Consultancy Market Trends & Insights

Sweden

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
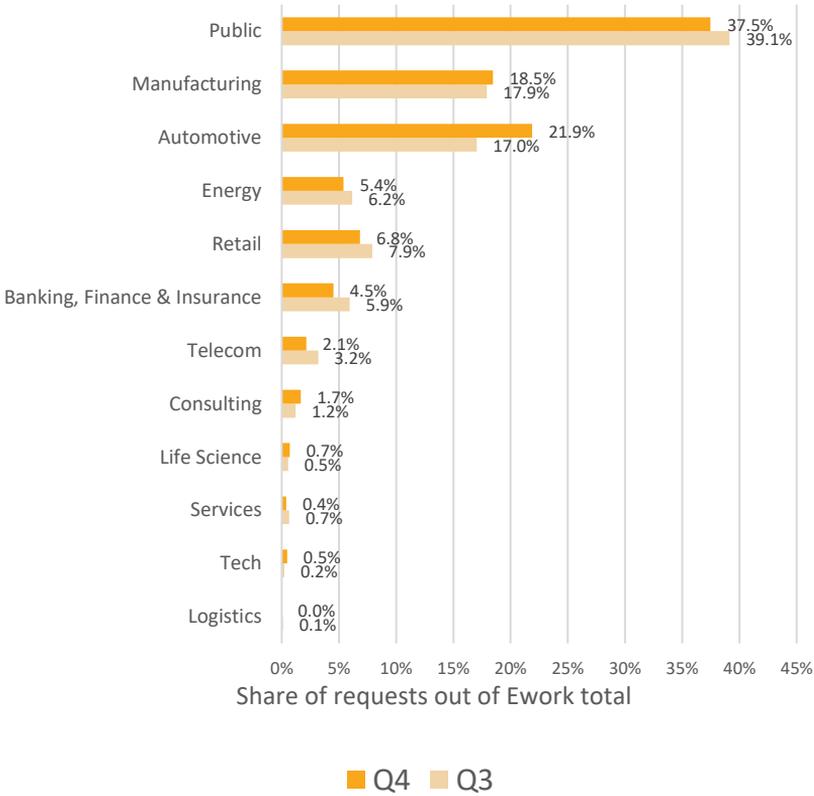
Technical engineering

Chemical engineering

Lab engineering

Technical documentation

Client request volume per industry

Client request volume per industry

Industry	Q4	Q3
Public	37.5%	39.1%
Manufacturing	18.5%	17.9%
Automotive	21.9%	17.0%
Energy	5.4%	6.2%
Retail	6.8%	7.9%
Banking, Finance & Insurance	4.5%	5.9%
Telecom	2.1%	3.2%
Consulting	1.7%	1.2%
Life Science	0.7%	0.5%
Services	0.4%	0.7%
Tech	0.5%	0.2%
Logistics	0.0%	0.1%

