



EWORK GROUP

Consultancy Market Trends & Insights

Poland

Q4 2025

Consultancy Market Trends & Insights: Q4 2025

Stay ahead of the curve with the latest trends shaping the talent market. In our Q4 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 May!



Introduction

From uncertainty to structure

The closing quarter of 2025 carried forward what defined much of the year: global uncertainty, geopolitical pressure, and organizations rethinking how they operate in a world shaped by AI and rapid change. But where earlier quarters felt reactive, Q4 showed something different. Our clients moved toward structure, planning, and execution.

Our data reflects this clearly. Project Management rose sharply across nearly every Nordic market, a sign that organizations are setting up for what comes next rather than firefighting the present. System Development grew significantly in Poland, Denmark, and Sweden, confirming that delivery and production are back at the center of spending. Public sector strengthened its position as the leading buyer across the Nordics. Contract lengths increased in most markets. And competition among consultants intensified, especially in cloud, backend, and enterprise skills like Azure, Java, Kubernetes, and SAP.

The market is preparing for 2026, and we see the signals in Verama.



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

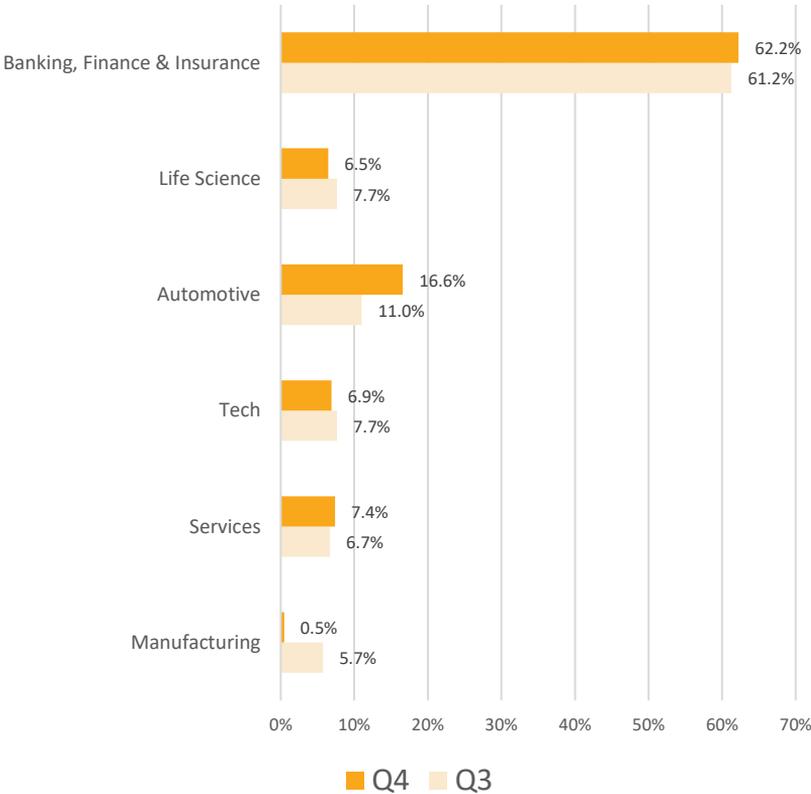
Lab engineering

Technical documentation



Client request volume per industry

Client request volume per industry



“Displaying a slight relative increase, the Banking, Finance & Insurance industry continued to dominate in Q4 in terms of the volume of requests from our clients. We also observed a positive trend in the number of requests coming from the Automotive and Services sectors, while Life Science, Tech and Manufacturing dropped slightly”

