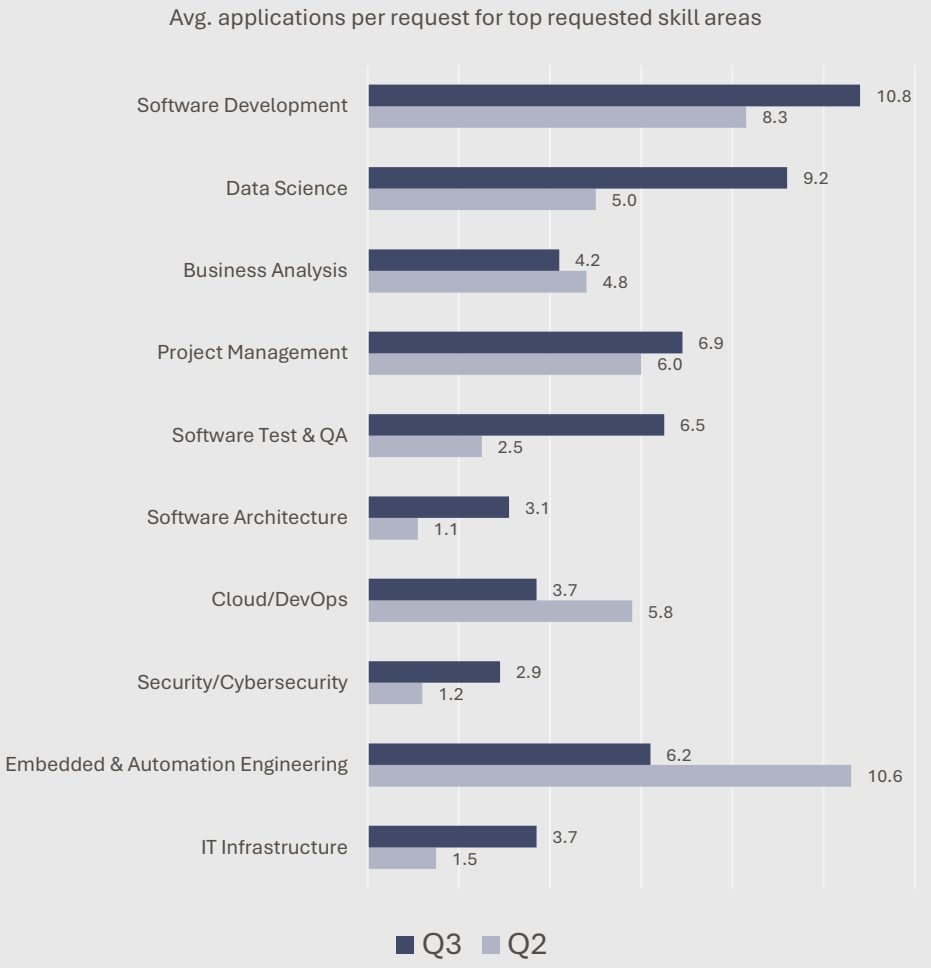
Most requested skill areas



*Poland's Q3 demand shows a clear shift toward **Business Analysis and Project Management**, both gaining significantly compared with Q2. Software Development remains the most requested skill area despite a slight decline, while Data Science and Cloud/DevOps experienced notable drops. Software Architecture also gained traction, and Software Test & QA remained stable.*

*Overall, demand is moving toward **business-oriented analysis, project delivery, and architectural expertise**, while demand for some specialized technical skill areas has softened.*

