EWORK GROUP

Consultancy Market Trends & Insights

Poland

Q3 2024

Consultancy Market Trends & Insights: Q3 2024

Stay ahead of the curve with the latest trends shaping the talent market. In our Q3 2024 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 2025!

Summary

"The strategies from 2023 with tighter client budgets are still visible in the volatile and uncertain market. We've seen a shift in buying behaviors where our clients are requesting senior consultants at a larger scale, to add the extra skill that they are lacking internally.

Looking at our data, we can also see that our clients are focusing on their digital transformation, where we've clearly seen a big trend in AI related projects, as well as green transition projects."

Andreas Meinert
Strategic Sales, 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

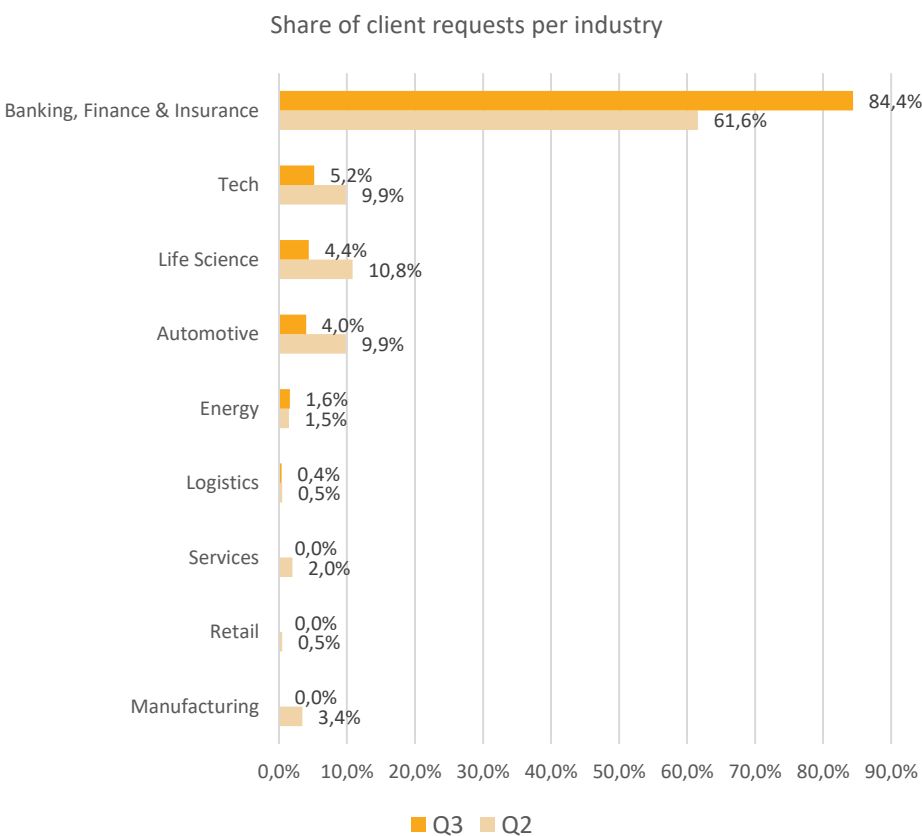Security/Cybersecurity

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

Share of client requests per industry

Industry	Q3	Q2
Banking, Finance & Insurance	84,4%	61,6%
Tech	5,2%	9,9%
Life Science	4,4%	10,8%
Automotive	4,0%	9,9%
Energy	1,6%	1,5%
Logistics	0,4%	0,5%
Services	0,0%	2,0%
Retail	0,0%	0,5%
Manufacturing	0,0%	3,4%

■ Q3   ■ Q2

"The financial sector in Poland has been showing steady growth over the past years, and this trend is expected to continue as we enter 2025.
There is still a significant amount of legacy software in use by Polish banks, which is why digital transformation remains ongoing and the demand for IT specialists persists.

