



ework GROUP

Consultancy Market Trends & Insights

Poland

2024

Consultancy Market Trends & Insights: 2024

Stay ahead of the curve with the latest trends shaping the talent market. In our 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 usually focuses on quarter-over-quarter comparisons, but in this case we summarize the whole year, offering more comprehensive insights into the current state of the market.

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 June!



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Introduction – Global Overview

Our 2024 global data reveal dynamic changes in digital skills demand. **System Development, AI and Machine Learning** have surged by **89%** compared to 2023, and **Python** has overtaken Java, showing a global increase of **9.32%**.

We've observed a **45% decline** in IT support roles, while **Test and Verification (+118%)** and **Platform Consulting (+105%)** have grown significantly. **Data Science** is up by **15%**, fueling the demand for **Python and SQL**. **Project Management** has increased by **4%**, with **Agile** emerging as the second most in-demand methodology.

In the **Engineering** segment, there are notable boosts in **Automation (+11%)**, **Embedded Development (+29%)**, and **Mechanical Engineering (+20%)**, all critical for the Manufacturing, Automotive, and Life Sciences sectors. Amid global uncertainty, **logistics-related skills** have also increased by **22%**.



Andreas Meinert

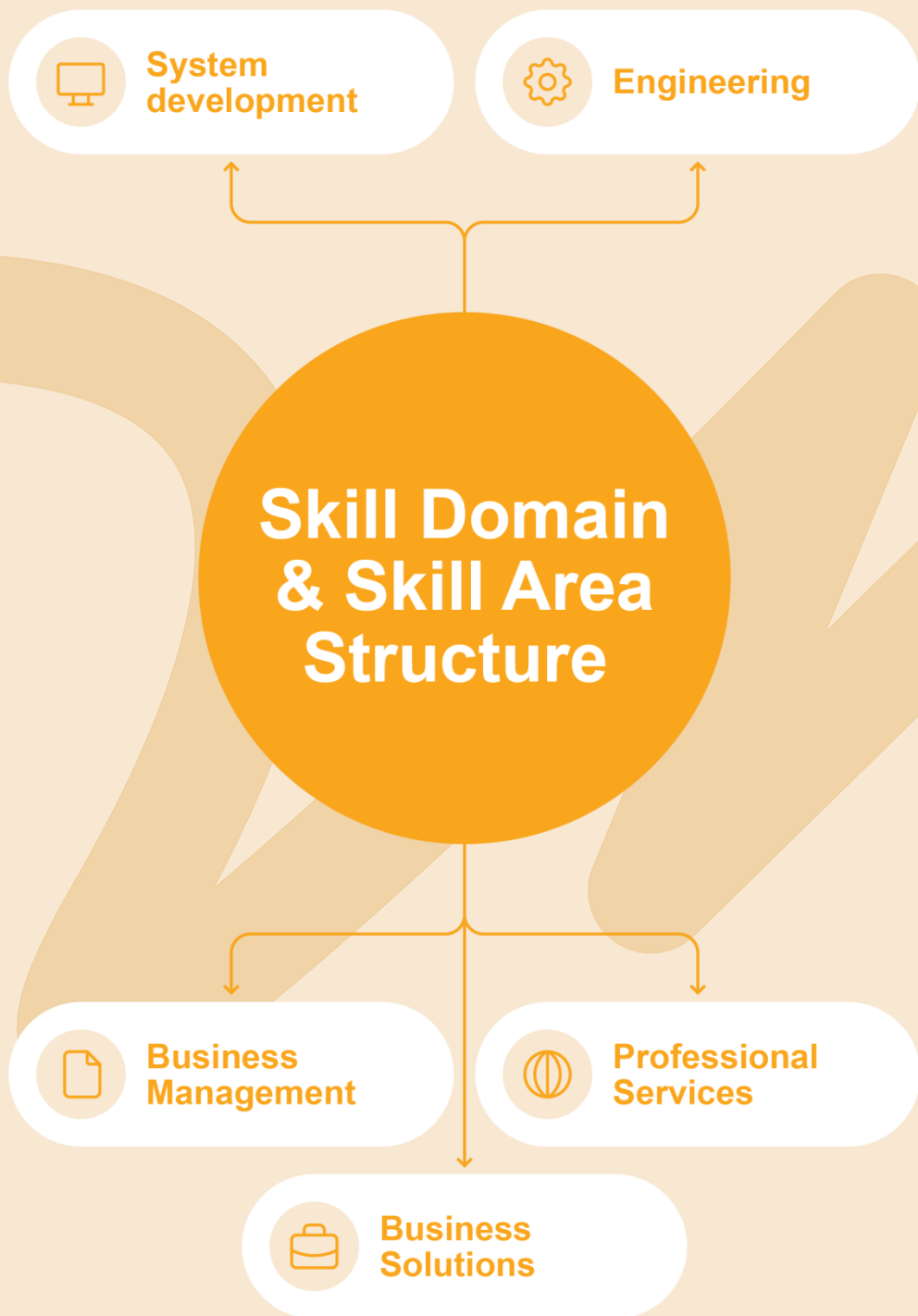
Market Insights and Strategy Lead,
Ework Group





