



EWORK GROUP

Consultancy Market Trends & Insights

Sweden

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

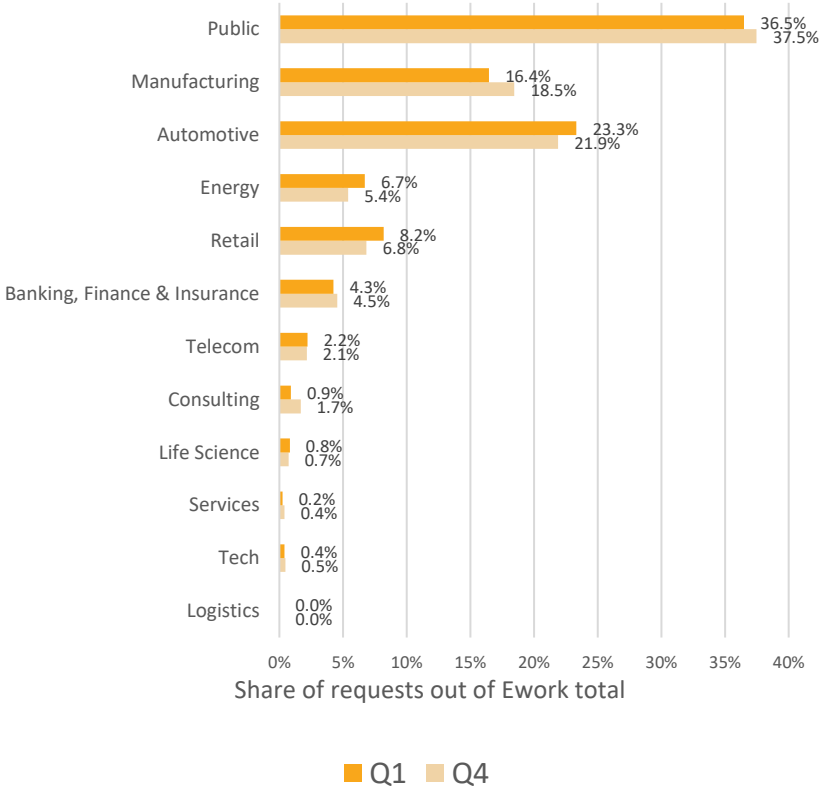
Lab engineering

Technical documentation



Client request volume per industry

Client request volume per industry



Building on previous trends and comparing to our last report, we see a slightly less dominant Public sector and an increasing Automotive demand, while Manufacturing lost some ground, dropping to around 16% of the request volume. Great to see a continued resurgence for the Automotive sector, which is in a critical phase in the moment, facing serious competition from Chinese competitors.

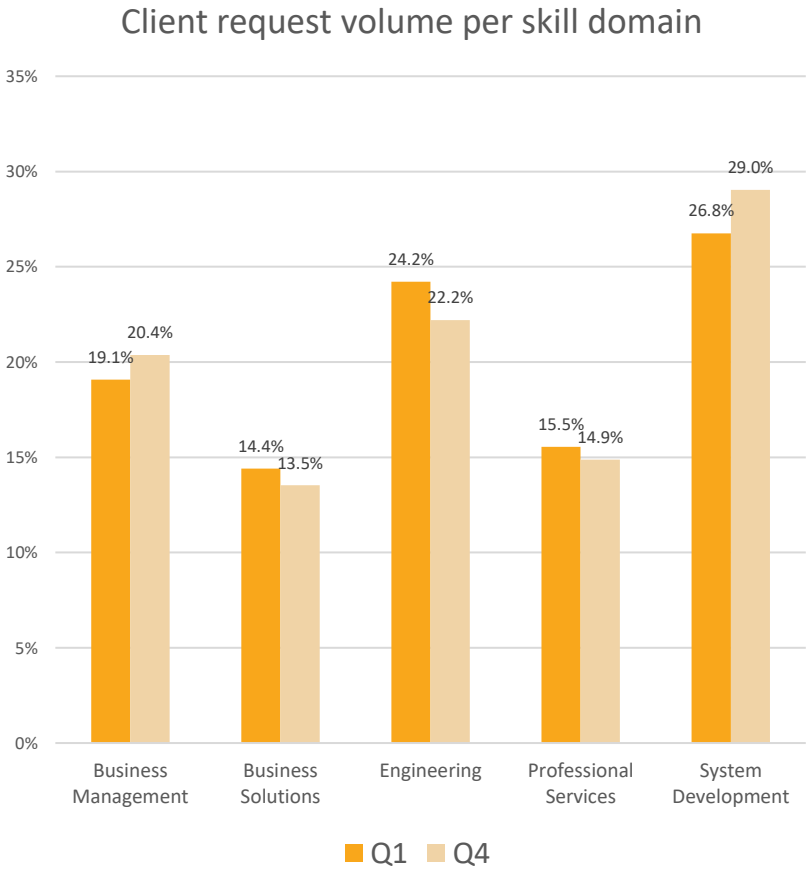
It's worth clarifying that this is an illustration of how the volume of requests is distributed across the different industry segments. In terms of total request volume, we see an increase of 2.8% across the board for Q1 compared to Q4 2025.