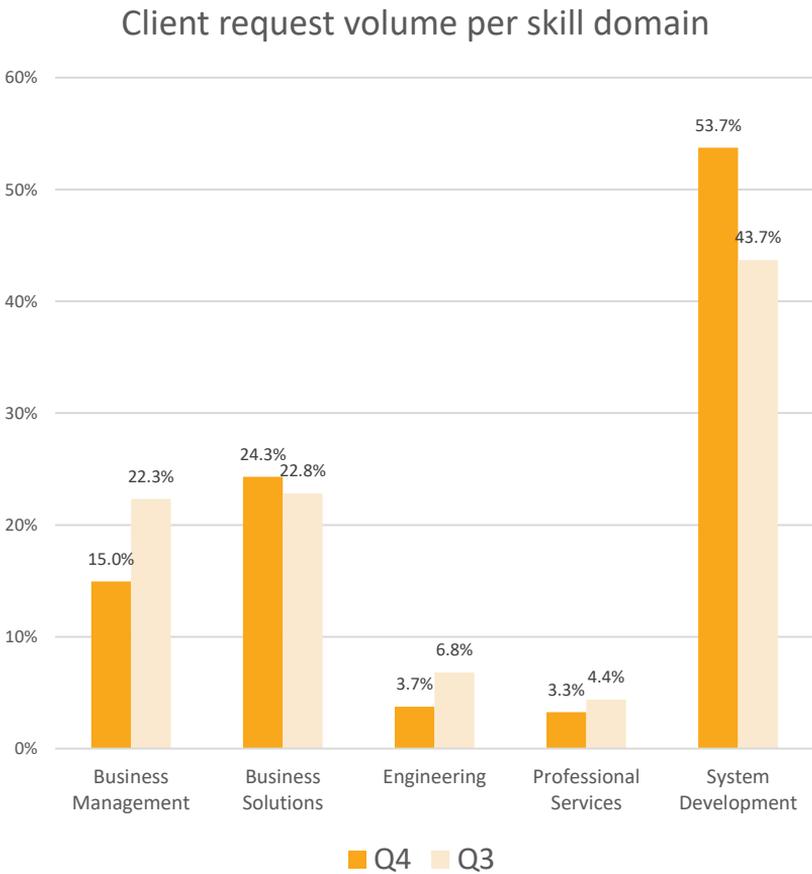
In terms of the overall absolute volume there was a 4% increase across the board, which is slightly less than expected given that Q3 often is the quarter with lowest request volumes overall.



Michael Hellman
Skill Practice Lead, Engineering,
Ework Group



Client request volume per Skill Domain



In Poland, System Development strengthened its dominance in Q4 (+10pp), now accounting for more than half of total demand. Business Solutions also grew slightly, while Business Management, Engineering, and Professional Services all declined.

The trend signals a clear pivot toward hands-on technical execution and core development capacity, with reduced emphasis on management and advisory functions – reinforcing Poland’s role as a delivery-driven tech market.

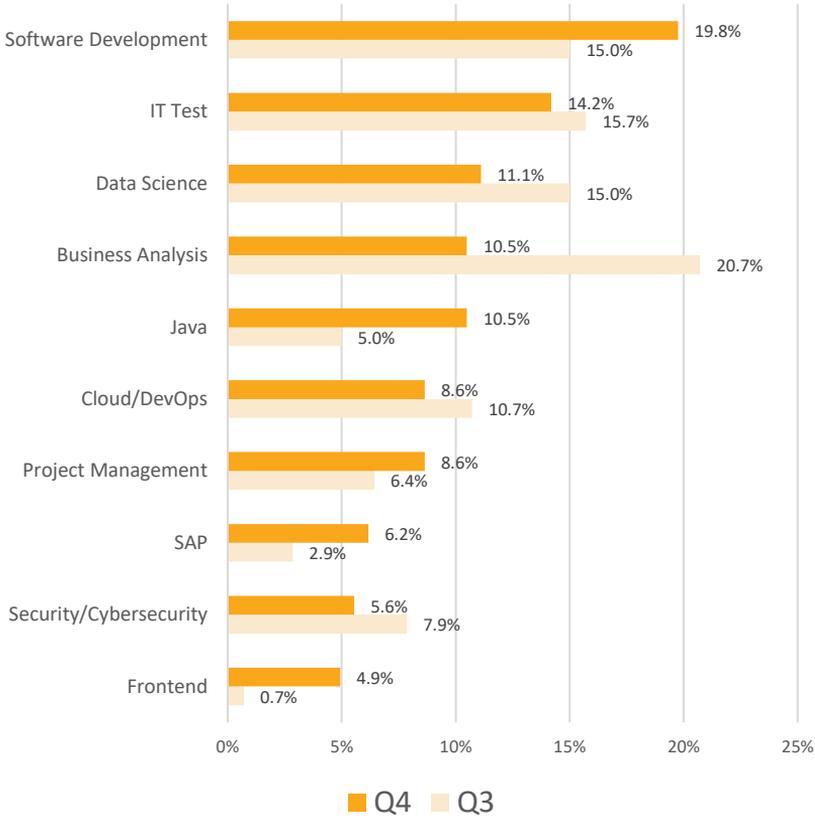


Casandra Averfalk
Skill Practice Lead, System Development,
Ework Group



Most requested skill areas

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



Software Development continues to be the most requested skill area, with demand steadily increasing from Q3 to Q4. Most other skills saw slight declines, with Business Analysis standing with a notable drop.