Ework Group
Insights
Watch the video





Skill Domain & Skill Area Structure 1/2

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

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



Skill Domain & Skill Area Structure 2/2

Business Management

Project management

Product management

Process management

Business analysis

Management consulting

Management

Professional Services

Administration

Finance

HR

Legal

MarCom

Procurement

Sales

IT Support/Technician

Logistics

Coaching & Training

Business Solutions

SAP

Microsoft

Oracle

Service now

Data science

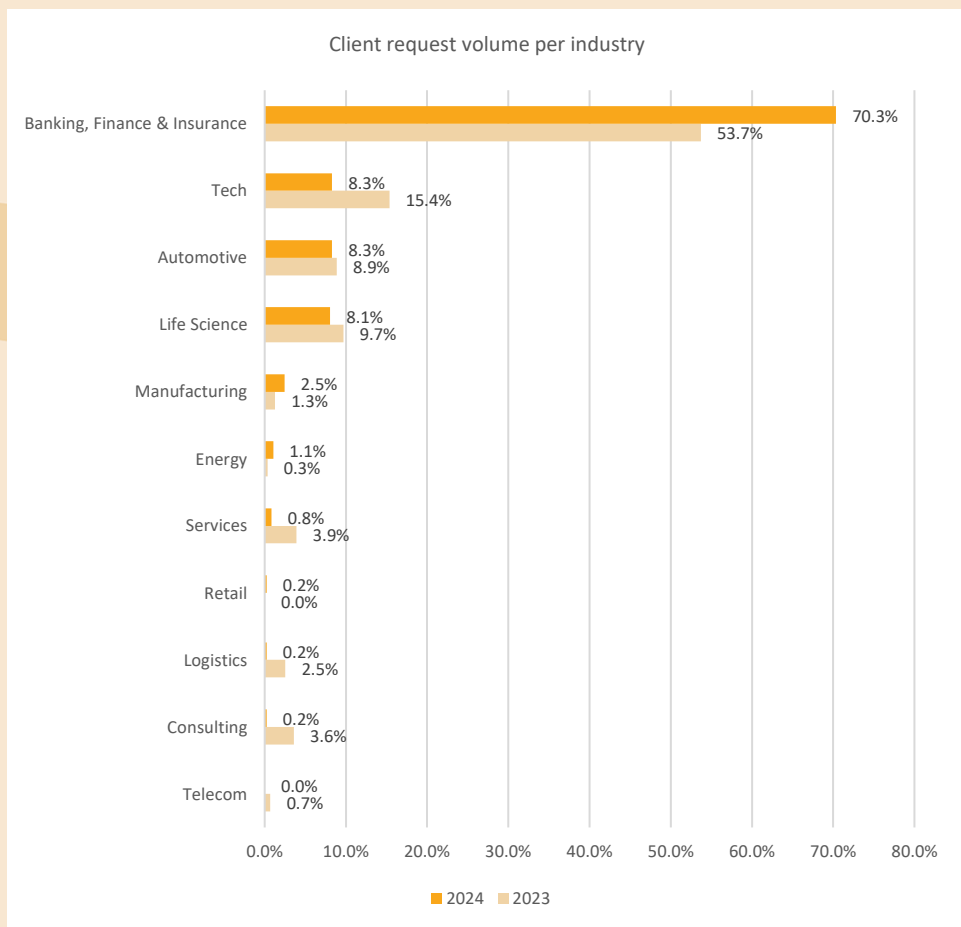
Other platform consulting

Security/Cybersecurity

IT infrastructure



Client request distribution per industry



"In 2024, Poland has seen some growth in the finance and banking sector. This industry remains strong in the region but has not experienced significant investments. On the contrary, the tech sector has been on the rise over the past year, especially in the second half. Many companies, including Dropbox, Netflix, and Snowflake, have chosen to expand their presence in Poland."

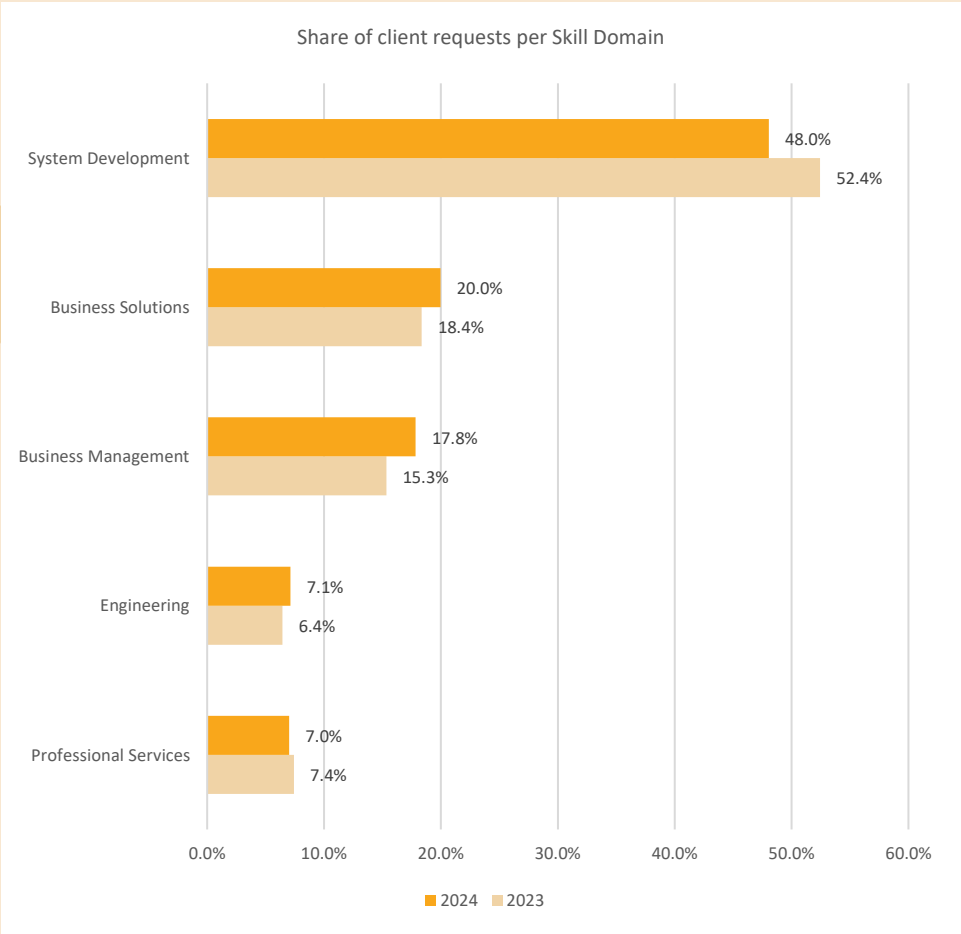
There has been a decline in the services and consulting sectors, as companies increasingly focus on automation and AI. Poland is emerging as a hub for AI-driven innovation, with startups and established firms investing in machine learning and automation solutions. Government initiatives and EU funding also support the development of AI technologies, further boosting the country's position in this field."

Malgorzata Migdal

Talent Provider Manager, Ework Poland



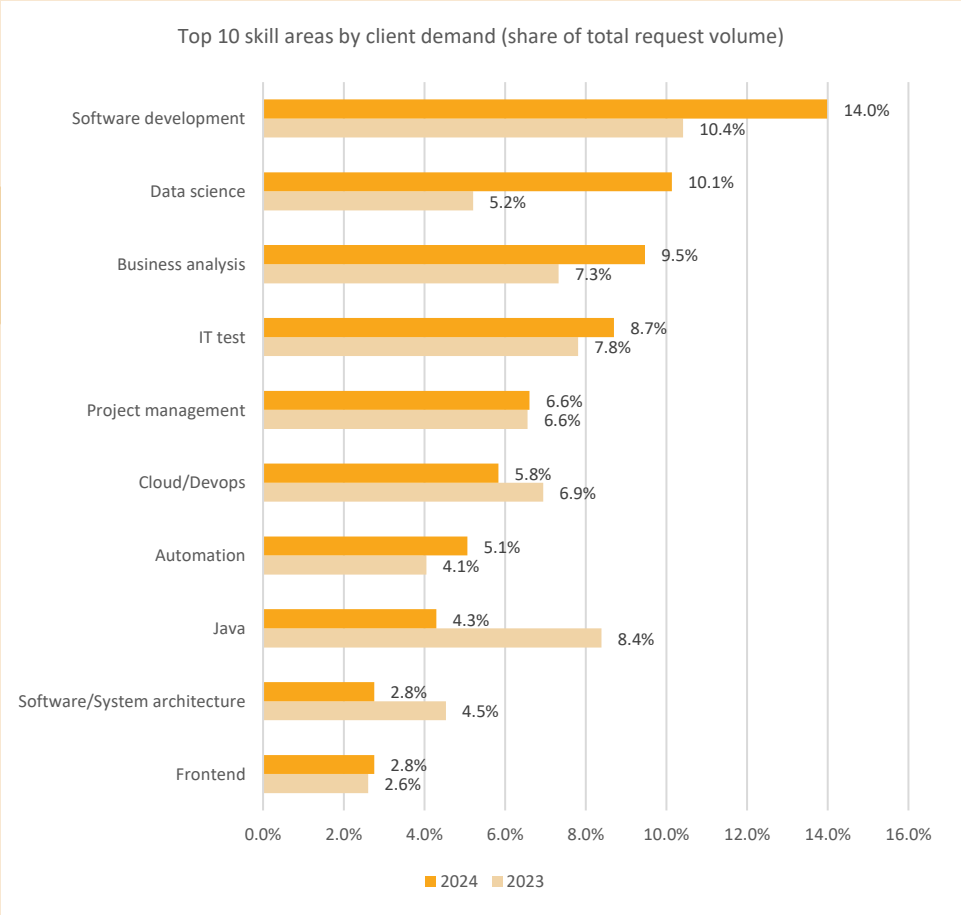
Client request distribution per Skill Domain



From 2023 to 2024, the demand for Data Science professionals has nearly doubled in Poland, now accounting for over half of all client requests within Business Solutions and explaining the Business Solutions increased share of total requests. It is also ranked as the country's second-largest skill area. Meanwhile, Business Analysis remains Poland's dominating skill area within the Business Management domain, increasing from 48.4% to 53.4% in 2024.