Share of requests out of Ework total

■ Q4 ■ Q3

Comparing to our last report, we see a slightly less dominant Public sector and an increasing Automotive demand, while Manufacturing continues to be strong, representing around 18% of the request volume. While we see a growth in the actual amount of requests within the Energy sector, the relative amount decreased somewhat compared to other sectors, above all the resurging Automotive sector. Retail and banking remain stable mid-sized, albeit slightly decreasing segments, whereas telecom, consulting, and life science show smaller but relatively 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 an increase of 38% across the board for Q4 compared to Q3 2025.
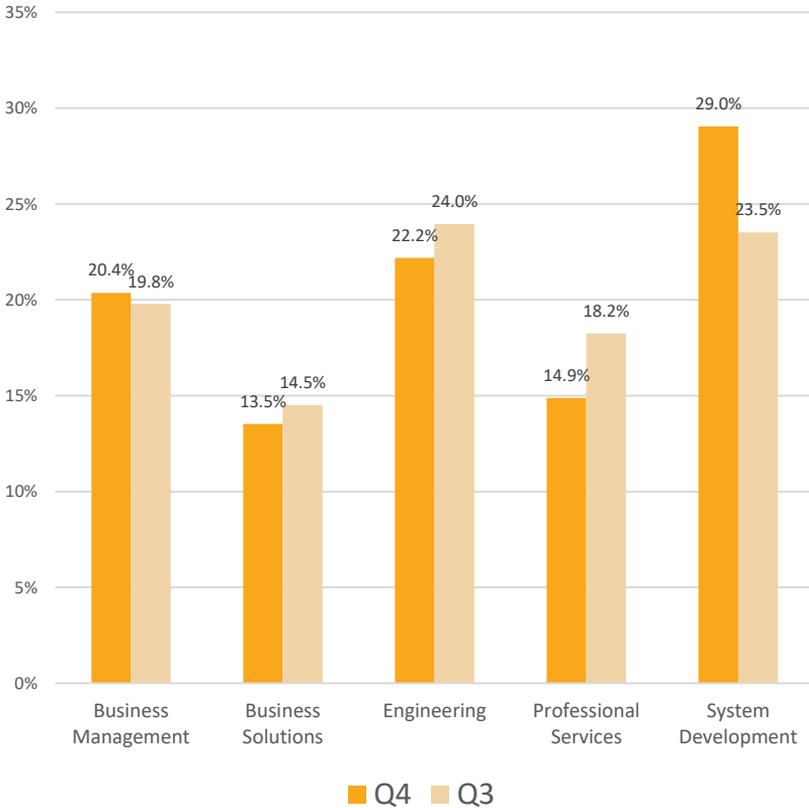
Michael Hellman
Skill Practice Lead, Engineering,
Ework Group

General

Client request volume per Skill Domain

Client request volume per skill domain

In Sweden, System Development strengthened significantly in Q4 (+5.5pp), emerging as the clear leading domain. At the same time, Engineering and Professional Services both declined, while Business Management remained relatively stable and Business Solutions softened slightly.

This shift signals a market moving from advisory and technical design phases toward hands-on implementation and software build, indicating the organizations are prioritizing execution capacity and delivery speed over strategic or consultative engagements.
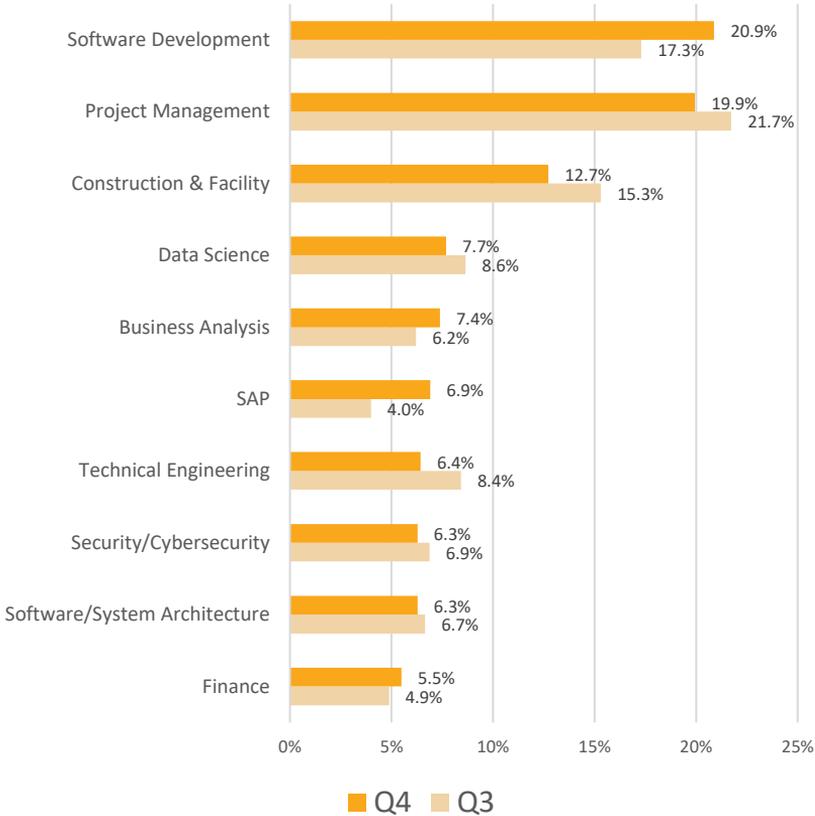
Casandra Averfalk
Skill Practice Lead, System Development,
Ework Group