Michael Hellman
Skill Practice Lead, Engineering,
Ework Group



Client request volume per Skill Domain



In Sweden, demand is gradually rebalancing away from **System Development** (-2.2pp) toward **Engineering** and **Professional Services**, both showing clear growth. **Business Solutions** also increased slightly, while **Business Management** softened.

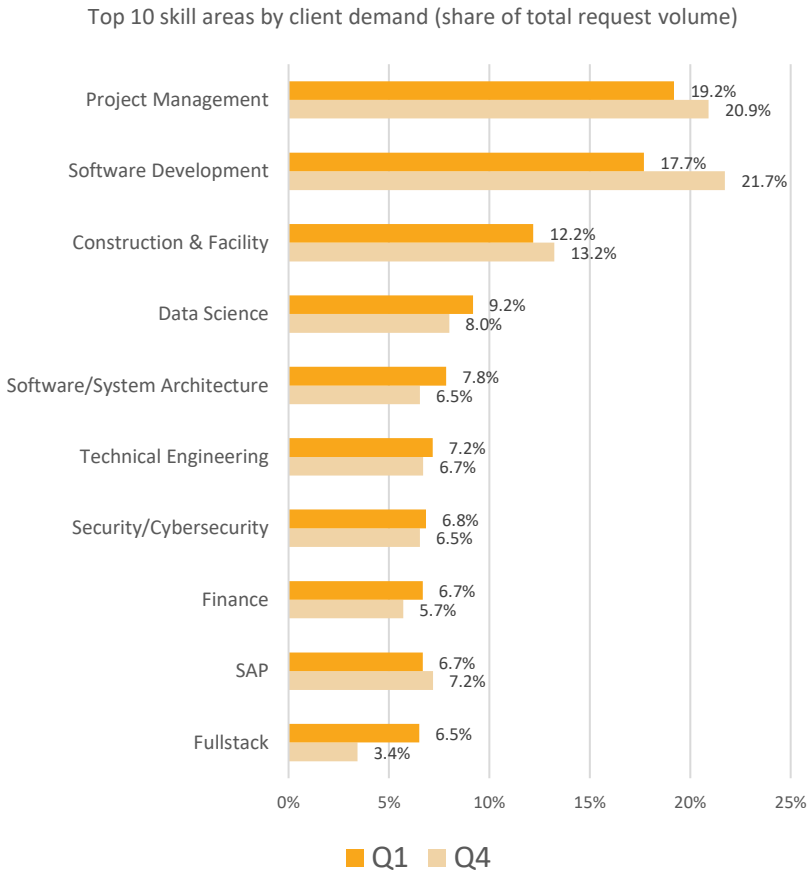
This shift suggests the market is moving beyond pure build phases into **optimization, architecture, and specialized advisory work**, where deeper technical expertise and consulting support are increasingly valued. Overall, Sweden is transitioning toward a more **mature, capability-driven market**, balancing delivery with higher-value engineering and professional services.