Most demanded skill areas

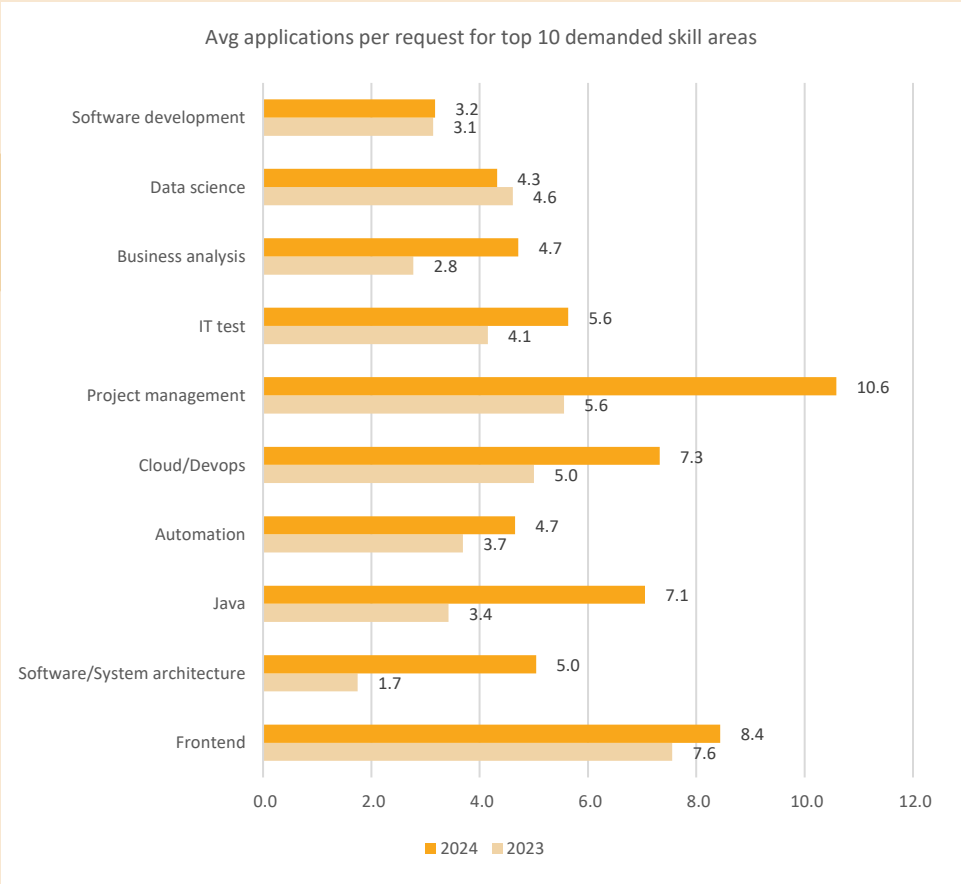


"Although, we continue to see high application volumes in many skill areas, in particular within Project Management roles for example, the application volumes have come down a bit from peak volumes in late Q3, Hopefully what we see now is a shift in trends, that the market is stabilizing, and that we are now starting to see a more confident market, with increased assignment volumes from the market."

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



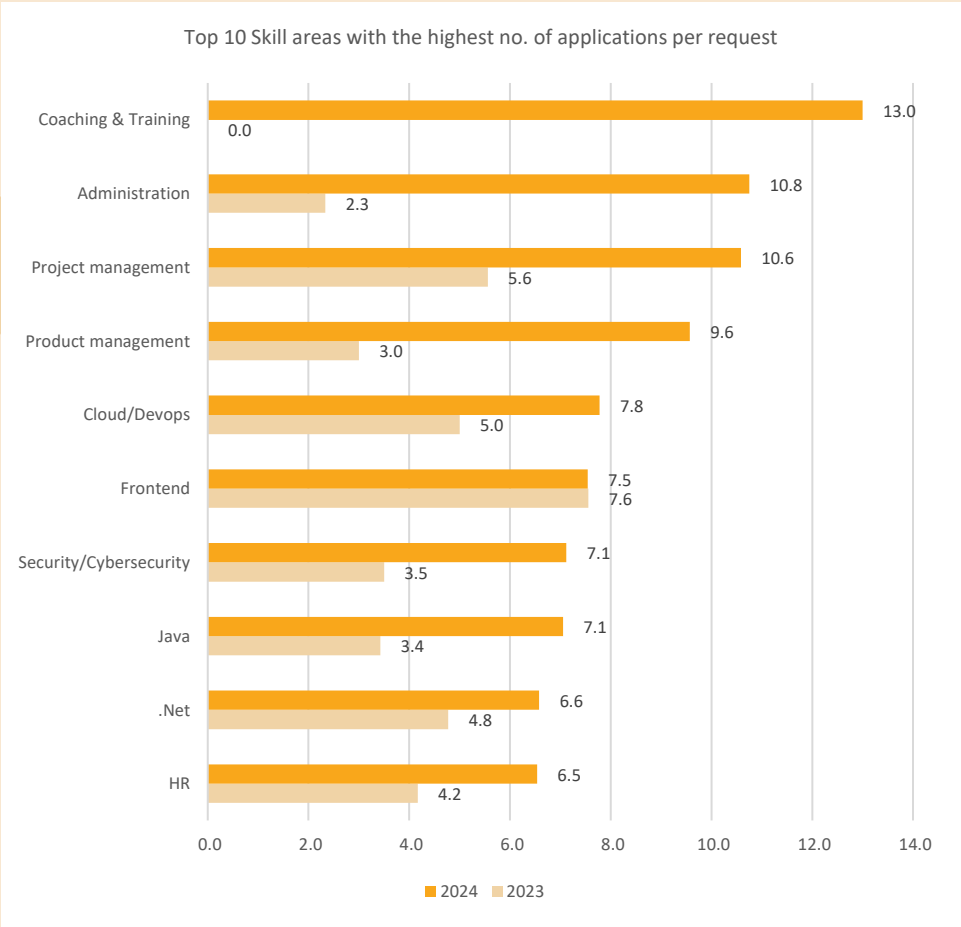
Average number of applications in most demanded skill areas



We see a relatively low level of applications within the most demanded skill areas for Poland compared to other countries, especially within the huge and often popular fields of Software development and Data science. We predict an upcoming large demand within these areas and will continue to focus on growing within them.