General

Most requested skill areas

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

Skill Area	Q4	Q3
Software Development	20.9%	17.3%
Project Management	19.9%	21.7%
Construction & Facility	12.7%	15.3%
Data Science	7.7%	8.6%
Business Analysis	7.4%	6.2%
SAP	6.9%	4.0%
Technical Engineering	6.4%	8.4%
Security/Cybersecurity	6.3%	6.9%
Software/System Architecture	6.3%	6.7%
Finance	5.5%	4.9%

■ Q4 ■ Q3

Demand for Software Development continued to grow steadily, surpassing Project Management, which saw a slight decline. Most other skill areas remained largely unchanged. Minor decreases were seen in Construction & Facility and Data Science, while Business Analysis and SAP experienced a small increase.

Overall, the trend points to a stronger focus on technical skills, likely driven by digitalization projects. Jobs in Construction & Facility, and Project Management have dropped slightly, possibly due to timing or budget. In short, tech roles are rising, while traditional roles are declining.
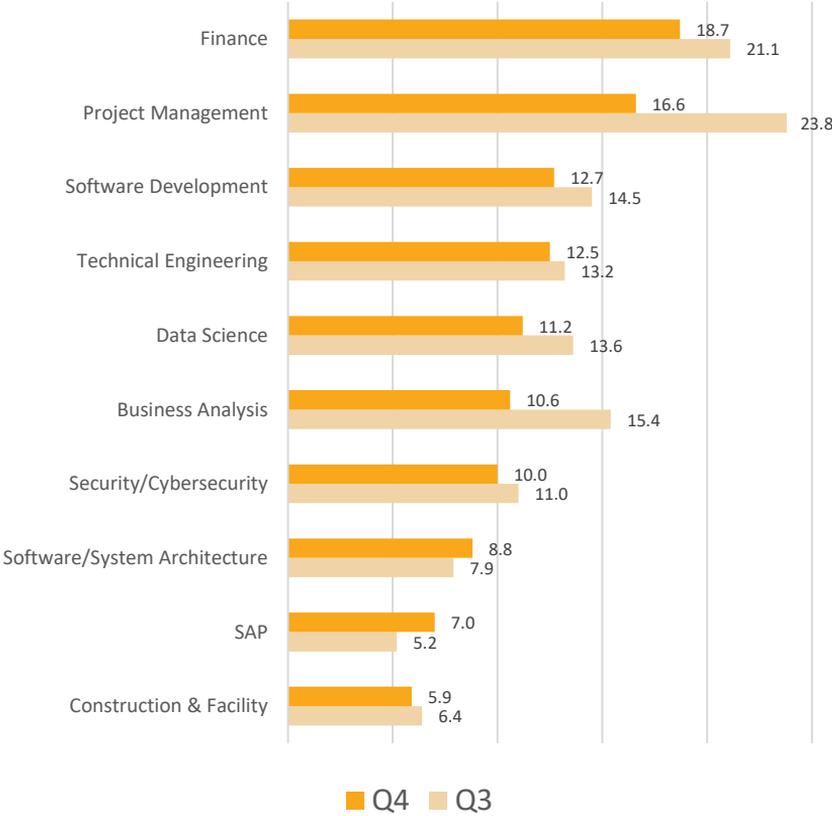
Selena Muratovic
Skill Practice Lead, Business Management, Ework Group

General

Average number of applications in most requested skill areas

Avg. applications per request for top requested skill areas

Skill Area	Q4	Q3
Finance	18.7	21.1
Project Management	16.6	23.8
Software Development	12.7	14.5
Technical Engineering	12.5	13.2
Data Science	11.2	13.6
Business Analysis	10.6	15.4
Security/Cybersecurity	10.0	11.0
Software/System Architecture	8.8	7.9
SAP	7.0	5.2
Construction & Facility	5.9	6.4