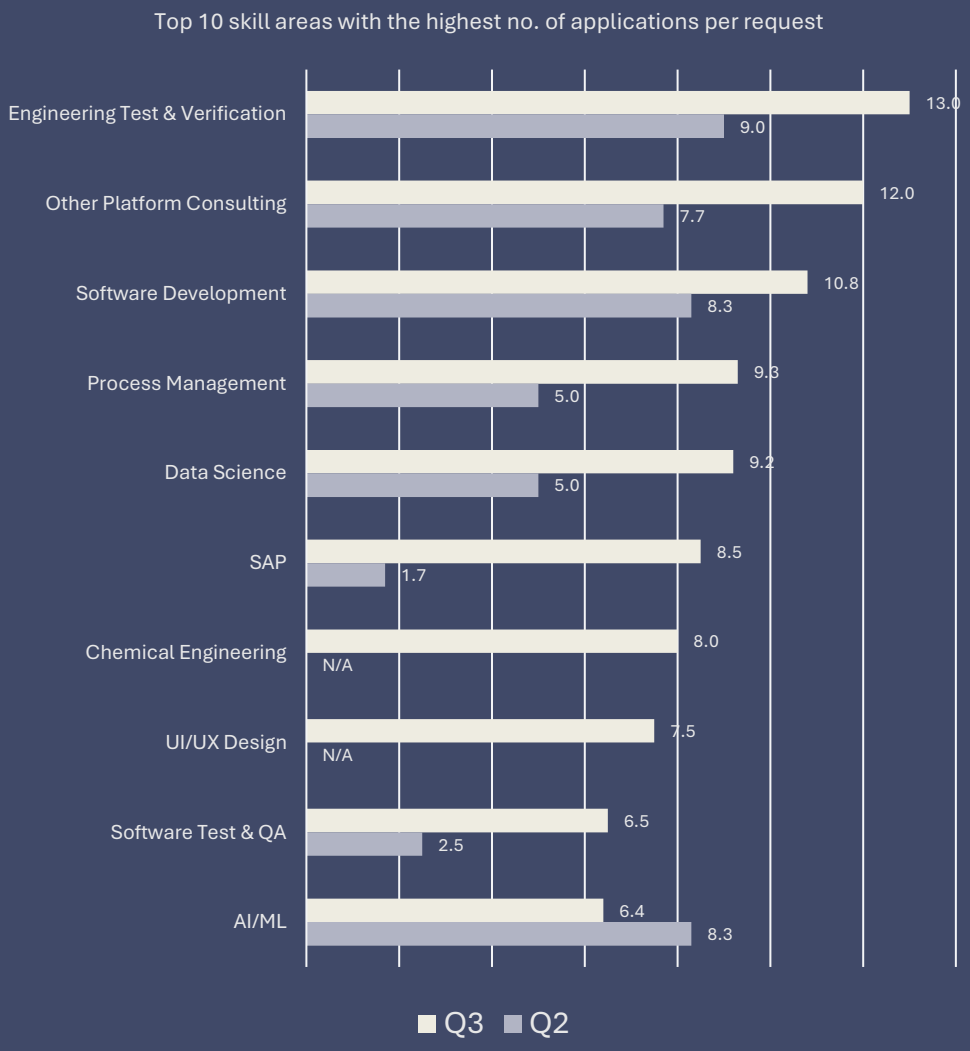
Average number of applications in most requested skill areas



*Poland's Q3 results indicate stronger candidate engagement across several key skill areas, particularly **Data Science, Software Test & QA, and Software Architecture**, all of which recorded substantial increases in average applications per request. Software Development also attracted more application, while Project Management saw a moderate improvement. Security/Cybersecurity and IT Infrastructure experienced notable gains as well, suggesting a stronger candidate response in these areas.*
In contrast, Embedded & Automation Engineering saw a significant decline, while Cloud/DevOps and Business Analysis also recorded fewer applications per request.

*Overall, **candidate response improved across many IT specializations,** although the declines in certain areas highlight varying levels of candidate engagement across Poland's technical talent market.*