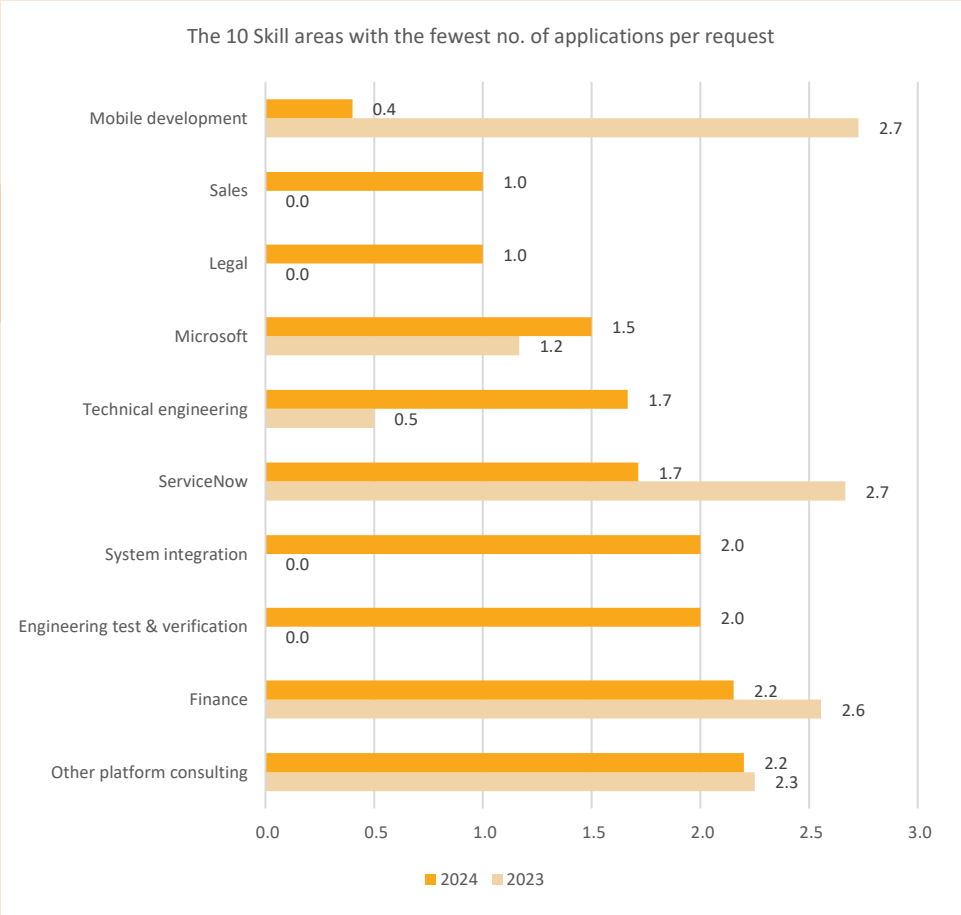
Most competitive skill areas



An overview of the most competitive skill areas in Poland shows that Coaching & Training has taken the lead here, tightly followed by the Administration skill area, where we have seen a slight decrease in new request. This decrease however is not big enough to explain the significant increase in amount of applications.



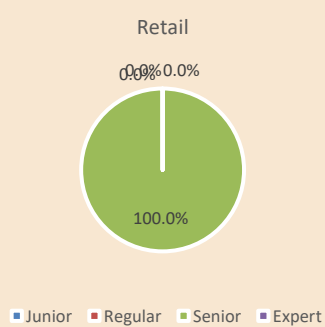
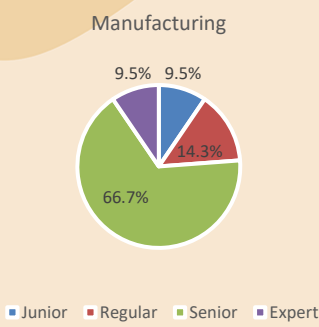
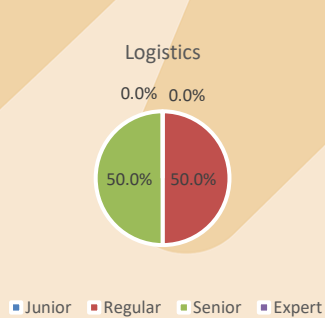
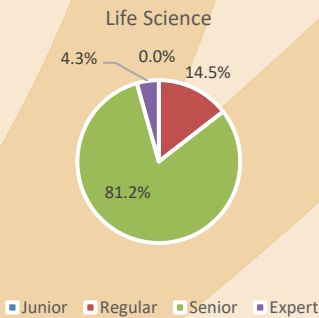
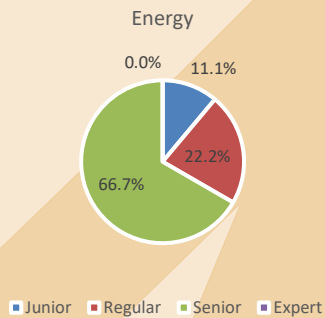
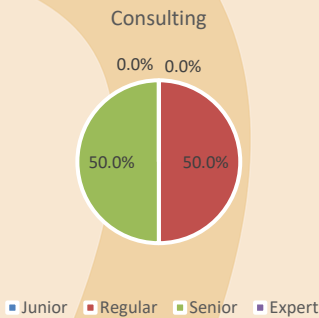
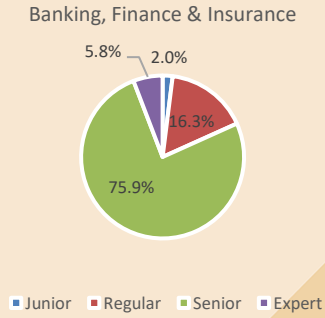
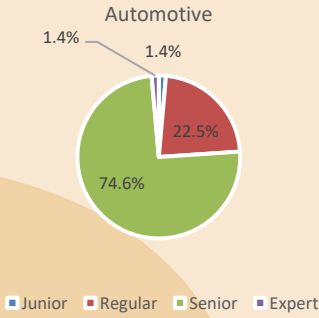
Least competitive skill areas



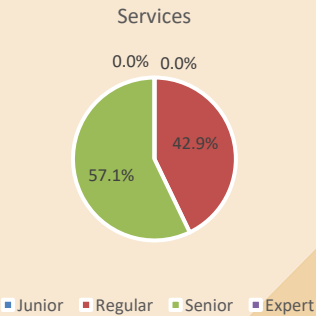
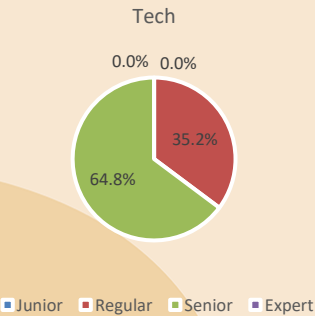
An overview of the least competitive skill areas could provide insights into where there is significant potential for growth and opportunities to gain a competitive advantage.