■ Q4 ■ Q3

In Q4, Finance was the most competitive among the most in-demand skill areas, attracting the highest average number of applications per request and reinforcing its position despite a slight decline from Q3. Project Management also continued to rank among the top competitive areas, but similarly experienced a drop in comparison to the previous quarter. A common factor for both skill areas was an increase in client demand in Q4, which may have contributed to the reduced application ratios as applications were distributed across a higher number of open requests.
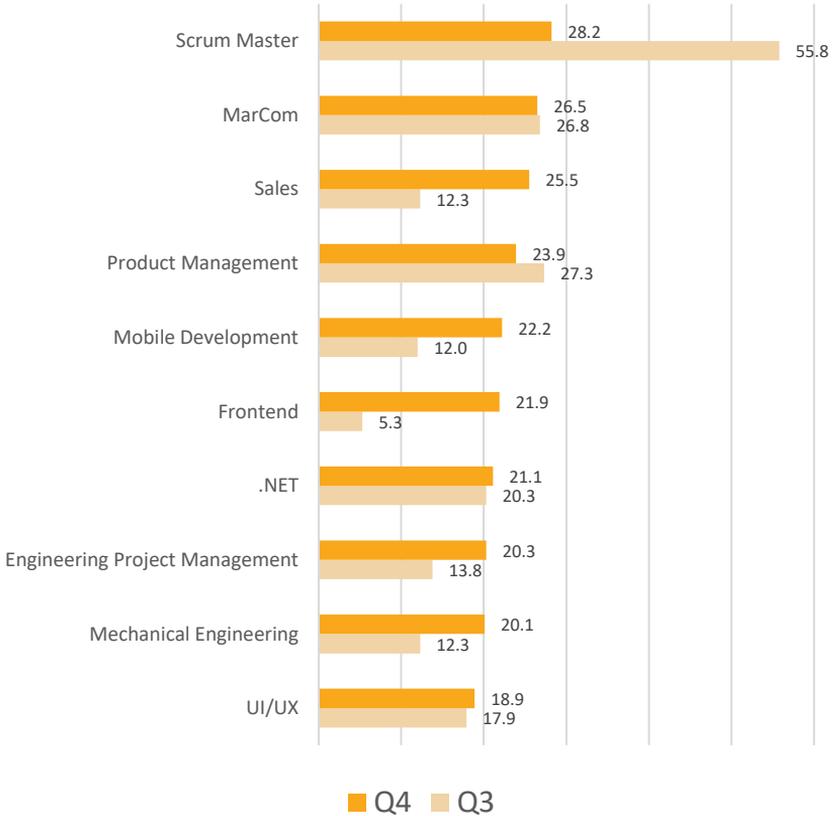
Anniken Sundby
Skill Practice Lead, Business Solutions,
Ework Group

General

Most competitive skill areas

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

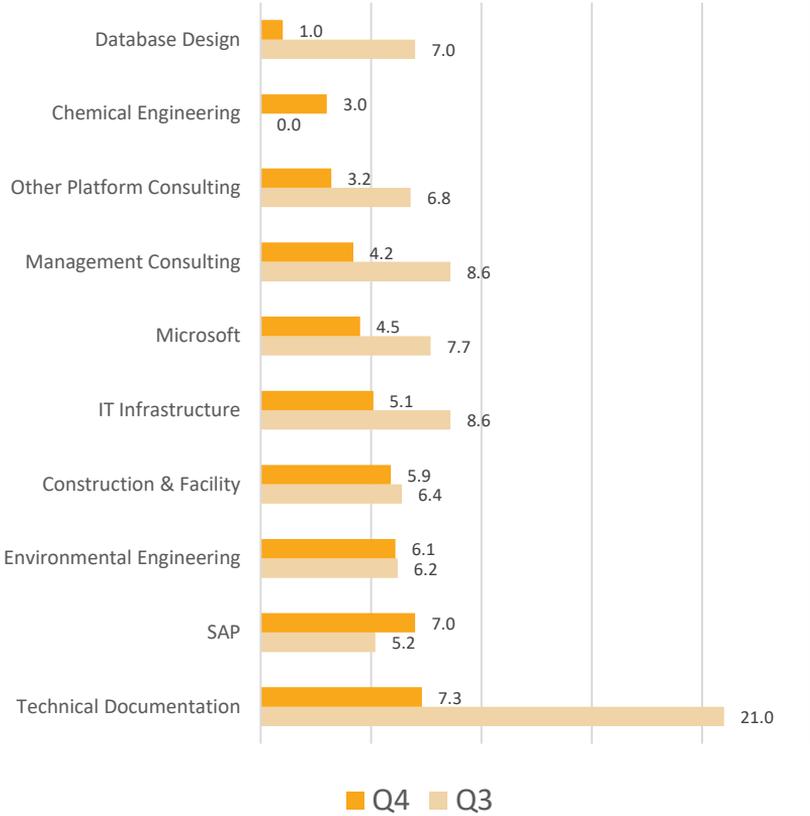| Skill Area	Q4	Q3
Scrum Master	28.2	55.8
MarCom	26.5	26.8
Sales	25.5	12.3
Product Management	23.9	27.3
Mobile Development	22.2	12.0
Frontend	21.9	5.3
.NET	21.1	20.3
Engineering Project Management	20.3	13.8
Mechanical Engineering	20.1	12.3
UI/UX	18.9	17.9