Interestingly, Project Management saw a small growth from 6.4% to 8.6%, though it remains a low-demand area.

Overall, the trends suggest that the market is still strongly focused on technical roles, while demand for traditional business-oriented skills is softening.



Selena Muratovic

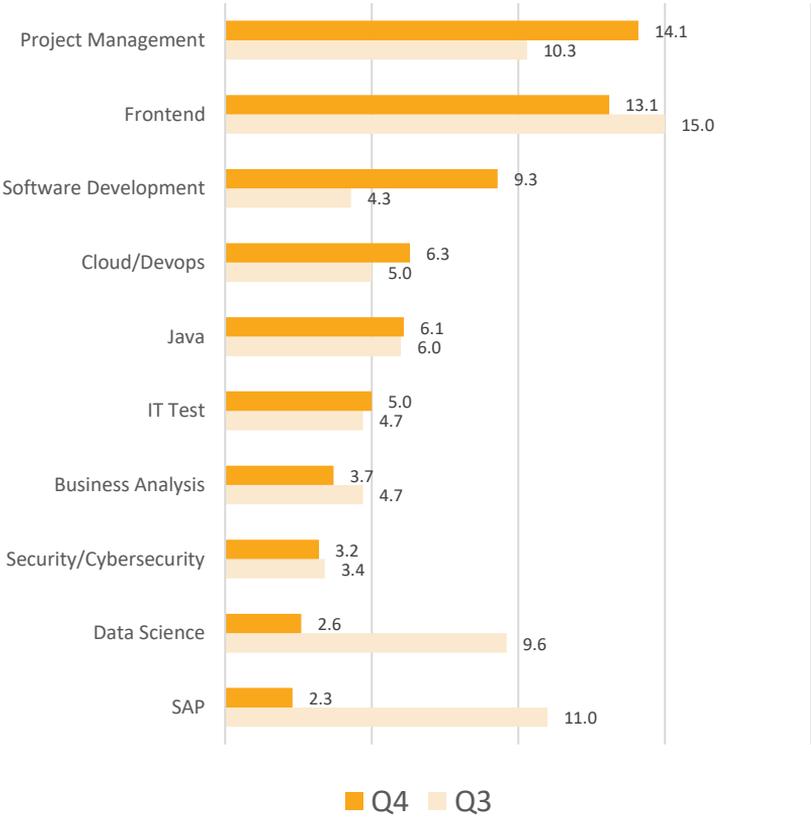
Skill Practice Lead, Business Management,
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General



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 emerged as the most competitive, showing a higher applicant-to-request ratio than in the previous quarter. Frontend and Software Development followed, with the latter experiencing a significant increase in competition compared to last quarter. Conversely, Data Science and SAP recorded notable declines in competitiveness.

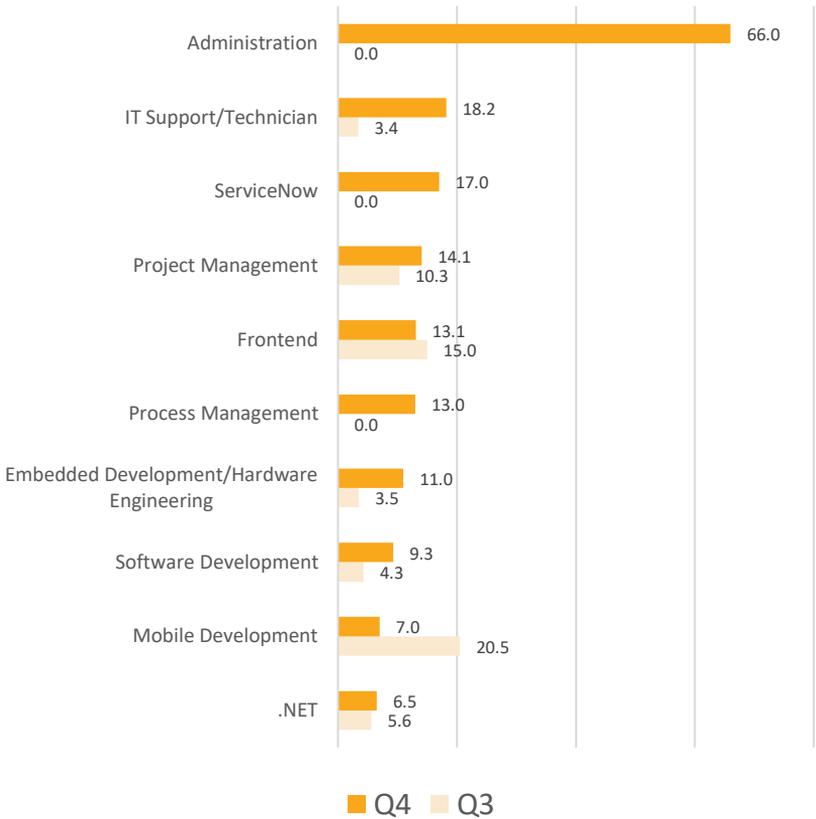


Anniken Sundby
Skill Practice Lead, Business Solutions,
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Most competitive skill areas