Casandra Averfalk
Skill Practice Lead, System Development,
Ework Group



Most requested skill areas

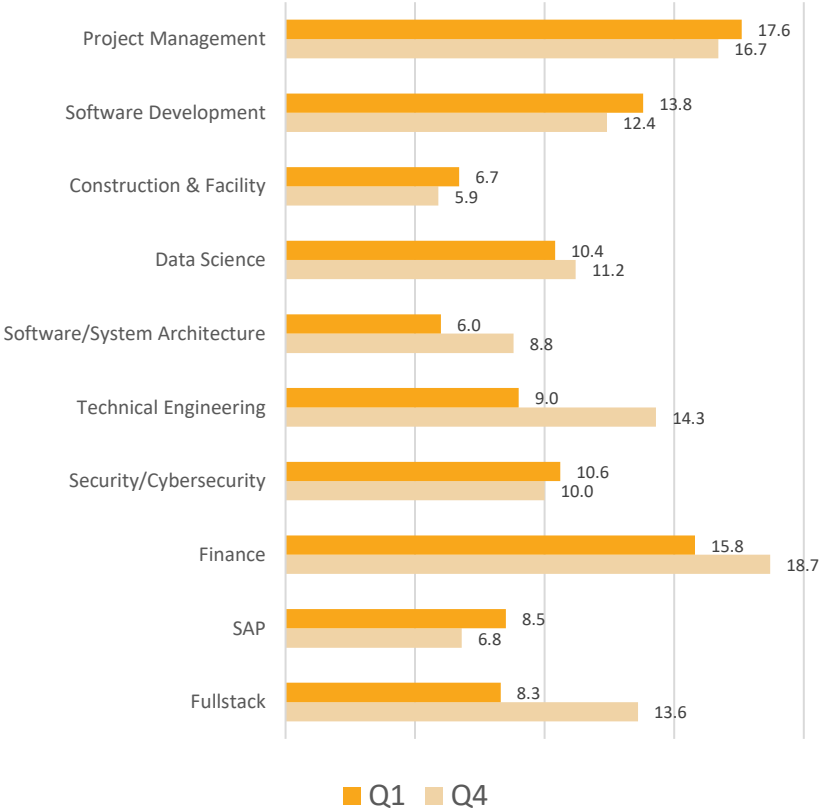


This slide highlights the skill areas with the highest client demand, measured by share of total request volume, in Sweden during Q1 2026, with a comparison to Q4 2025. Project Management and Software Development, together with Construction & Facility, remain the most in-demand skill areas, accounting for the largest share of requests in both periods, although demand declines slightly from Q4 2025 to Q1 2026. Demand for other popular skill areas remains relatively stable moving into Q1 2026. At the lower end of the ranking, Fullstack stands out with a clear increase in demand compared to Q4 2025.



Average number of applications in most requested skill areas

Avg. applications per request for top requested skill areas



Among the skill areas with the highest demand, and consistent with trends observed in Q4 2025, Project Management and Finance stand out in Q1 2026 with the highest average number of applications per request. Competition in Project Management remains stable at a consistently high level, increasing slightly from 16.7 in Q4 2025 to 17.6 in Q1 2026, while Finance experiences a modest decline from its Q4 peak. By contrast, Fullstack and Technical Engineering roles, which attracted relatively high application volumes in Q4 2025, show a clear reduction in competition in Q1 2026 and do not reach the same level of competitive intensity as Project Management and Finance.

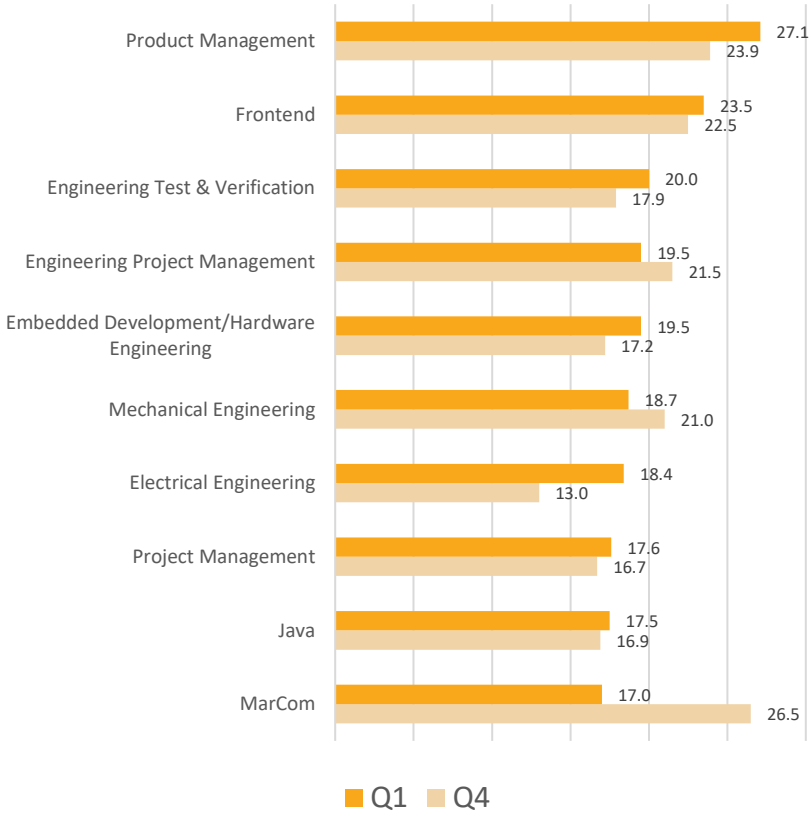


Anniken Sundby
Skill Practice Lead, Business Solutions,
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Most competitive skill areas