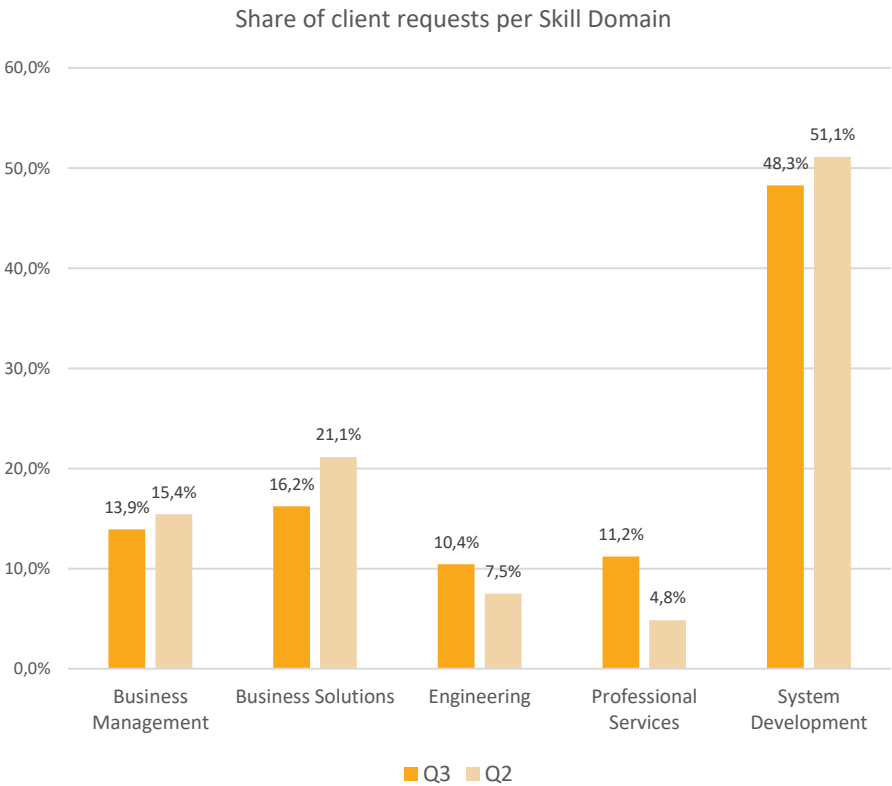*The banking sector requires further automation to enhance efficiency and improve customer experience.*

Additionally, the tech sector is steadily rising, driven not only by foreign investments but also by governmental initiatives focused on digital transformation.

This demonstrates that there is substantial potential for consultants in Poland to contribute to many groundbreaking projects."