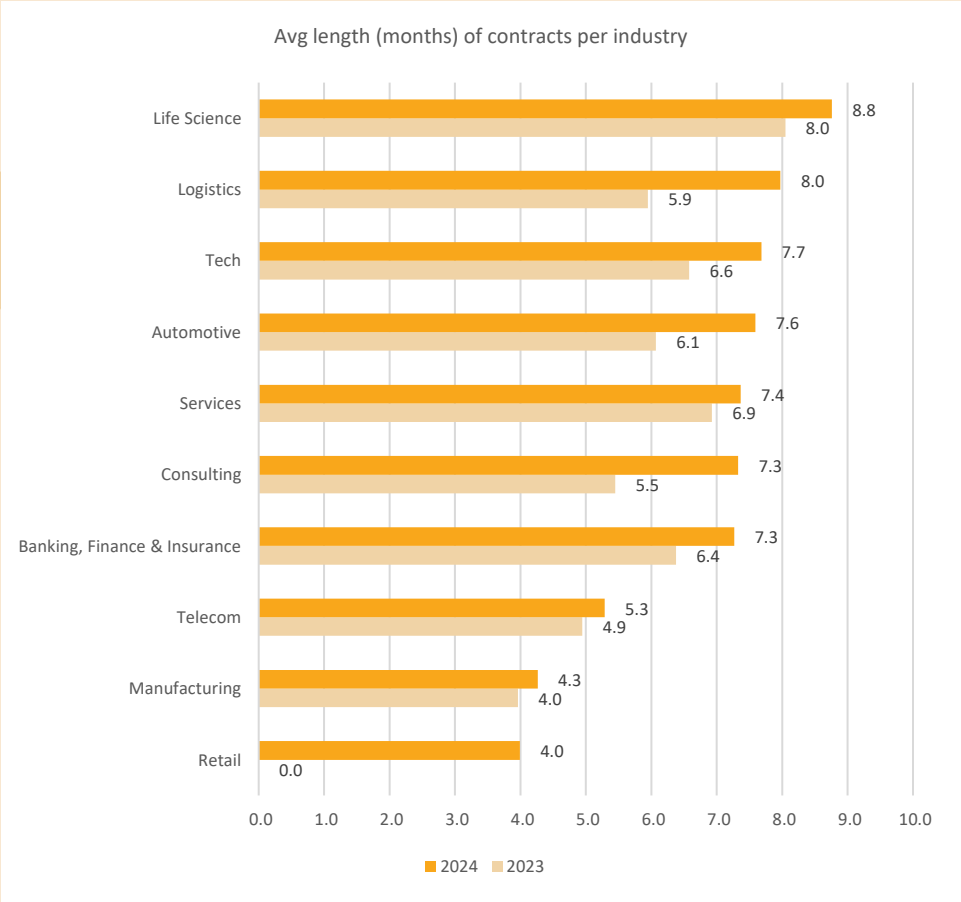
Requested seniority level per industry



Requested seniority level per industry



Contract length per industry



In general, we see a quite stable contract length and are optimistic about the increase we see in many industries in Poland.



Most trending skills

Top 10 demanded skills 2024
1. SQL
2. Java
3. Python
4. Jira
5. Linux
6. Azure
7. Docker
8. Git
9. Javascript
10. Kubernetes

Top 10 demanded skills 2023
1. SQL
2. Java
3. Python
4. Azure
5. AWS
6. Javascript
7. Net
8. Jira
9. Angular
10. C#

The top 10 most demanded skills shows an unchanged top three of SQL, Java and Python. This is doubtlessly a list to keep track of to ensure that consultants stay up to rate with relevant technologies and methodologies.



System Development



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*Rising skills in **Software Development** (+9,4% compared to Y23) and **IT Test** (+3,2%) align with the strong growth in **Banking, Finance & Insurance** (+14,9%). The decline in legacy technologies (**Java**, **.Net**, and **Software/system architecture**) and reduced share in **Tech** (-5,6%) indicate an industry moving away from older frameworks, while modest growth in **Frontend & Fullstack** signals a continued push towards modern development. **Energy's** (+1,8%) rising share may be driving new opportunities outside the traditional tech hubs.*

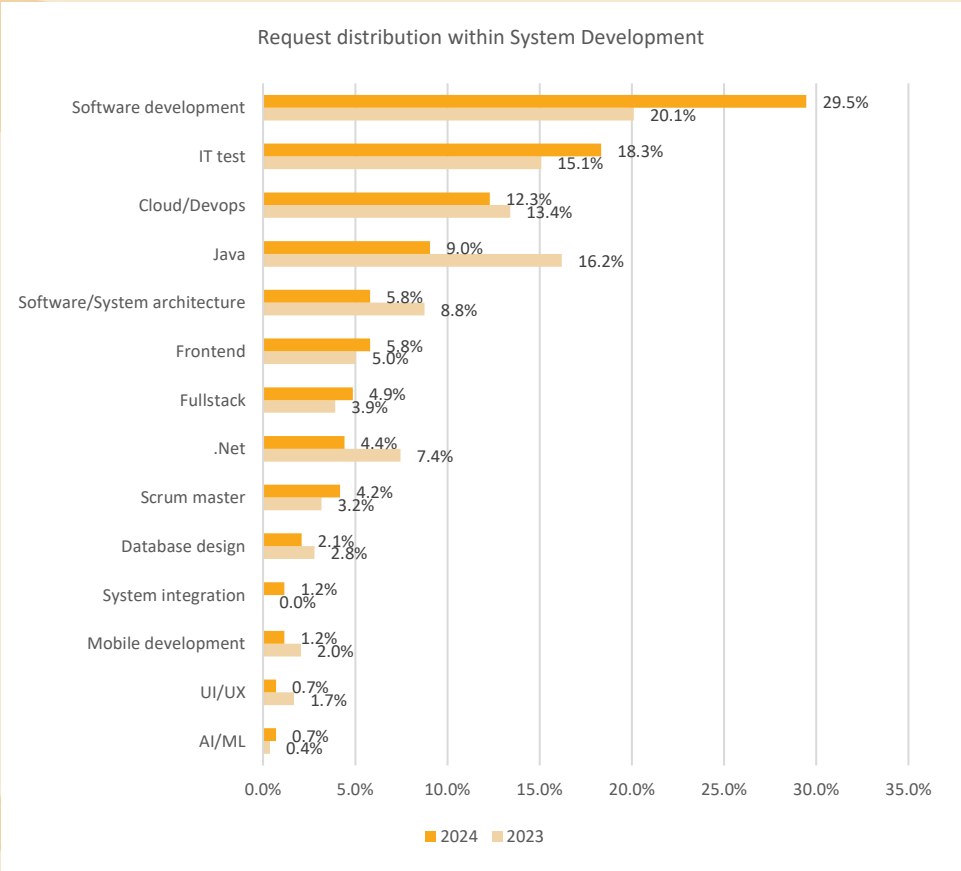


Casandra Averfalk

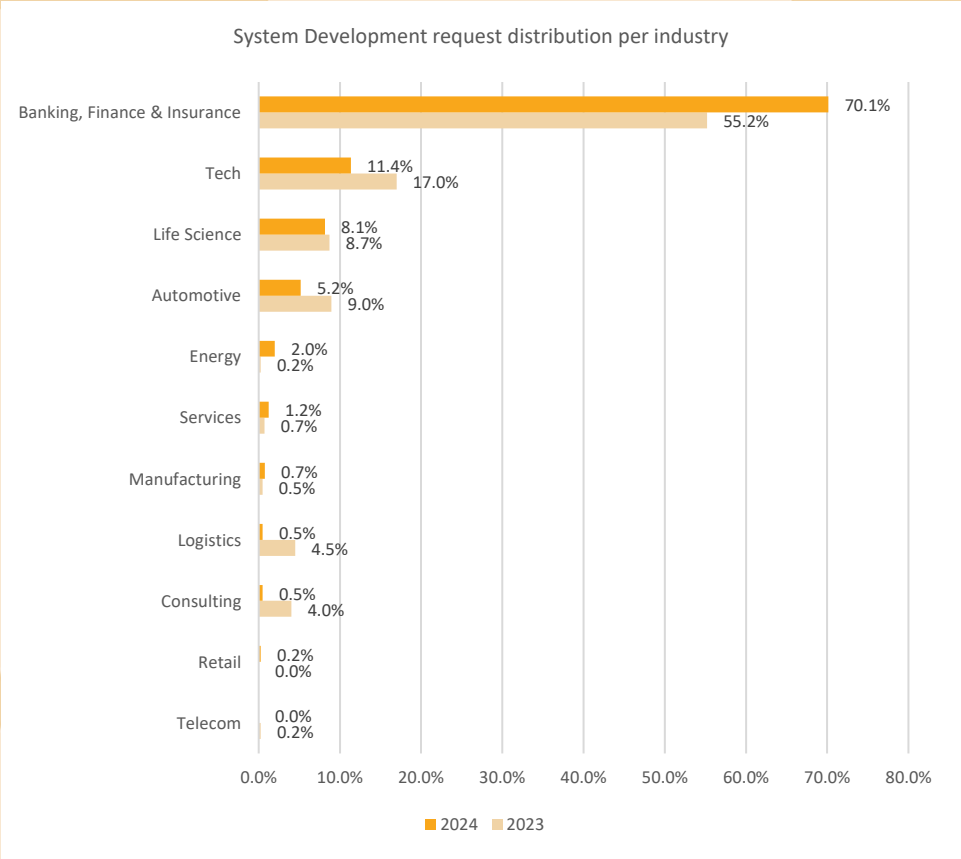
Skill Practice Lead, System Development,
Ework Group



Client request distribution per skill area



Client request distribution per industry



Business Management



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Business Analysis remains Poland's dominating skill area, increasing from 48.4% to 53.4% in 2024. Client demand in the **Banking, Finance and Insurance** sector has significantly risen from 68.6% to 85.6%. Interestingly there is also an increase in the **Manufacturing** sector from 4.3% to 7.5%.

