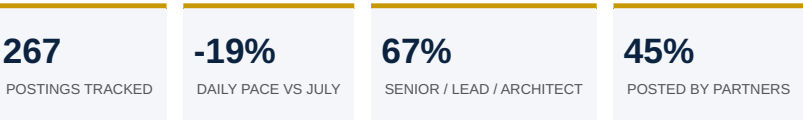


The DynamicsFocus Recruiting Report

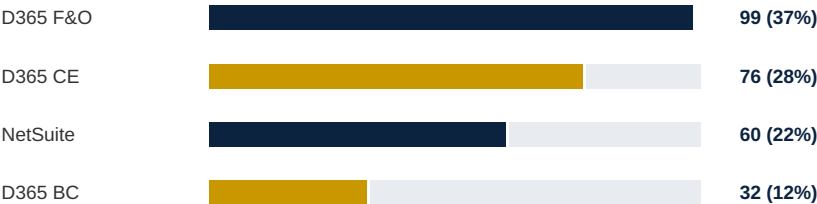
Microsoft Dynamics 365 & NetSuite Talent Market — North America

formerly The DynamicsFocus Hiring Index

Edition No. 3 | August 1 – 31, 2026



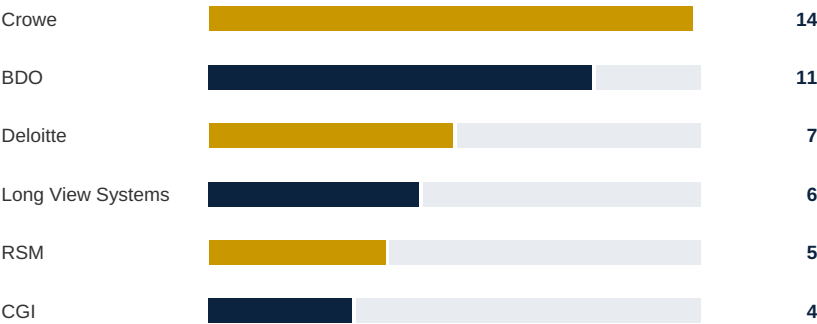
Demand by practice area



Volume fell in August, but not by as much as the headline suggests. 267 postings against July's 368 reads as a 27% drop. Two of August's weekdays returned nothing at all from our collection, and one of them was a Thursday, the single heaviest posting day of the week. Adjusted for what was actually collectable, the real move is closer to **19% down per comparable hiring day**.

F&O took the volume lead back from CE. NetSuite held roughly a fifth of the market, and Business Central stayed the thinnest of the four.

Who is hiring: most active employers



Counted as distinct requisitions. A company posting the same title across several cities on one day counts once.

Buyer mix

45% of August postings came from partners and consultancies, up from 38% in July, and that share rose while total volume fell. The firms that implement this software kept hiring through a slower month; the companies that buy it slowed down.

The two ends of that spread are worth knowing before you price a search. **NetSuite is the end-customer market** at 80%, so you are mostly competing with other businesses staffing their own team. **Customer Engagement is the partner market** at 56%, where you are competing with consultancies that hire for a living and move faster than most internal processes.

What this means if you are hiring

- 1. A quieter month is not an easier one.** Volume is down, but partner demand is up and two thirds of everything posted sits at senior, lead or architect level. Fewer roles competing for the same small pool of proven implementers does not make them easier to reach.
- 2. Know which market you are in before you set the process.** On NetSuite you are racing other end customers, which is a slower and thinner race. On CE you are racing consultancies. The same three-week interview loop wins one and loses the other.
- 3. Canada keeps outpacing its weight.** Toronto and Montreal are the two busiest metros on the continent for this work, ahead of New York and Chicago, and close to three in ten postings that name a city are Canadian. If your search is US-only by habit rather than by requirement, that is close to a third of the market you are not seeing.

The DynamicsFocus Recruiting Report

Page 2 — Who is hiring, and where

formerly The DynamicsFocus Hiring Index

Edition No. 3 | August 1 – 31, 2026 | Published September 2026 by DynamicsFocus, LLC

Partner or end customer, by practice area

The firms that implement this software kept hiring in August. The companies that buy it did not. **Partners were 45% of all postings, up from 38% in July**, and that shift happened while total volume fell. Customer Engagement is the most partner-driven track at 56%, NetSuite the least at 20%. If you are hiring CE talent, most of the roles you are competing against sit inside consultancies.