■ Q4 ■ Q3

This slide highlights the skill areas that attracted the highest number of applicants per request in Sweden during Q4, illustrating where candidate interest was most concentrated. Overall, Q4 generated strong application volumes across these areas. While Scrum Master remained the most competitive area quarter over quarter, it experienced a significant decline in applications compared to Q3. In contrast, several areas saw substantial growth in competitiveness, most notably Sales, Mobile Development, and Frontend, all of which recorded marked increases in application levels from the previous quarter.

Least competitive skill areas

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

| Skill area	Q4	Q3
Database Design	1.0	7.0
Chemical Engineering	3.0	0.0
Other Platform Consulting	3.2	6.8
Management Consulting	4.2	8.6
Microsoft	4.5	7.7
IT Infrastructure	5.1	8.6
Construction & Facility	5.9	6.4
Environmental Engineering	6.1	6.2
SAP	7.0	5.2
Technical Documentation	7.3	21.0

■ Q4   ■ Q3

Most skill areas saw a decline in applications per request from Q3 to Q4, with the largest drops in Technical Documentation, Management Consulting, Database Design, and IT Infrastructure. SAP was the only area showing growth, reflecting strong demand and limited consultant availability.

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

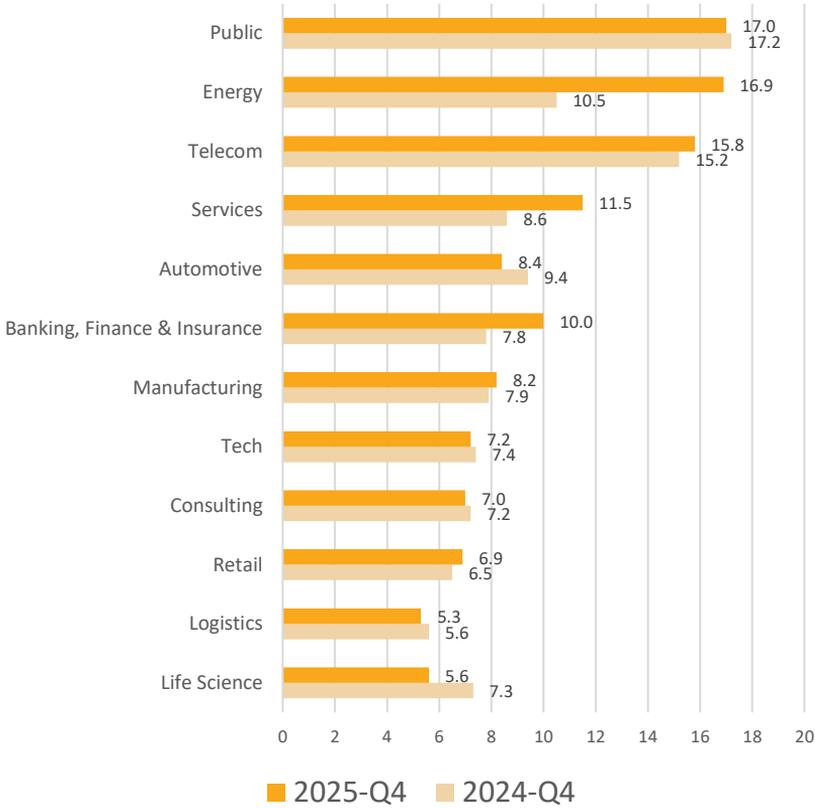Requested seniority level per industry
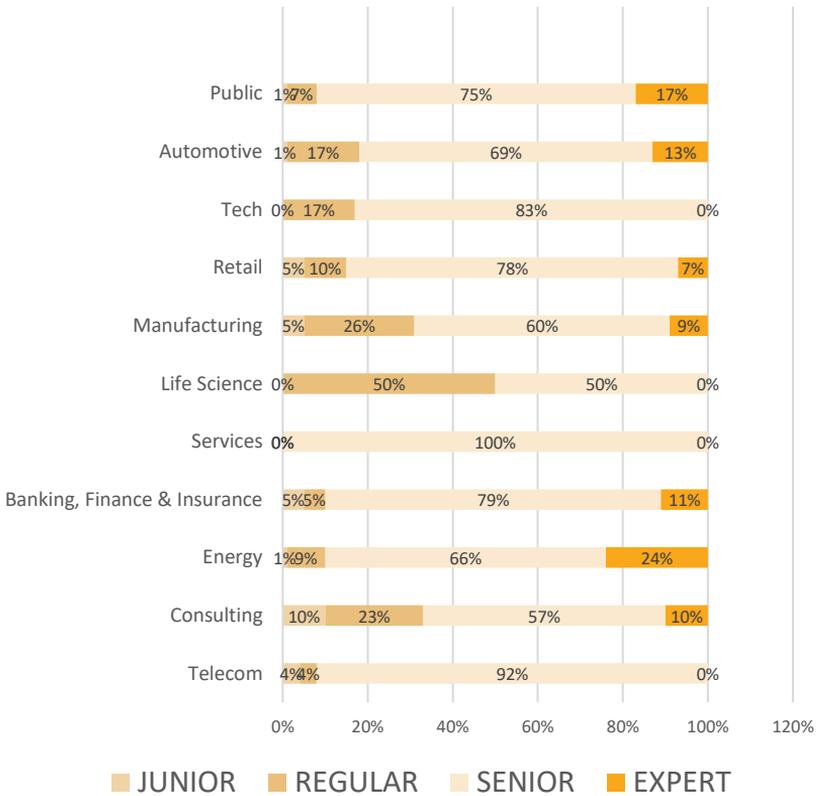
This view shows the distribution of new requests across different seniority levels, offering insights into recruitment trends and providing a sense of market temperature. Senior roles continue to dominate overall, which aligns with patterns seen in recent quarters. There is however slightly more room for medior consultants during this quarter, which might indicate a higher demand for specialized expertise with many companies investing in advanced technology such as AI, Cloud, Cyber security and Data science.