In this market we see a focus towards **Business Analysis** and **Strategic Management**, with a strong emphasis on the **Banking, Finance and Insurance** sector and a growing interest in manufacturing. The decline in **Project Management** roles suggests that our clients in this region have implemented structure process and now require expertise within strategy and data analysis.

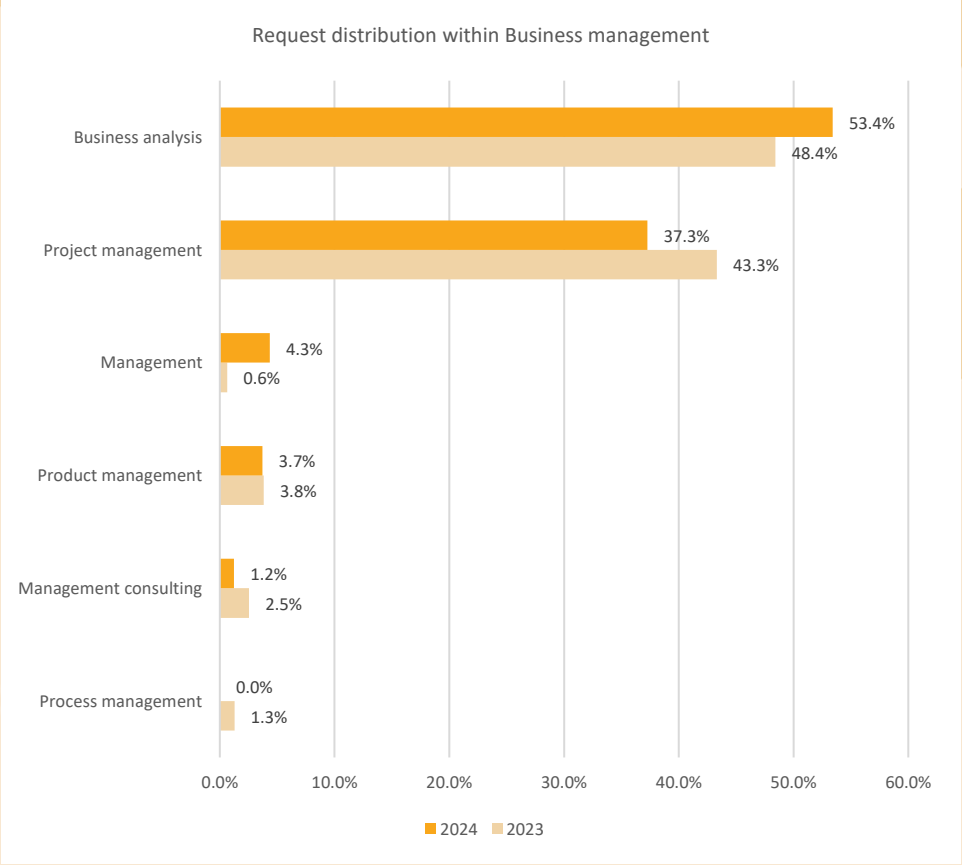


Selena Muratovic

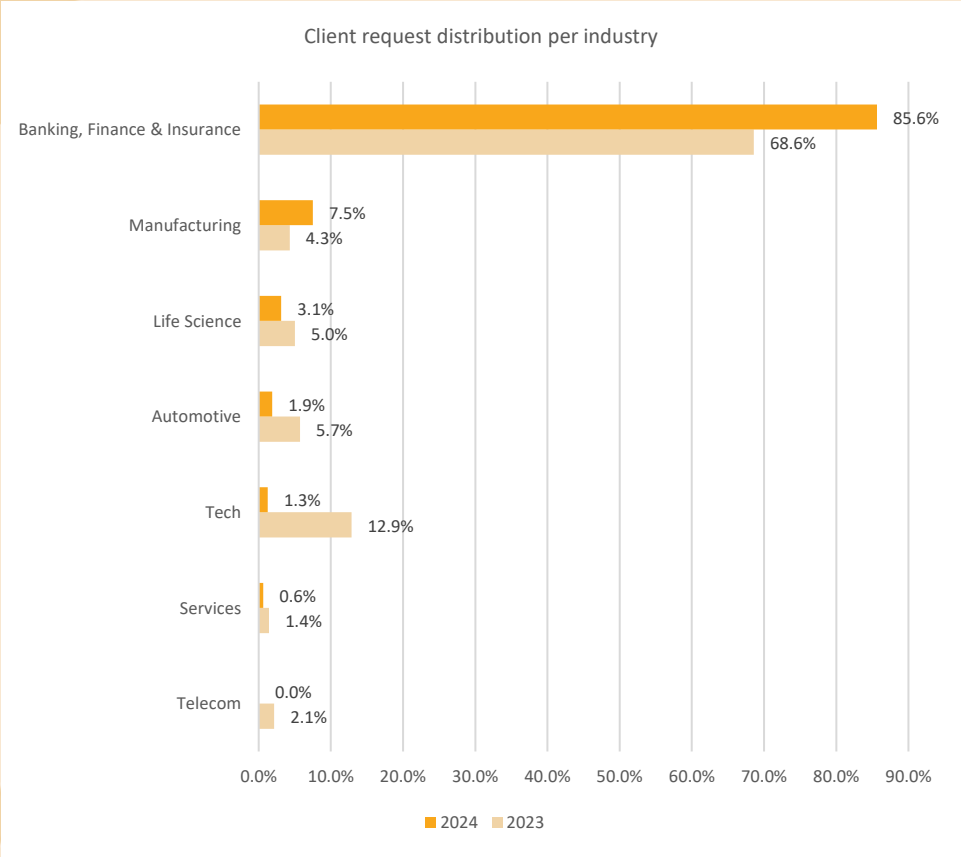
Skill Practice Lead, Business Management, Ework Group



Client request distribution per skill area



Client request distribution per industry



Business Solutions



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*From 2023 to 2024, the demand for **Data Science** professionals has nearly doubled in Poland, now accounting for over half of all client requests within Business Solutions. It is also ranked as the country's second-largest skill area. **Data Engineers** are the most requested professionals, making up around a third of the total demand, with **SQL**, **Python**, **ETL**, and expertise in **Cloud** platforms like **AWS** or **Microsoft Azure** among the most sought-after skills in this field.*