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

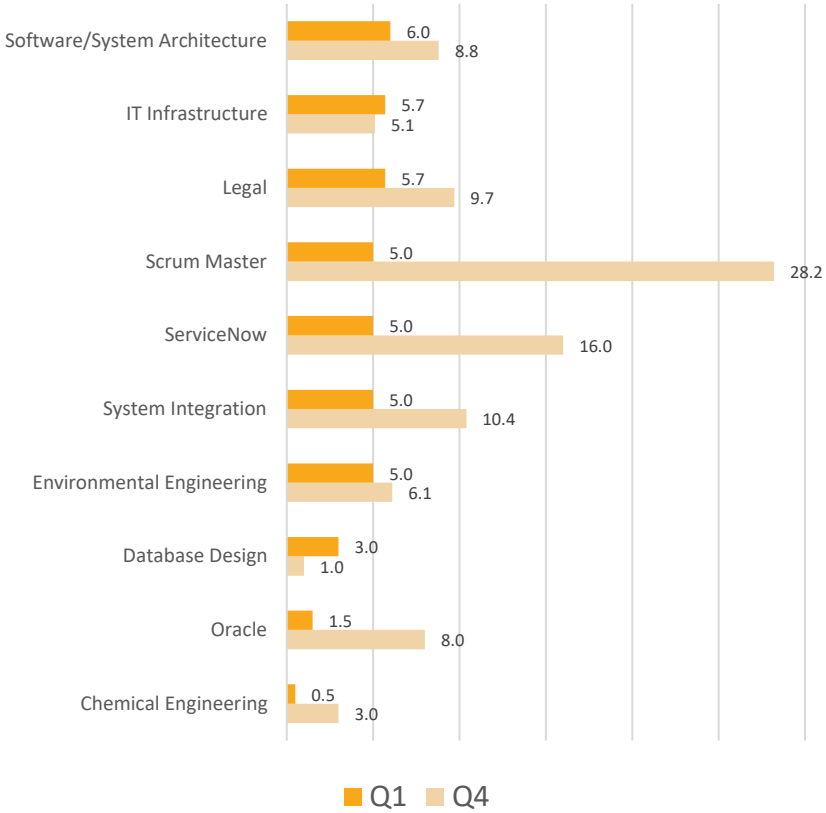


This slide highlights the skill areas that attracted the highest number of applicants per request in Sweden during Q1, illustrating where candidate interest was most concentrated. Competition is particularly pronounced within the engineering field, with several skill areas in the Engineering domain ranking among the most competitive, reflecting sustained and broad-based interest from candidates. Product Management stands out as the single most competitive area, showing a clear increase in applications per request from Q4 2025 to Q1 2026. By contrast, MarCom, which experienced high competition in Q4 2025, shows a notable decline in Q1 2026, indicating a moderation in candidate pressure compared to the previous quarter.



Least competitive skill areas

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



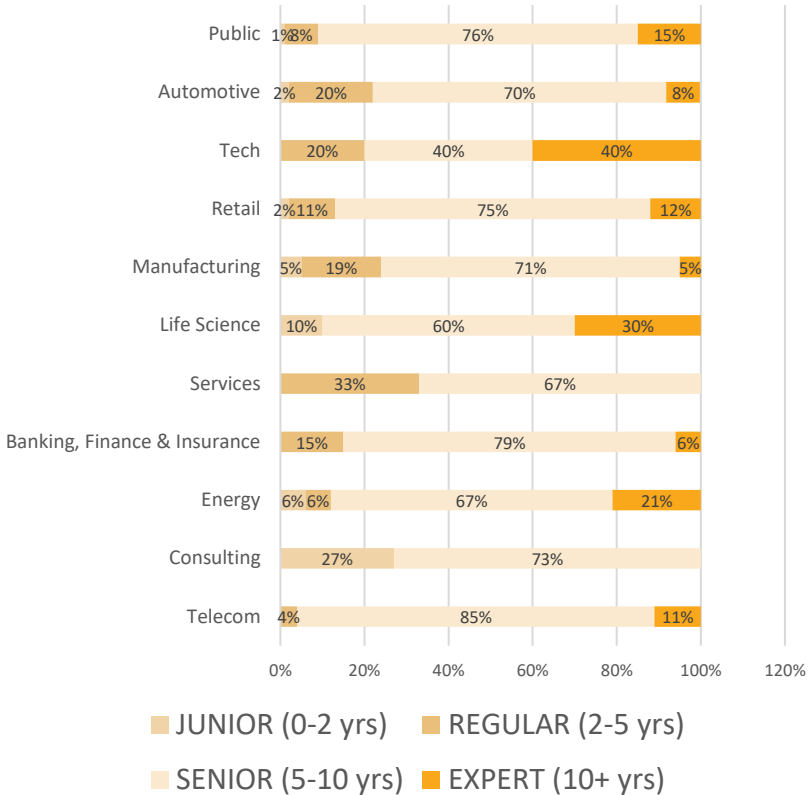
Most skill areas saw a decline in applications per request from Q4 to Q1, with the largest drops in the previously overheated Scrum Master segment as well as decreases to more expected levels for ServiceNow and Legal. There is clearly room for more candidates in above all the Chemical Engineering sector.

