



EWORK GROUP

Consultancy Market Trends & Insights

Sweden

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

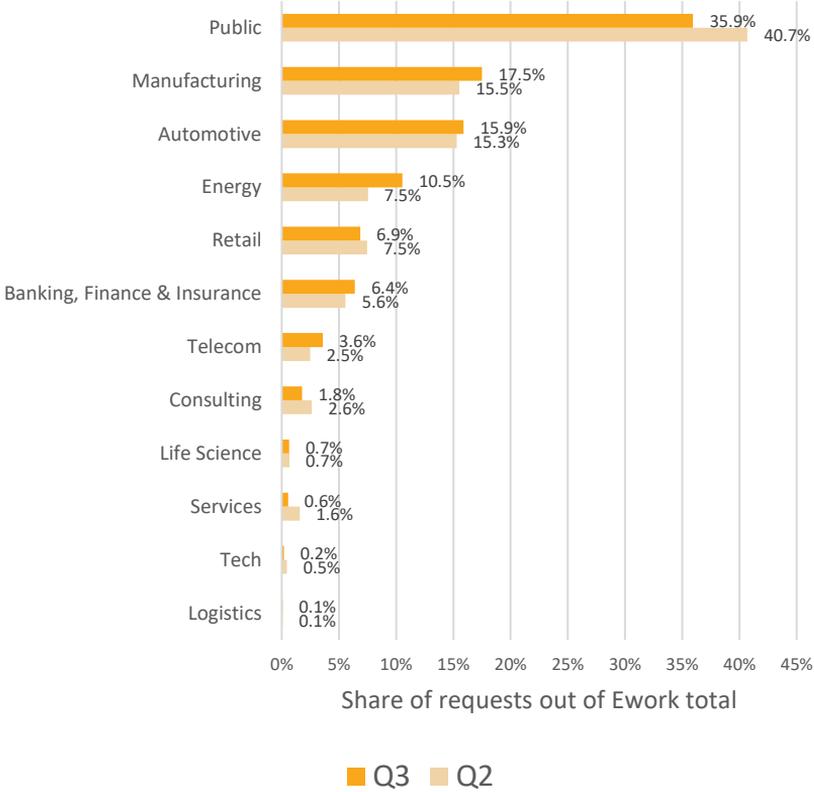
Lab engineering

Technical documentation



Client request volume per industry

Client request volume per industry



Comparing to our last report, we see a slightly less dominant Public sector and a stabilized Automotive demand, while Manufacturing continues to be strong, representing around 15%. The relative growth of the Energy sector is also notable, as it has grown to a share of over 10%, reflecting ongoing investment in the green transition. Retail and banking remain stable mid-sized segments, whereas telecom, consulting, and life science show smaller but consistent volumes.

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 a slight decrease across the board for Q2 compared to Q1 2025.