Most competitive skill areas

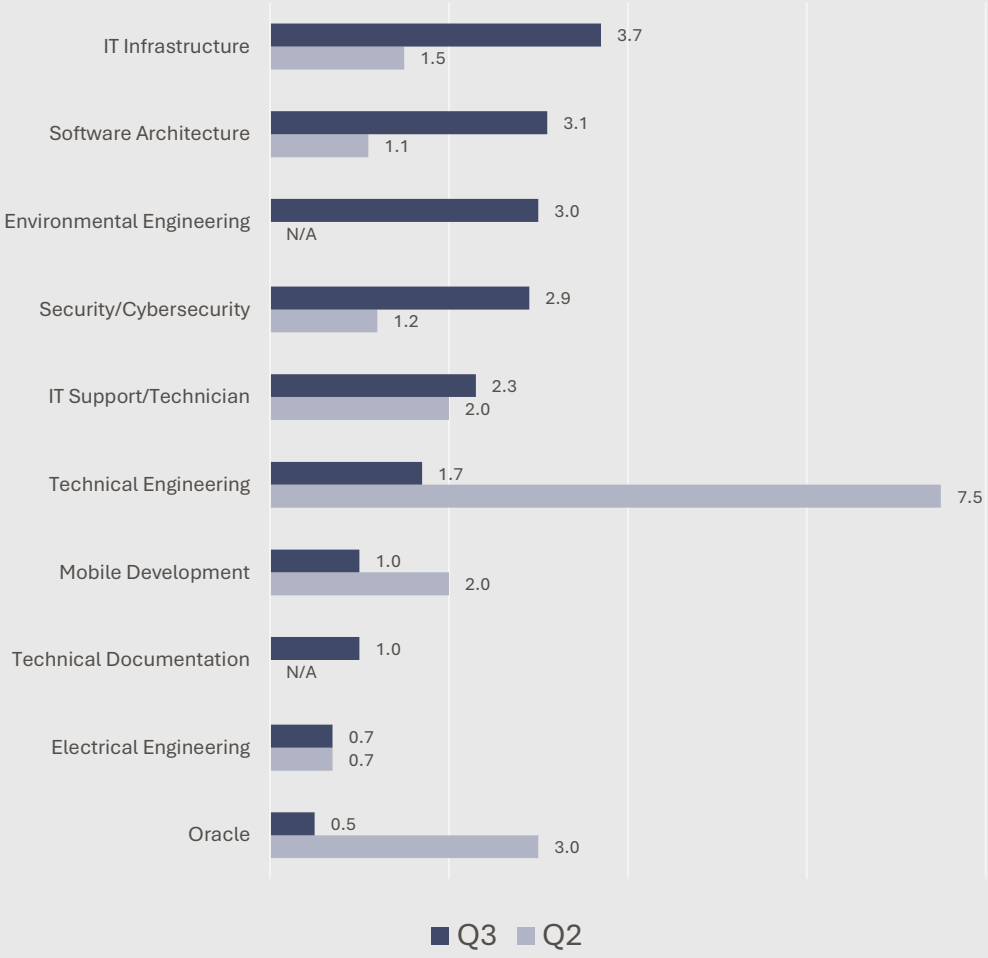


This slide highlights the skill areas that attracted the highest number of applicants per request in Poland during Q3, illustrating where candidate interest was most concentrated.

Competition is led by Engineering Test & Verification at 13.0 applications per request, up from 9.0 in Q2, followed by Other Platform Consulting (12.0, up from 7.7) and Software Development (10.8, up from 8.3). SAP shows the sharpest rise among areas with comparable data, jumping from 1.7 to 8.5, while Software Test & QA (2.5 to 6.5), Process Management and Data Science (both 5.0 to above 9.0) also increased markedly. Chemical Engineering (8.0) and UI/UX Design (7.5) enter the list as newly competitive areas with no Q2 comparison. By contrast, AI/ML is the only area to decline, easing from 8.3 to 6.4.

Least competitive skill areas

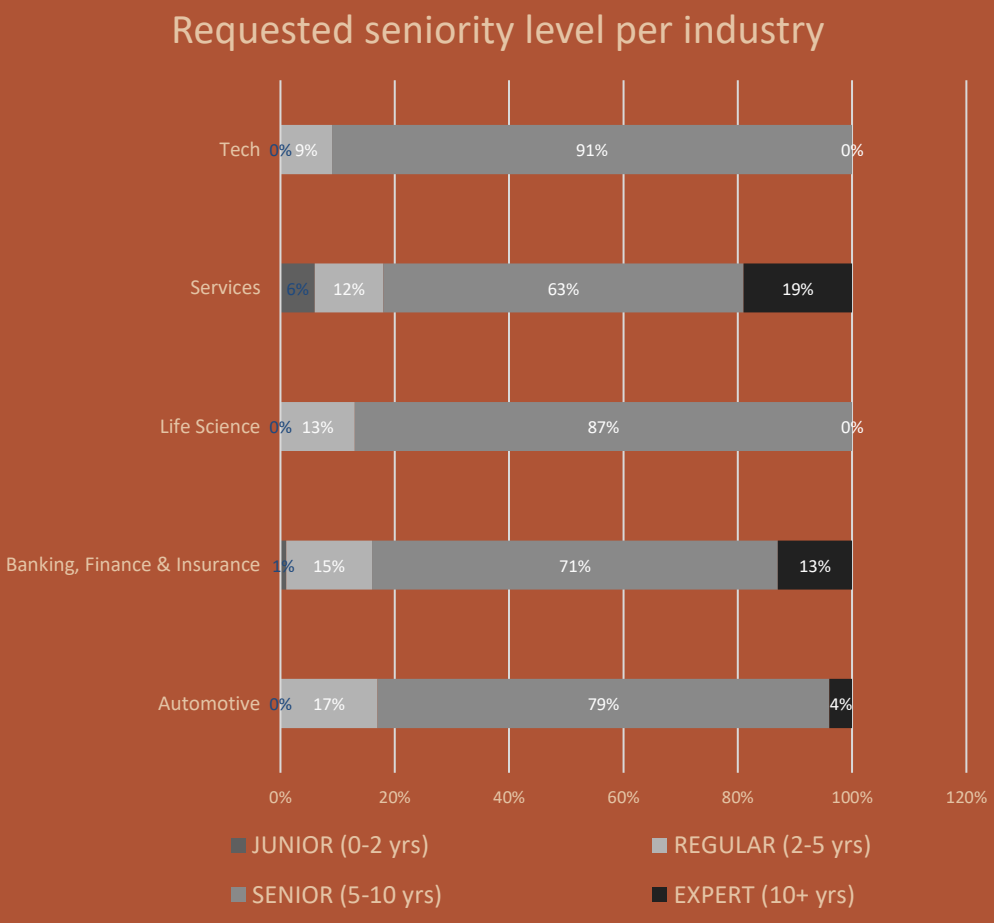
Top 10 skill areas with the lowest no. of applications per request