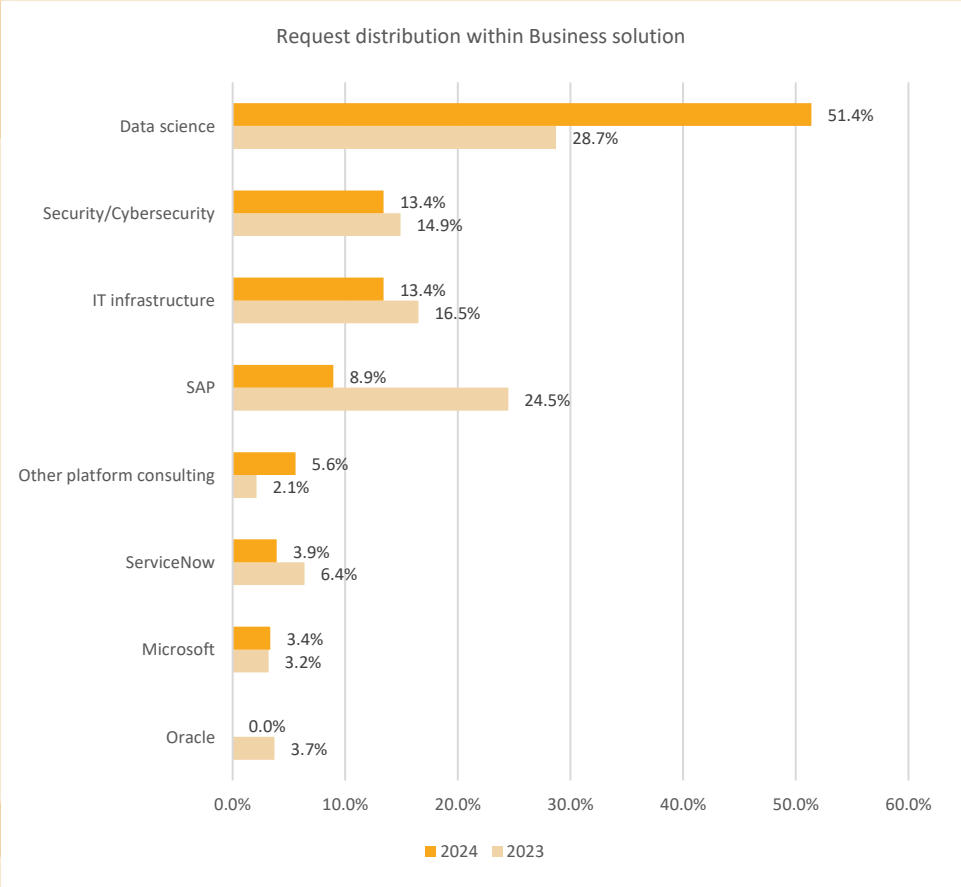


Anniken Sundby

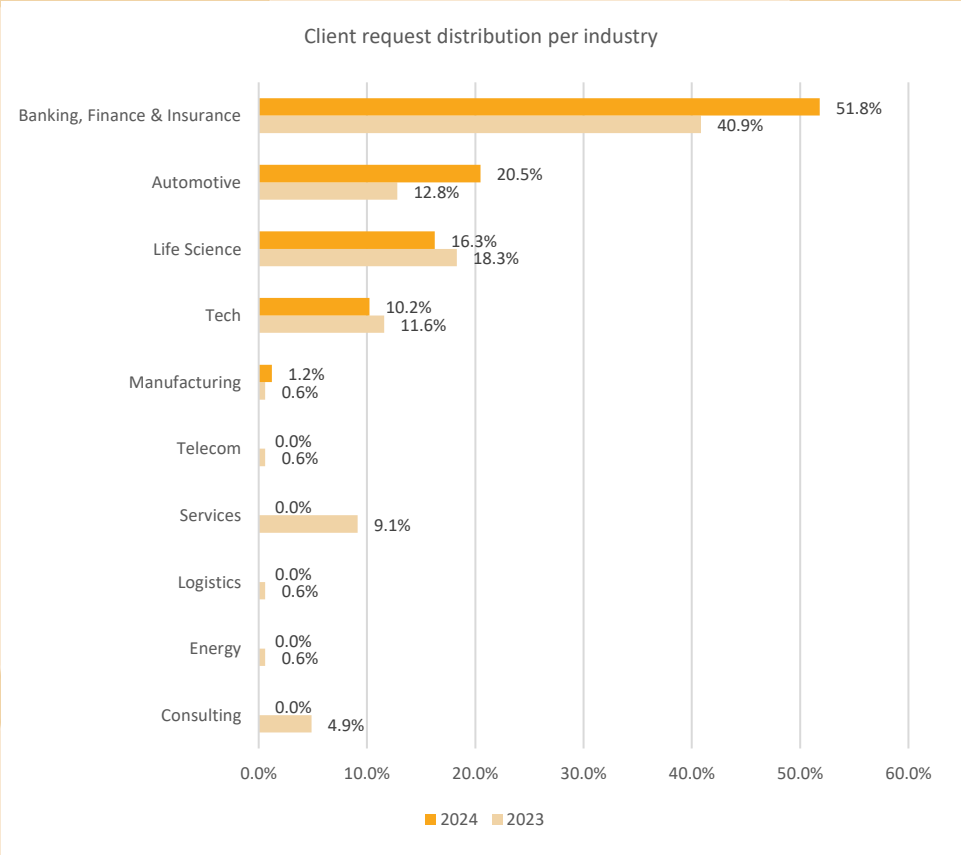
Skill Practice Lead, Business Solutions,
Ework Group



Client request distribution per skill area



Client request distribution per industry



Professional Services



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*Ework Poland's data highlights strong growth in **HR** and **Finance**, both now tied for second place in skill area demand at 20.6% each. **IT Support/Technician** remains the top skill area but has seen a significant decline, with demand nearly halved compared to last year.*

*Meanwhile, the **Banking** industry dominates and continues to grow, capturing 73.7% of requests within the Professional Services domain, up from 44.8% in 2023.*