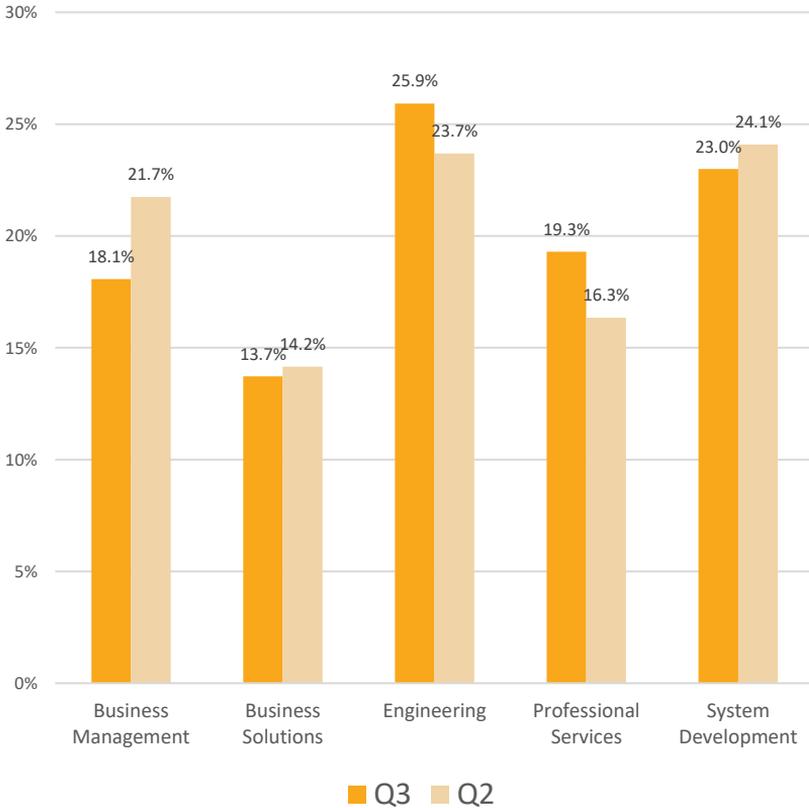


Michael Hellman
Skill Practice Lead, Engineering,
Ework Group

General

Client request volume per Skill Domain

Client request volume per skill domain



In Sweden, client demand is gradually moving toward Engineering and Professional Services, both showing solid growth and indicating a rising focus on technical expertise and specialized consulting. Meanwhile, Business Management and Business Solutions saw moderate declines, suggesting reduced emphasis on strategic and planning-oriented roles. System Development remains stable, highlighting sustained but maturing demand for core tech delivery.

Overall, the trend reflects a shift from management-driven to capability-driven engagements, where hands-on engineering and expert services are gaining traction.

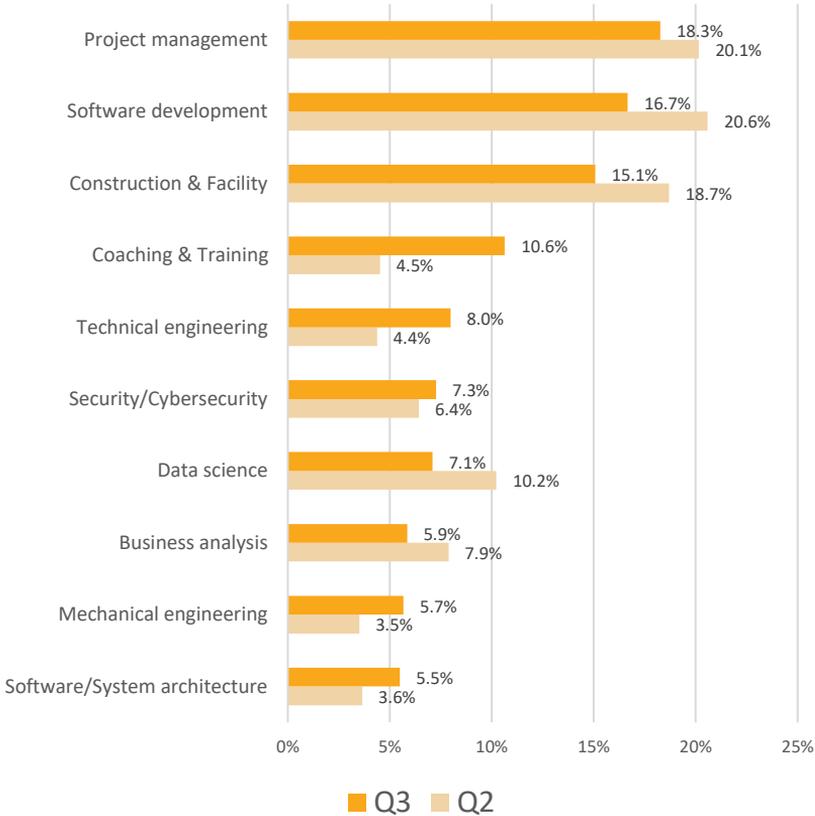


Casandra Averfalk
Skill Practice Lead, System Development,
Ework Group



Most requested skill areas

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



Project Management remains at the top, even though it saw a slight decrease of about 2%. The same applies to System Development and Construction/Facilities, which, despite a small decline in demand, remain among the top three skill areas.

The most notable changes are the rise in Coaching and Training, increasing from 4.5% to 10.6%, and the decline in Data Science, which dropped from 10.2% to 7.1%. These trends indicate a growing focus on people development alongside stable demand for traditional technical and management skills.