Overall, these trends highlight shifts in candidate interest and availability. In a tight financial market, the decline could be a positive sign, easing competition and creating a more balanced supplier-demand situation



Requested seniority level per industry

Requested seniority level per industry

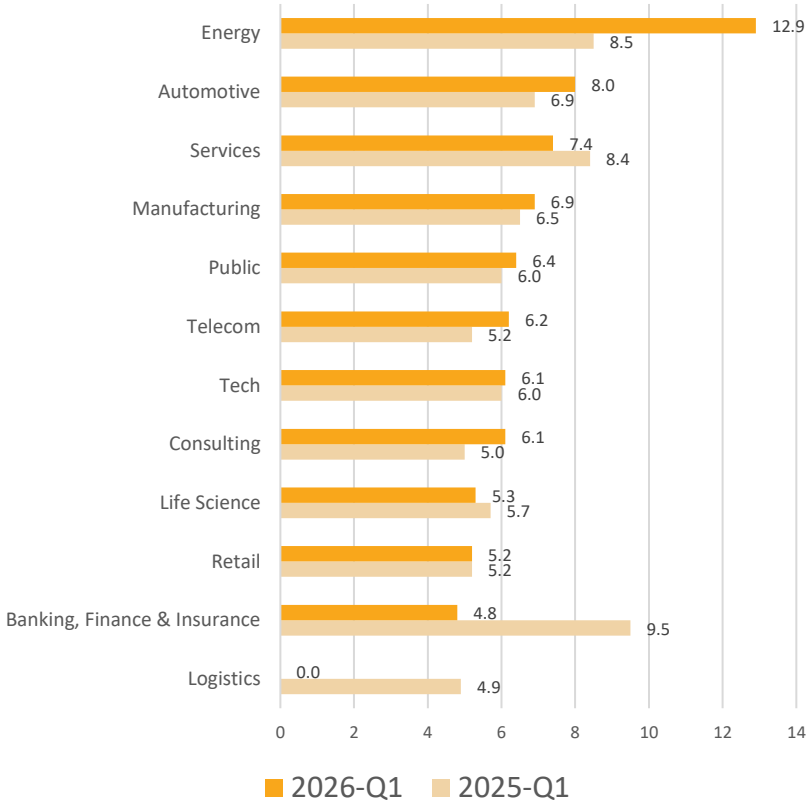


This view shows the distribution of new requests across different seniority levels, offering insights into recruitment trends and providing a sense of market temperature. Senior roles continue to dominate overall, but there are signs of an increased spread of demand between seniority levels this quarter, likely due to companies' investing in advanced technology such as AI, Cloud, Cyber security and Data science.



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 the nice increase in contract length in the **Energy** sector, which also showed increasing request volumes. This is definitely a sector to keep an eye on moving forward, seeing the increasing importance of the sector and that governments and companies will have to spend a lot of money here to secure to secure future energy supply, infrastructure resilience, and the transition to more sustainable energy systems.*



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 Sweden Q1 2026

1. Project Management
2. Azure
3. SAP
4. SQL
5. Python
6. CI/CD
7. Agile
8. AI
9. Software/System Integration
10. API

While global demand in Q1 2026 is driven by cloud, data, and emerging AI capabilities (Azure, SQL, AI), Sweden places Project Management at the top, alongside strong demand for SAP, System Integration, and APIs.

This combination signals a market focused on executing complex, enterprise-wide transformation programs, where modern technologies are being actively implemented rather than explored. The prominence of integration and API skills highlights the need to connect systems and scale solutions, while Project Management ensures structured delivery. Overall, Sweden is operating in a mature transformation phase, balancing technical innovation with strong governance and execution leadership.



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

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