Most skill areas saw a rise in applications per request from Q2 to Q3, though from very low bases. IT Infrastructure (1.5 to 3.7), Software Architecture (1.1 to 3.1) and Security/Cybersecurity (1.2 to 2.9) all more than doubled. By contrast, Technical Engineering fell sharply from 7.5 to 1.7 and Oracle from 3.0 to 0.5, while Mobile Development halved from 2.0 to 1.0.

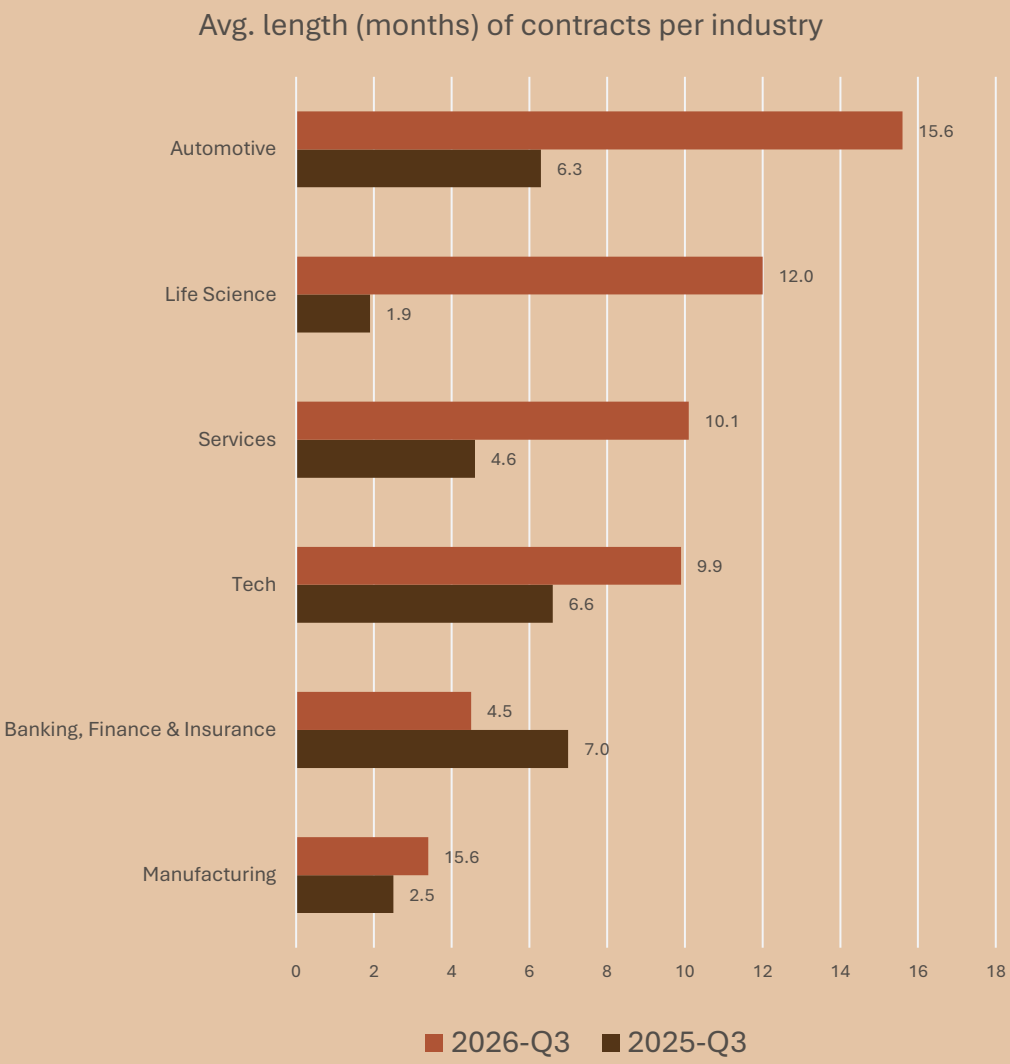
Overall, these trends highlight shifts in candidate interest and availability. The very low levels across the list, with the lowest at 0.5 applications per request, point to pockets where specialized talent remains scarce. The rise in IT Infrastructure, Software Architecture and Security/Cybersecurity may suggest candidates are gradually returning to these areas, though the small numbers mean a few requests could be driving the change.