Malgorzata Migdal
Talent Provider Manager, Ework Poland

General

Client request volume per Skill Domain

Share of client requests per Skill Domain

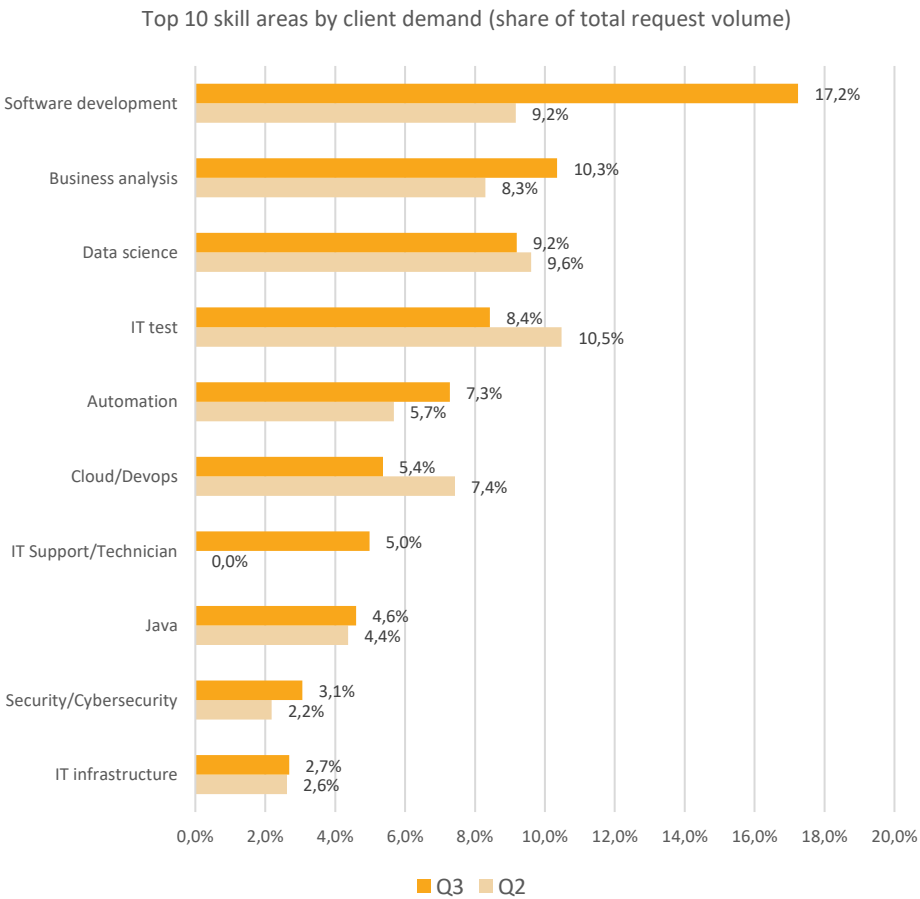|	Q3	Q2
Business Management	13,9%	15,4%
Business Solutions	16,2%	21,1%
Engineering	10,4%	7,5%
Professional Services	11,2%	4,8%
System Development	48,3%	51,1%

*"The share of **project management** requests has exceeded last year's levels every month since March, which has traditionally been an indicator of an optimistic market. However, this trend was broken for the first time in eight months this October."*

Christian Nygren
Head of Talent Acquisition & Network Development,
Ework Group

Most demanded skill areas

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

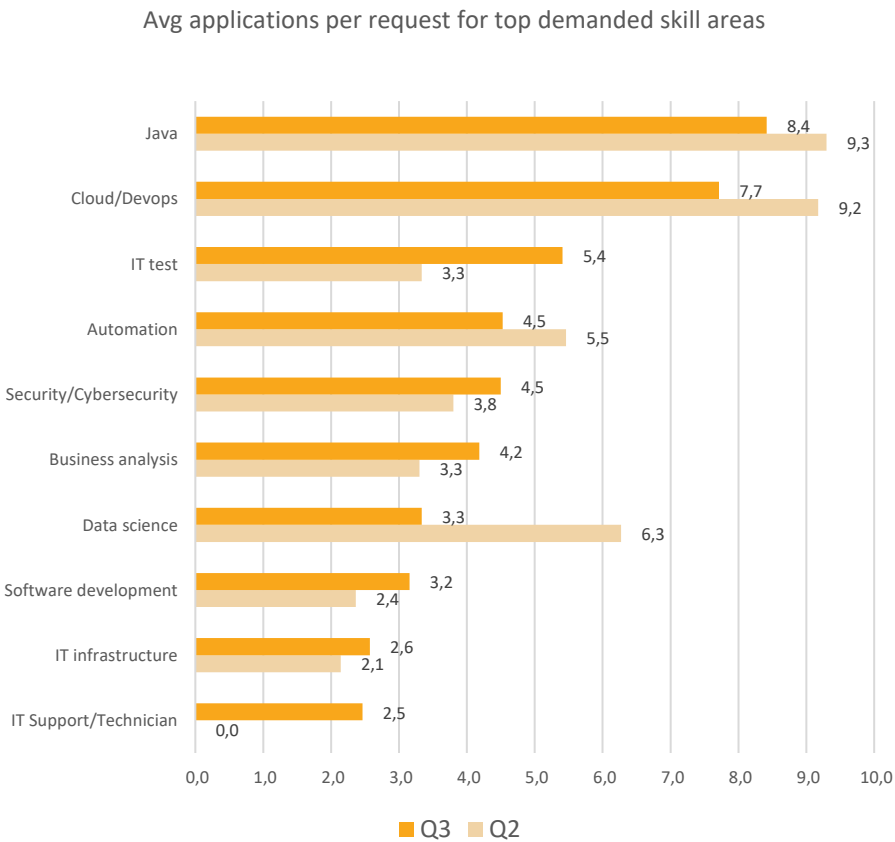| Skill area	Q3	Q2
Software development	17,2%	9,2%
Business analysis	10,3%	8,3%
Data science	9,2%	9,6%
IT test	8,4%	10,5%
Automation	7,3%	5,7%
Cloud/Devops	5,4%	7,4%
IT Support/Technician	5,0%	0,0%
Java	4,6%	4,4%
Security/Cybersecurity	3,1%	2,2%
IT infrastructure	2,7%	2,6%