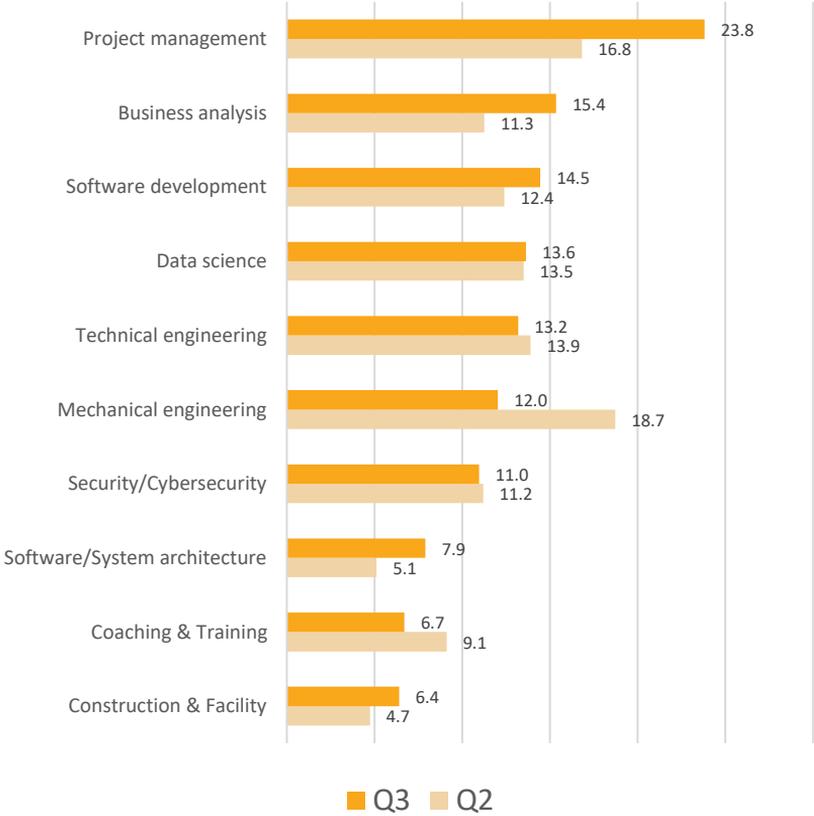


Selena Muratovic
Skill Practice Lead, Business
Management, Ework Group



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, Project Management stands out in Q3 as the most competitive field, with an average of 23.8 applicants per request. This represents the largest increase in competition compared to the previous quarter. It is noteworthy that the increase in applicant numbers coincides with a slight decline in client demand for project management. This suggests that the supply of candidates in this field continues to grow, even as client demand has stabilized or decreased slightly.

In contrast, Mechanical Engineering, which recorded the highest competition in the previous quarter, has experienced the most significant drop in applicant numbers among the top in-demand skill areas. At the same time, client demand within Mechanical Engineering has increased since last quarter. This inverse trend - declining competition despite rising demand - could indicate a tightening talent pool or a shift in candidate preferences.