Track	Partner	End customer	Reads as
D365 CE	56%	44%	Partner-driven
D365 F&O	53%	47%	Close to even
D365 BC	43%	57%	Leans end customer
NetSuite	20%	80%	End-customer driven

Base: 259 of the month's 267 postings. 8 postings from staffing agencies and from Microsoft itself are excluded from this split rather than filed as either, since neither is hiring for its own ERP team.

Seniority, by practice area

The four tracks want different people. **F&O and CE are architect and senior markets**, with roughly six in ten postings at that level. **Business Central and NetSuite are mid-level markets**, at 47% and 40%. A hiring plan built on one track's assumptions will misprice the other.

Track	Architect	Senior	Mid
D365 F&O	28%	30%	14%
D365 CE	25%	33%	21%
D365 BC	16%	28%	47%
NetSuite	12%	25%	40%

Percentages are of each track's own postings, so the tracks are directly comparable to one another. Director, manager and lead roles each account for under 10% of a track and are not shown, and some postings carry no seniority marker, so rows do not total 100%.

Where the work is

Toronto and Montreal outrank every American metro, again. Canada is close to three in ten postings that name a city, which is a larger share than its share of the North American economy would suggest. Calgary and Mississauga both enter the top ten this month.

Metro	Share	Metro	Share
1. Toronto	8.6%	7. Chicago	2.7%
2. Montréal	6.3%	8. Charlotte	1.8%
3. New York	3.6%	9. Calgary	1.8%
4. Washington	3.6%	10. Mississauga	1.8%
5. Houston	3.2%	US / Canada	71 / 29
6. Atlanta	3.2%		

Base: the 221 postings that named a city. Several metros are separated by a fraction of a point, so read the ordering inside those ties as arbitrary. Of the 195 postings where a work model was captured, 34% were fully remote; 27% of the month carried no work-model value at all, so treat that figure as directional.

When roles go live

More than half of all Dynamics and NetSuite roles are posted on a Thursday or a Friday. Thursday alone carries 31% of everything we track, rising to 37% among roles posted in the last week. Monday carries a tenth. Weekends barely register.

That matters if you are the one publishing. A requisition that goes live on Thursday lands on the busiest day of the week and competes with roughly a third of the month's postings for the same attention. Earlier in the week is quieter, and your posting stays near the top of a candidate's search results considerably longer.

Posted on	Share of all postings
Monday	10.4%

The DynamicsFocus Recruiting Report

Page 2 — Who is hiring, and where

formerly The DynamicsFocus Hiring Index

Edition No. 3 | August 1 – 31, 2026 | Published September 2026 by DynamicsFocus, LLC

Tuesday	18.2%
Wednesday	13.6%
Thursday	31.3%
Friday	22.0%
Saturday	3.6%
Sunday	0.9%

Base: 935 postings carrying a verifiable publication date, read from the job board's own posting date rather than the date we collected it. Percentages are of all live postings we track, not of August alone.

One thing worth fixing

6.7% of the roles we tracked in August were posted more than once. A re-post is the clearest public signal that a search is not working.

13 of those 18 roles sat at partner firms. Those are companies that recruit ERP talent for a living. They have recruiters on staff and a bench they have spent years building, and they still did not fill the role the first time.

That is worth sitting with, because it tells you where to look when your own search stalls. When the specialists are the ones re-posting, the problem usually is not the recruiting. It is the spec, the comp band, or a process that takes three weeks in a market that clears in one.

If something of yours has been open more than sixty days, the first thing we would check is not the pipeline. It is whether the job description describes a person who actually exists at the salary attached to it.

Consolidation watch

Six confirmed transactions have reshaped this channel since June. The pattern across them matters more than any single deal. The buyers are increasingly private equity firms and national accounting platforms rather than other Dynamics and NetSuite partners.

Firm	What happened	Announced
Crowe	Sold a majority stake in its advisory arm to KKR, valued near \$3 billion. The firm splits into Crowe Advisory LLC, which takes the investment, and Crowe LLP, which stays the licensed CPA firm.	Jun 11
Eide Bailly	Reverence Capital and co-investors took a majority stake in a deal reported around \$1.8 billion. Splits the same way, and the NetSuite and Business Central practices sit on the advisory side.	Jun 23
MCA Connect	Acquired by Grant Thornton Advisors, closing in July. Roughly 350 Dynamics 365 manufacturing and distribution consultants, exiting their previous private equity sponsor.	Jul 6
Velosio	Acquired both Kopis and Acuitas, adding Business Central, CRM and legacy GP, NAV and SL delivery capacity.	Jul 1
TrellisPoint	Acquired by Univerus, a Canadian software group that has completed more than 25 acquisitions since 2019.	Jul 22
Alithya	Board launched a strategic review. A merger, a sale of the company and privatization are all explicitly on the table.	Jul 27

Two of these deals split a firm in half, and both split it the same way. Crowe and Eide Bailly each separated the licensed CPA business from the advisory business, and in both cases the ERP practice went with advisory, which is the side taking the money. If your implementation partner sits inside a national accounting firm, that structure is worth understanding, because it decides who your delivery team answers to a year from now.