■ Q3 ■ Q2

__Data Science__ is by far the most demanded skill area within Business Solutions in Q3, also ranking among the top 10 in-demand skill areas overall. The amount of applications within this area however dropped with 51% in Q3, meaning the competitiveness was decreased. While Data Scientist roles had the most client requests, Data Analyst roles attracted the most applicants.

Anniken Sundby
Skill Practice Lead, Business Solutions, Ework Group

Average number of applications in most demanded skill areas

Avg applications per request for top demanded skill areas

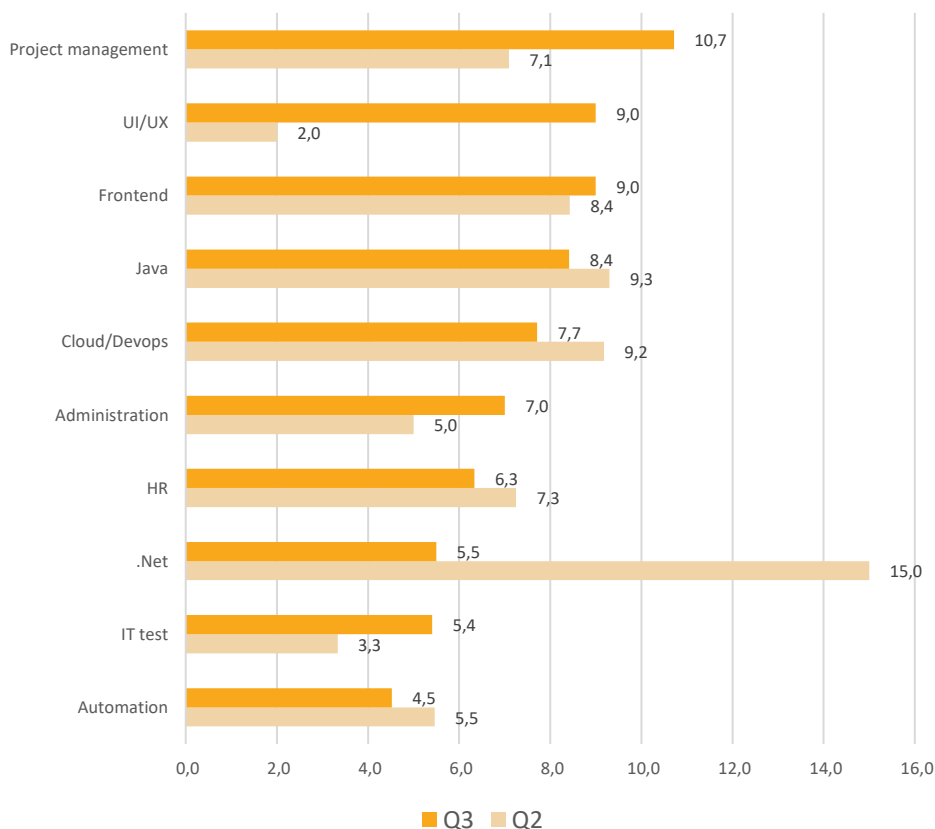| Skill area	Q3	Q2
Java	8,4	9,3
Cloud/Devops	7,7	9,2
IT test	5,4	3,3
Automation	4,5	5,5
Security/Cybersecurity	4,5	3,8
Business analysis	4,2	3,3
Data science	3,3	6,3
Software development	3,2	2,4
IT infrastructure	2,6	2,1
IT Support/Technician	2,5	0,0