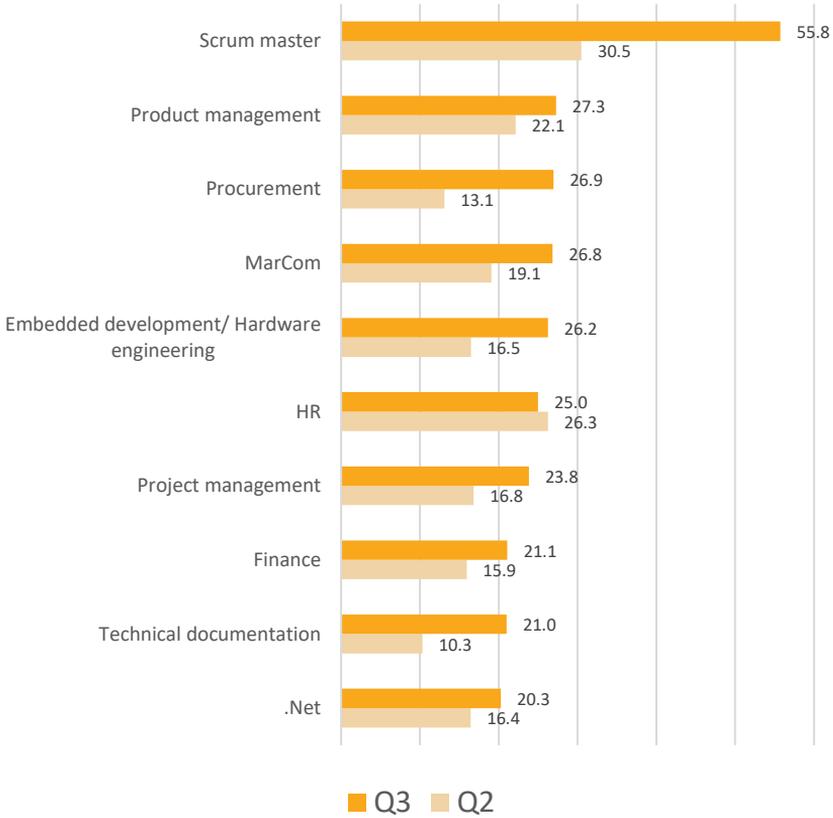


Anniken Sundby
Skill Practice Lead, Business Solutions,
Ework Group



Most competitive skill areas

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



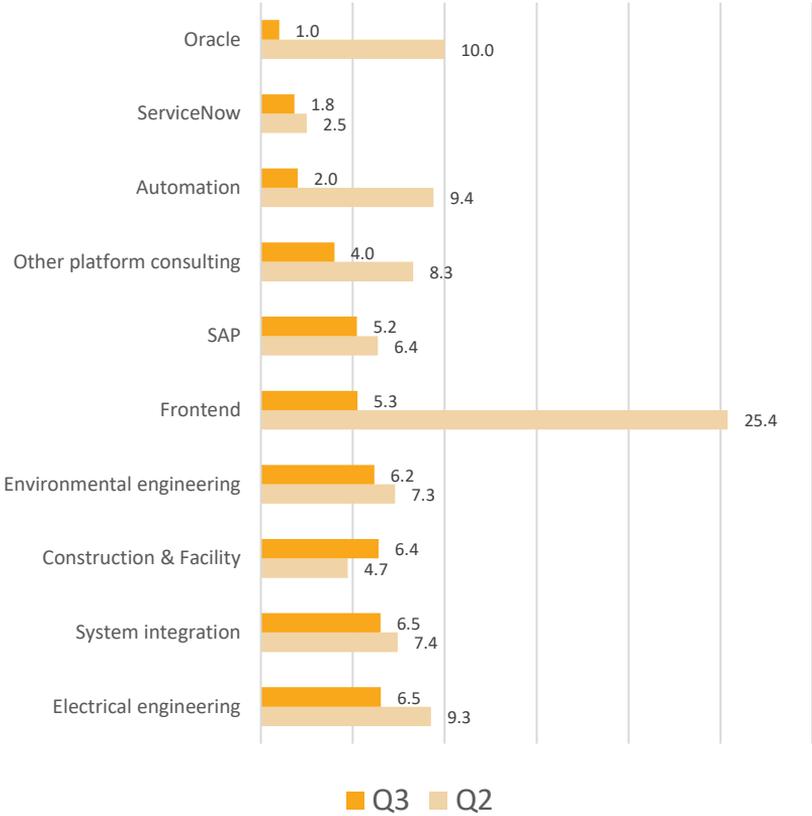
This slide shows the skill areas that attracted the highest number of applicants per request, highlighting where candidate interest was most concentrated in Sweden in Q3.

Scrum master was the most competitive this quarter, followed by Product management, where the first mentioned had the most significant increase in competition compared to the previous quarter, indicating rising interest and activity in an already popular area among professionals.