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

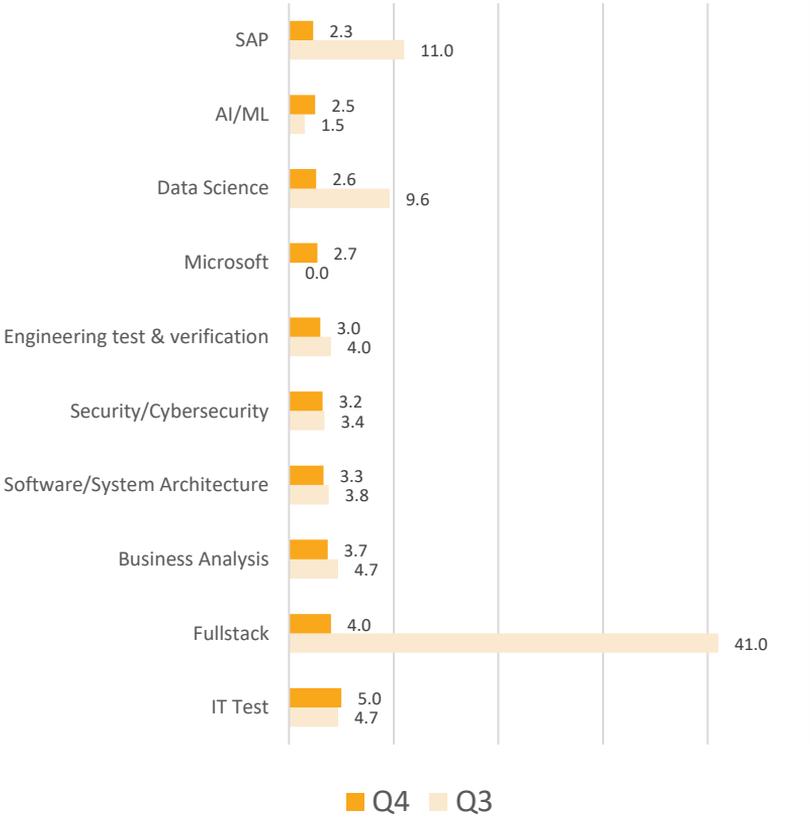


The slide highlights the top ten skill areas with the highest average number of applications per request in Q4. Administration stands out with an exceptionally high application volume, far exceeding all other areas and representing a substantial increase from the previous quarter. In contrast, Mobile Development is the only area with a significant decline, dropping from one of the strongest positions in Q3 to a much lower level in Q4.



Least competitive skill areas

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



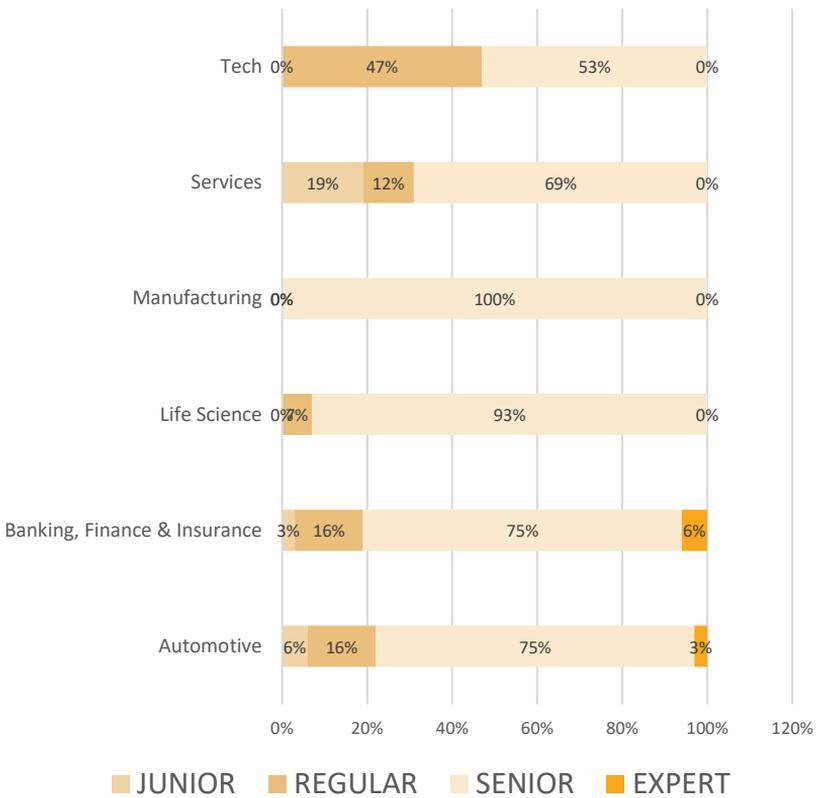
Least competitive skill areas in Poland continued to decline from Q3 to Q4, with Fullstack seeing the most dramatic drop, falling from 41% to 4%.