■ Q3   ■ Q2

"We are seeing the highest number of applications ever per request, with an average of 13 applications per request. This correlates well with what we hear from a lot of our Partners & Professionals regarding a lot of available talent"

Christian Nygren
Head of Talent Acquisition & Network Development,
Ework Group

Most competitive skill areas

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

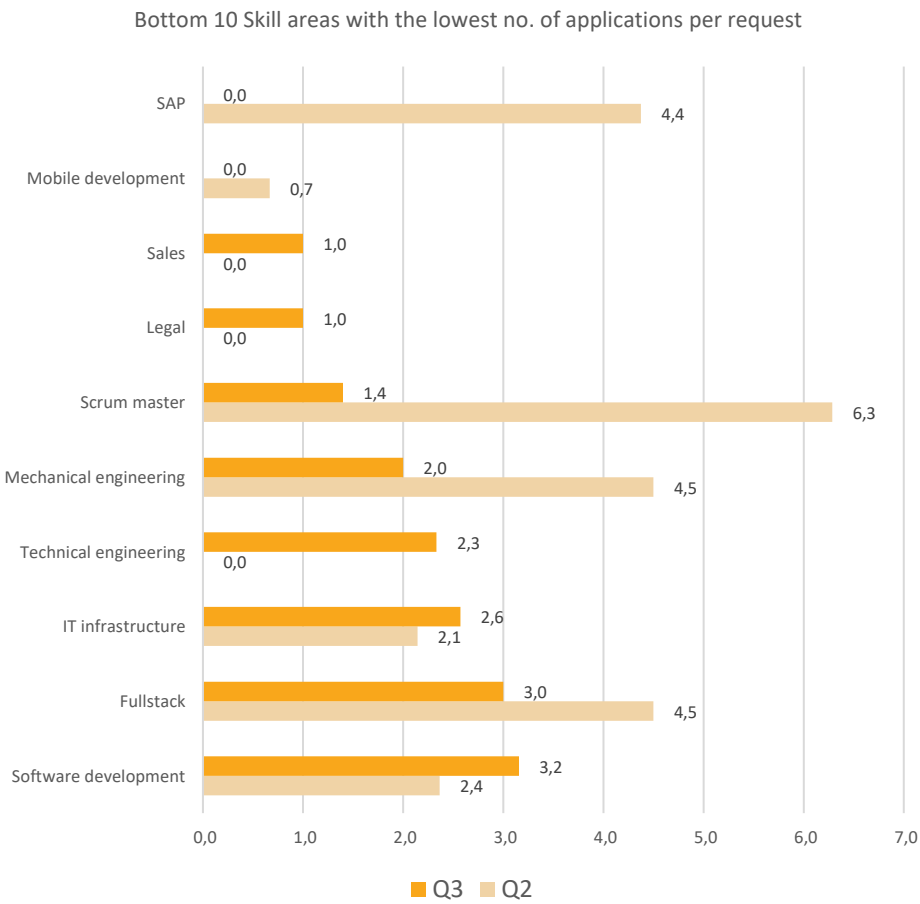| Skill area	Q3	Q2
Project management	10,7	7,1
UI/UX	9,0	2,0
Frontend	9,0	8,4
Java	8,4	9,3
Cloud/Devops	7,7	9,2
Administration	7,0	5,0
HR	6,3	7,3
.Net	5,5	15,0
IT test	5,4	3,3
Automation	4,5	5,5