Least competitive skill areas

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

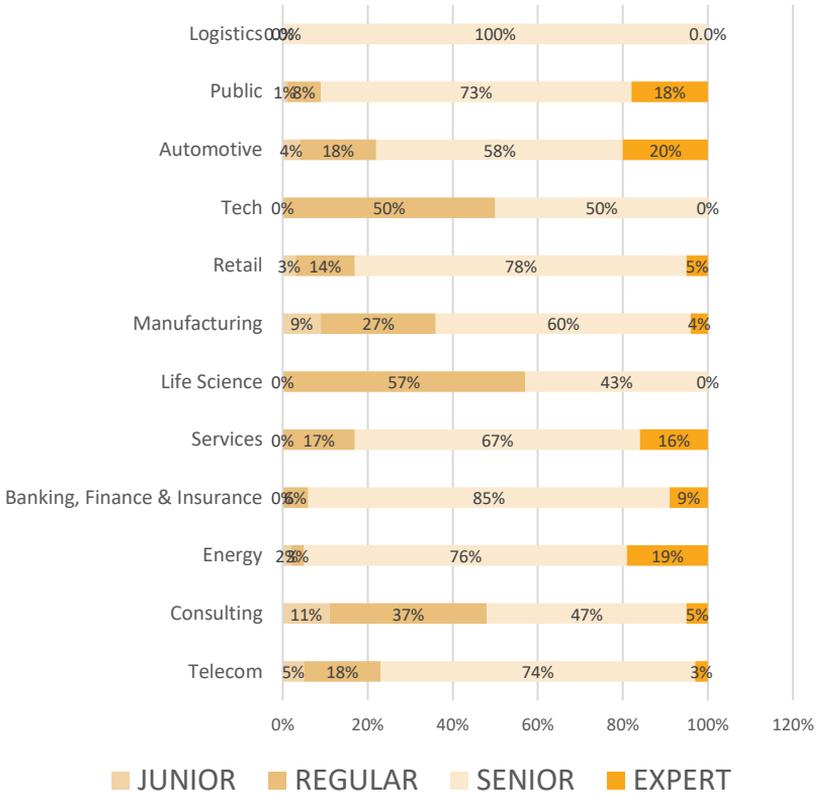


Here we see the skill areas with the fewest applications in Q3, giving a clear picture of supply and demand. Most skills saw a drop in average applications, with Frontend experiencing the biggest decline, from 25.4 down to 5.3 per request. The only exception was Construction and Facilities, which increased slightly from 4.7 to 6.4 applications per request. Overall, these trends highlight changing candidate interest and show why it's important to look at applicant numbers in relation to request volumes to understand competitiveness.



Requested seniority level per industry

Requested seniority level per industry



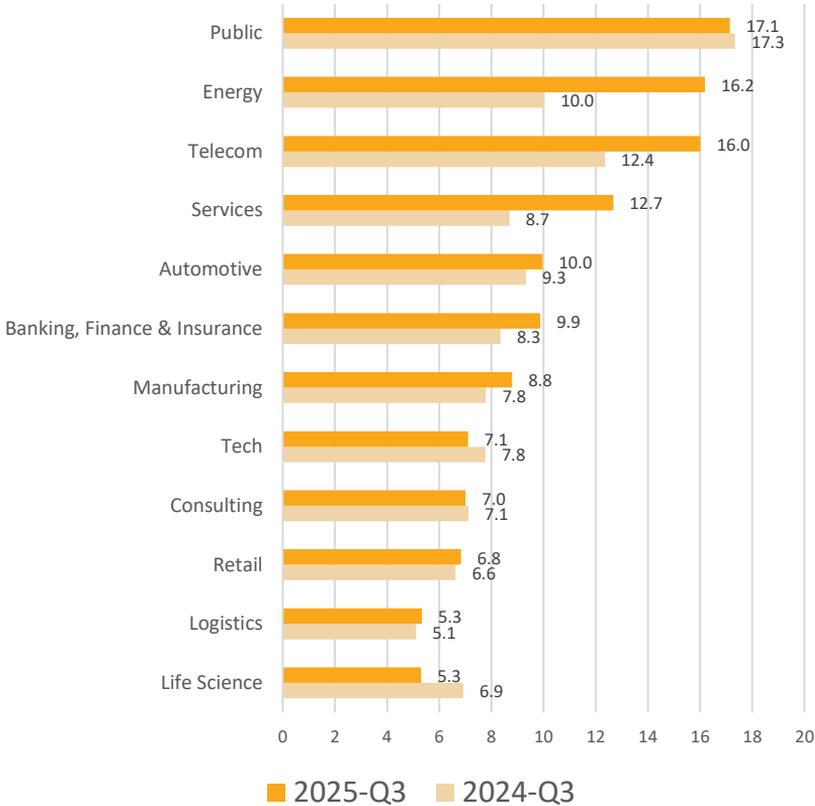
This view shows the distribution of new requests across different seniority levels, offering insights into recruitment trends and providing a sense of market temperature. Senior roles continue to dominate overall, which aligns with patterns seen in recent quarters.

The Tech, Life Science and Consulting sectors stand out with a higher than usual share of demand of mediior/regular experienced consultants. This can indicate a high demand for specialized expertise, many companies investing in advanced technology such as AI, Cloud, cybersecurity 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 that the incredible contract length in the **Public** sector, albeit showing a small decrease from substantial lengths. It is tightly followed by the **Energy** and **Telecom** sectors, also showing a positive development in contract length. The **Services** sector also show an impressive increase in contract lengths, while other sectors show minor natural fluctuations, where the general trend seems to be longer contract lengths.*



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 Sweden Q3 2025

1. Project Management
2. C#
3. Python
4. SAP
5. SQL
6. Public Sector knowledge
7. Azure
8. .Net
9. React
10. Java

Globally, demand continues to center on data, cloud, and software development skills such as SQL, Python, and Azure, reflecting the push for scalable digital infrastructure.

In Sweden, however, Project Management now tops the list, alongside strong demand for public sector expertise, SAP, and Azure. This points to an ongoing wave of public-sector digital transformation, where large-scale modernization initiatives require structured leadership and delivery oversight.

Project Management typically signals the initiation of new programs/projects, driving subsequent demand for technical and functional specialists. In short, Sweden's market data suggest it is entering a new project cycle, where project leaders and specialized consultants will be key to executing and scaling these transformation efforts.