The demand for junior competencies remain low, which is common in the consulting business, but something that we keep an extra eye on at the moment given that this group faces increasing challenges entering the market due to technological advancements.

Contract length per industry

Avg. length (months) of contracts per industry

Industry	2025-Q4	2024-Q4
Public	17.0	17.2
Energy	16.9	10.5
Telecom	15.8	15.2
Services	11.5	8.6
Automotive	8.4	9.4
Banking, Finance & Insurance	10.0	7.8
Manufacturing	8.2	7.9
Tech	7.2	7.4
Consulting	7.0	7.2
Retail	6.9	6.5
Logistics	5.3	5.6
Life Science	5.6	7.3

■ 2025-Q4   ■ 2024-Q4

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, despite showing a small decrease from substantial lengths. It is tightly followed by the **Energy** and **Telecom** sectors, showing a positive development in terms of 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 slightly shorter contract lengths.*

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 Sweden Q4 2025

1. Project Management
2. Azure
3. SAP
4. SQL
5. CI/CD
6. Agile
7. Java
8. Public Sector knowledge
9. Python
10. .NET

While global demand in Q4 is led by cloud, data, and development skills such as Azure, SQL, and Java, Sweden stands out with Project Management as the top priority. The strong presence of SAP and public sector knowledge signals continued momentum in enterprise and government-driven transformation programs.

Overall, Sweden´s market reflects a blend of cloud modernization and structured project delivery, where technical capability is combined with governance and domain expertise to drive large-scale digital initiatives.

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

🎧 Listen to all episodes <<here>>