■ Q3 ■ Q2

*While demand for niche **Java** specialists and Java skills stayed steady from Q2 to Q3, the number of applicants on average for Java specialist roles slightly decreased. The decrease is however too small to draw any conclusions from. What is evident however is Java's very strong position in the software development domain.*

Carl Gustaf Gyllenberg
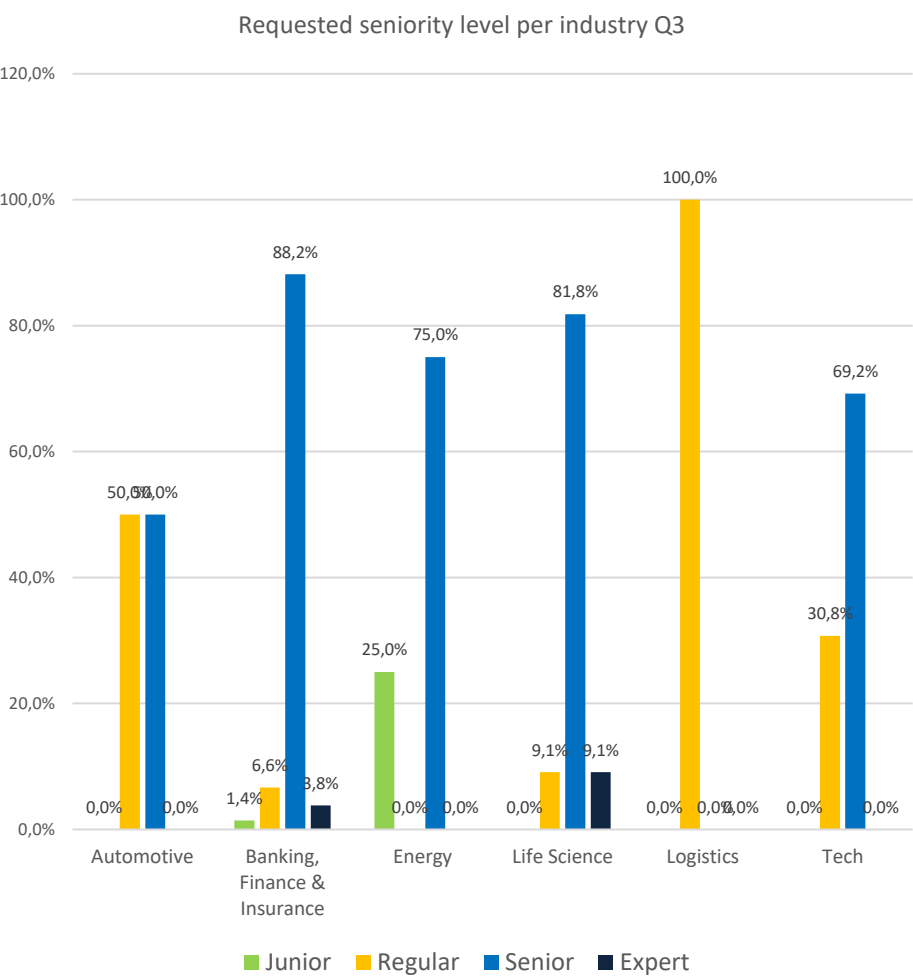Skill Practice Lead, System Development, Ework Group