Consolidation also moves people, reliably. Not immediately, and rarely the people who signed the deal, but the delivery bench tends to reprice itself somewhere between six and twelve months after an integration really starts. That is worth knowing whether you are trying to hold a team together or trying to hire one.

Confirmed transactions only, each announced publicly by the parties involved. We do not print rumored deals or deals we cannot source.

The DynamicsFocus Recruiting Report

Page 2 — Who is hiring, and where

formerly The DynamicsFocus Hiring Index

Edition No. 3 | August 1 – 31, 2026 | Published September 2026 by DynamicsFocus, LLC

Recruiting takeaways

The same month reads two different ways depending on which side of the table you sit on.

IF YOU HIRE INTERNALLY

Your CE competition is mostly consultancies, and they move faster than most internal processes. On NetSuite you are competing with other end customers, which is a different and slower race. Check your comp against the seniority your track actually buys: an F&O plan priced for mid-level people is priced for the wrong market.

IF YOU RUN A PRACTICE

You are competing mostly with each other. More than half of CE and F&O demand comes from partners, and the re-post data says the firms struggling most are partners too. Canada is close to three in ten of the postings that name a city, and Toronto is the single busiest city on the continent for this work.

Featured this month

One person, not a list. We feature a candidate only when there is one worth your time, and we skip this section in the months there isn't.

NetSuite Finance Transformation Lead, CPA

20+ years in finance, 6+ on NetSuite · Florida, remote proven · open to 25-40% travel · available now

- Owned the financial statements end to end before ever touching consulting. Monthly close, multi-currency consolidation and intercompany at a global manufacturer, sitting with the controller and the CFO. She talks to a finance team as a peer rather than as an implementer.
- Six years on NetSuite OneWorld across wholesale, distribution and manufacturing, including scaling OneWorld for a distribution client across North America, EMEA and LATAM.
- The person other consultants get handed when the finance side stalls. She was repeatedly pulled onto engagements she was never staffed to, to unblock close, consolidation and controllership problems that technical consultants could not resolve.

August says NetSuite hiring is **80% end customer**, and that is exactly the market where this profile is hardest to find. When you are competing with other end customers rather than with partners, the shortlist is thinner and the search runs slower, and what is scarce is not somebody who can configure NetSuite. It is somebody who has owned the close.

If you have any potential interest in learning more about this specific person, let me know and I'll be happy to pass along their full credentials for review.

Names are withheld by default. Most of the people we represent are working and confidential, and we do not put anyone's current job at risk to market them.

Contract help, at a flat \$25 an hour

We price contract work on a flat fee now, and it reads the same whether you are a partner staffing a delivery team or a company staffing your own.

\$25/hr

That is the entire fee, for every billable hour worked. You and the consultant agree the rate between you and we never touch it. They invoice you and you pay them, so no money passes through us. We invoice the same hours at the same time. There is no markup and no spread you cannot see.

Roughly a quarter of our network are dedicated independent contractors. Not people between jobs. People who chose this years ago and have run this way since, and almost all of them are alumni of partners in this channel, so a fixed go live date needs no explaining. If it does not work out we recruit a replacement at no charge, and if you decide to hire them the conversion fee falls the longer they have already billed.

Send us the role, the skills, the start date and the duration, and we will tell you what that person costs today and how quickly we can put them in front of you. If we are not the right answer for it, we will say so.

Method. Built from every new Dynamics 365 and NetSuite posting we track across North America, 267 in August. A company posting the same title across several cities on one day counts once. Two weekdays returned nothing from our collection (August 20 and August 26) and are excluded from every per-day figure rather than counted as zero demand; July had four such days and is treated the same way. Because posting volume is heavily concentrated late in the week, the month-over-month pace figure weights each collection day by its weekday's historical share rather than treating a lost Thursday as equal to a lost Monday. Methodology available on request.