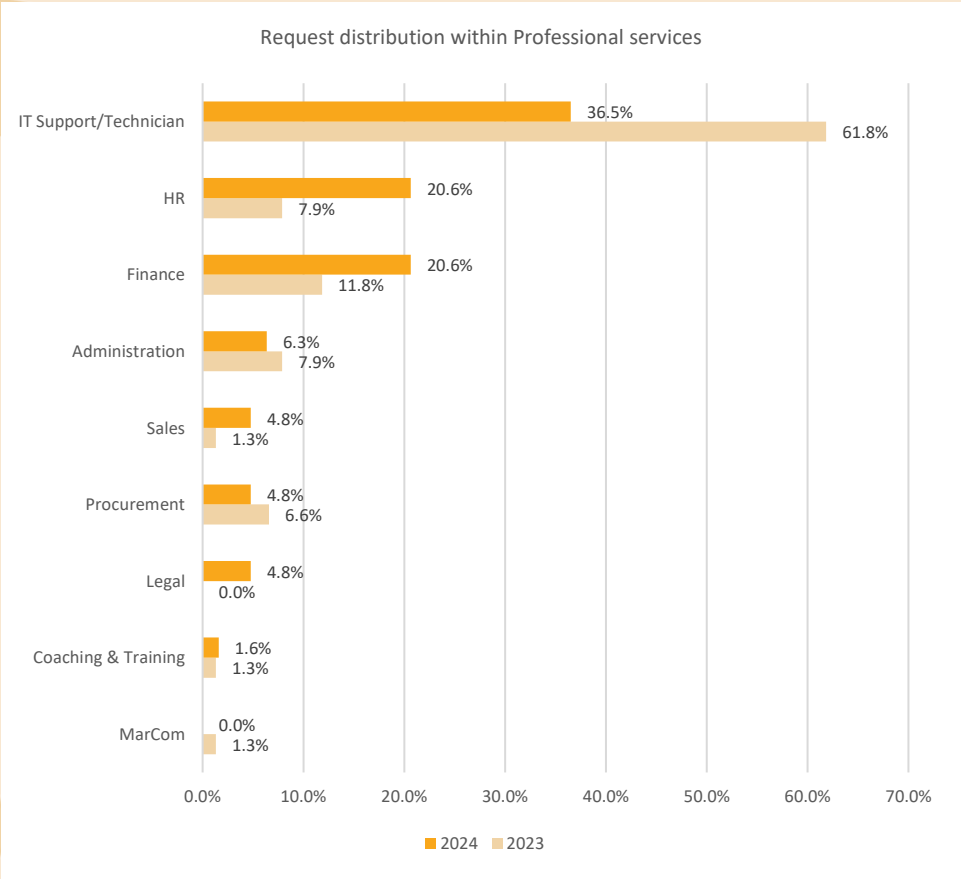


Rami Laakso

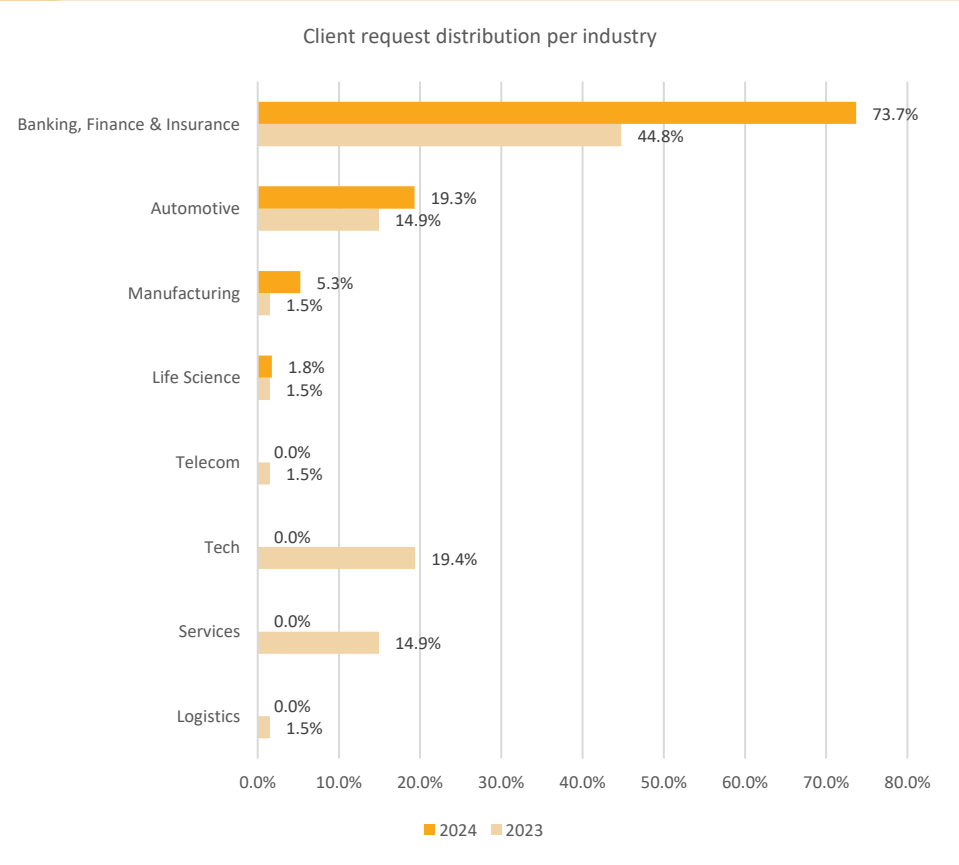
Skill Practice Lead, Professional Services,
Ework Group



Client request distribution per skill area



Client request distribution per industry



Engineering



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The relatively small amount of requests within the Engineering Skill Domain in Poland is heavily dominated by the **Automation** skill area, and by roles and skills very tightly related to the System Development Domain, such as **Python** and **Jenkins**. It is interesting to see how the **Technical Engineering** skill area has grown to establish itself as the firm runner-up here, and this will be an area to keep our eyes on moving on. **Embedded development** has reversely gone the opposite direction with a surprising drop in amount of new requests during 2024.

The **banking, finance and insurance** sector is consistently the biggest sector in the domain, and has further established its pole position, now boasting 83.3% of the engineering requests in 2024. The most prominent skills that we see are **Python**, **Git**, **Jenkins** and **Robot Framework**, indicating the increasing importance of the **AI** skillset and suggesting these as skills to focus educational efforts in for consultants and consultant companies moving forward.

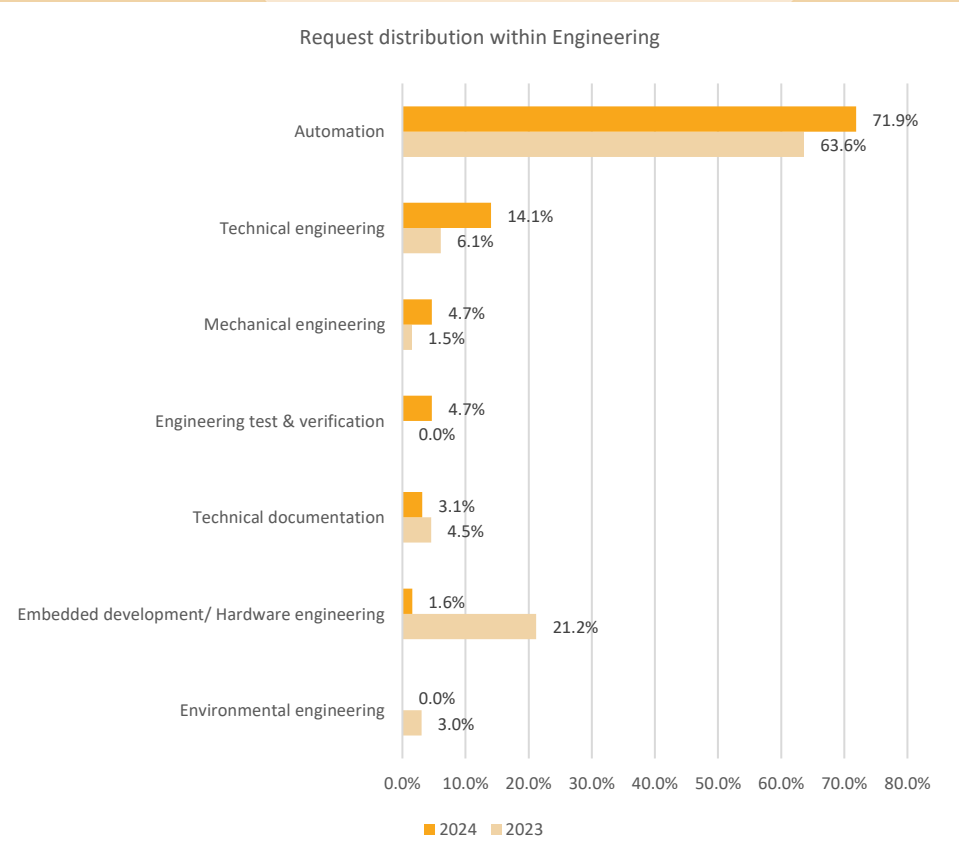


Michael Hellman

Skill Practice Lead, Engineering,
Ework Group



Client request distribution per skill area



Client request distribution per industry