Least competitive skill areas

Bottom 10 Skill areas with the lowest no. of applications per request

An overview of the least competitive skill areas that could hopefully provide valuable insights on local supply and demand within the area from our point of view.
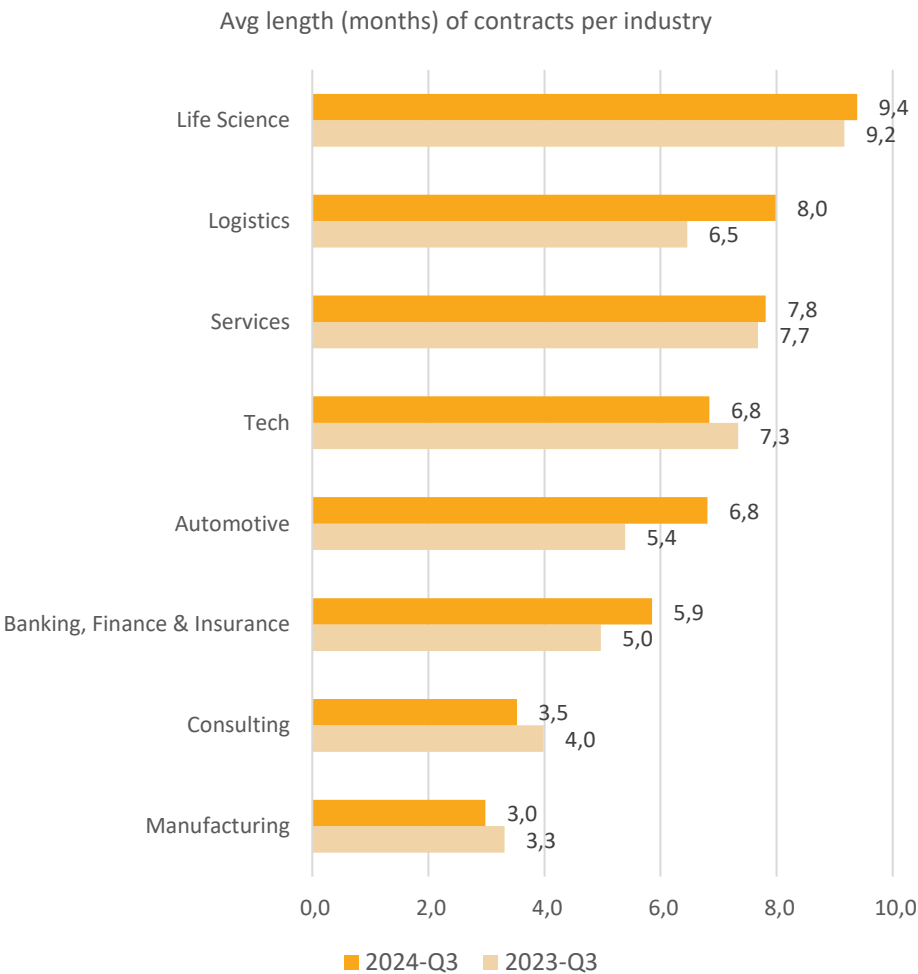
Demanded seniority level per industry

Requested seniority level per industry Q3

The demand for senior profiles is generally high across most industry segments in Poland, but compared to the Nordics that trend is even stronger. The high demand of seniority is an interesting reflection of the current market temperature.

Contract length per industry

Avg length (months) of contracts per industry

Industry	2024-Q3	2023-Q3
Life Science	9,4	9,2
Logistics	8,0	6,5
Services	7,8	7,7
Tech	6,8	7,3
Automotive	6,8	5,4
Banking, Finance & Insurance	5,9	5,0
Consulting	3,5	4,0
Manufacturing	3,0	3,3

■ 2024-Q3 ■ 2023-Q3

Comparing to Q3 last year we see a slightly increased contract length overall, with the exceptions of the Tech, Manufacturing and Consulting industries. We could hope for the overall increase to be a positive trend, but the difference is unfortunately too small to draw any such conclusions.

"

AI is on the rise. Data shows that the demand for AI competence is rising across multiple areas, but it's being sourced as a skill rather than a distinct role. Requests for consultants with Python experience has seen a continuous upswing in demand across regions and industries, leading the way as a key AI skill. This development suggests the need for AI competence being important across all our Skill Domains.

Carl Gustaf Gyllenberg
Skill Practice Lead, System Development, Ework Group