Requested seniority level per industry



This view shows the distribution of new requests across different seniority levels, offering insights into recruitment trends and providing a sense of market temperature. Senior roles continue to dominate across all five industries, with Tech (91%) and Life Science (87%) the most senior-heavy. Services stands out with the broadest spread, including the highest expert-level demand at 19% and the only notable junior share (6%), followed by Banking, Finance & Insurance at 13% expert. Regular-level requests are most visible in Automotive (17%) and Banking, Finance & Insurance (15%), while junior demand is otherwise close to zero.

Contract length per industry



The data points to a clear increase in average contract lengths across most industries in 2026, with the most striking development being Life Science, where average contract length rose from 1.9 months in 2025-Q3 to 12.0 months this quarter. Automotive also more than doubled, from 6.3 to 15.6 months, while Services (4.6 to 10.1) and Tech (6.6 to 9.9) show notable increases, pointing to longer-term commitments in these sectors. Manufacturing edged up from 2.5 to 3.4 months but remains the shortest in the chart. Banking, Finance & Insurance is the only industry moving in the opposite direction, falling from 7.0 to 4.5 months.

Overall, the trend reflects a market where contract length is increasingly industry-specific, with sharp growth in Life Science and Automotive standing out against a more cautious Banking, Finance & Insurance segment.

Most trending skills

Top 10 requested skills Group Level Q3 2026
1. Test & Test Management
2. Azure
3. AI
4. SQL
5. Project Management
6. Software/System Architecture
7. API
8. System Integration
9. System Security
10. Java

Top 10 requested skills Poland Q3 2026
1. SQL
2. Azure
3. AI
4. API
5. Test & Test Management
6. Python
7. Java
8. REST
9. CI/CD
10. Software/System Architecture

*Poland's Q3 skill demand shows strong alignment with the broader Group trend, particularly in **Azure and AI**, which rank second and third in Poland and in the Group respectively. SQL stands out as Poland's most requested skill, compared with fourth place at Group level, highlighting the strong local demand for data-related capabilities. API and Java also feature prominently in both rankings, while Test & Test Management ranks lower in Poland than in the Group.*
*The key differences lie in Poland's stronger focus on **Python, REST, and CI/CD**, which feature in the Polish top 10 but not in the Group ranking. Conversely, **Project Management, System Integration, and System Security** appear in the Group top 10 but no in Poland's. Overall, Poland's market demonstrates a stronger emphasis on **data technologies, API development, and software delivery**, while the broader Group trend places relatively greater weight on testing, project management, integration, and security.*

Ework Skillshift Lens

Stay ahead with AI-powered insights into future skills and workforce trends. Ework Skillshift Lens is a digital platform that provides data-driven insights into evolving skills, workforce trends and the impact of AI.

EXPLORE THE FUTURE OF WORK

AI Skillshift Temp

Skillshift Temp is Ework's quarterly barometer of how the AI skills landscape is evolving. Follow the demand for AI expertise, see which skills are rising and declining, and track the growth of AI talents across our independent network.

TRACK THE TEMPERATURE OF THE AI SKILLS MARKET