This possibly indicates that certain specialized areas are attracting fewer applicants, possibly due to limited talent availability, shifting candidate interest, or signs of a more saturated market.



Requested seniority level per industry

Requested seniority level per industry



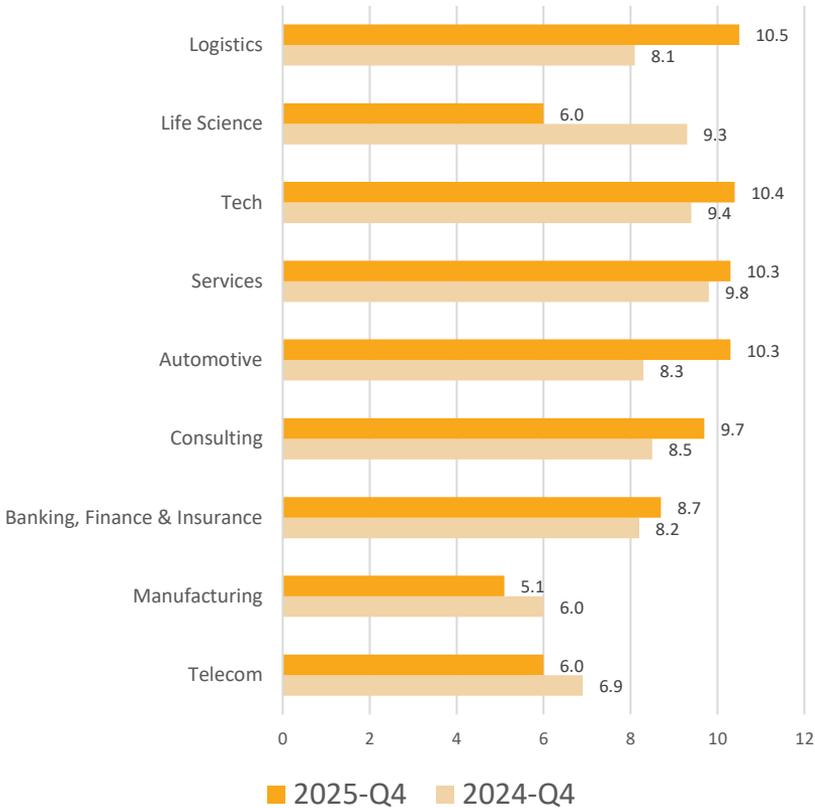
Here we're looking at the distribution between different seniority levels for new requests, which gives an indication of the market temperature. At first glance, we can see that senior roles still clearly dominate across most sectors, something that is quite normal and consistent over the past few quarters.

In the Tech sector we see a fairly even distribution between senior and regular consultants, which is uncommon. Another anomaly is the almost 20% demand for junior consultants within the Services sector. Encouraging to see junior profiles being let into the market as well, which we see being increasingly difficult given technological advancements.



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 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 **Life Science, Manufacturing and Telecom sectors**.*



Most trending skills

Top 10 requested skills Group Level Q4 2025

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

Top 10 requested skills Poland & Slovakia Q4 2025

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

Poland's Q4 demand closely mirrors the global trend, with SQL, Java, Python, and Azure leading – confirming strong alignment with cloud and backend development priorities. However, the inclusion of SAP, Linux, and Jira highlights a stronger emphasis on enterprise systems, infrastructure stability, and structured delivery processes.

Overall, Poland's market reflects a mature, execution-focused tech environment, combining core development skills with enterprise platform expertise and DevOps-driven operations.



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

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

