

The DynamicsFocus Recruiting Report

Microsoft Dynamics 365 & NetSuite Talent Market — North America

Edition No. 4 | September 1 – 30, 2026

324

POSTINGS TRACKED

Flat

LIKE-FOR-LIKE PACE VS AUG

69%

SENIOR / LEAD / ARCHITECT

54%

POSTED BY PARTNERS

Demand by practice area

NetSuite		104 (32%)
D365 F&O		88 (27%)
D365 CE		86 (27%)
D365 BC		46 (14%)

We widened our collection on September 1, and most of this month's jump comes from that, not from the market. We added nine searches to the 17 we already ran, mostly in Canada and on NetSuite. On the searches we ran in August, September hiring came in **essentially flat**, within a few percent of August's pace per comparable hiring day. Counting everything the new searches found, the pace is up about half, and that is the baseline we will compare against from here.

NetSuite moved into first place for the first time, and that is where the new searches did the most work. More on that below.

Who is hiring: most active employers

BDO		10
Capgemini		8
Crowe		7
Long View Systems		7
CGI		6
MNP		6

Counted as distinct roles. A company posting the same title across several cities, or on several days, counts once.

Buyer mix

54% of September postings came from partners and consultancies, up from roughly half in August on the same classification. Five of the six most active employers are accounting and advisory firms or global integrators, and all six are partners.

The two ends of the spread held their shape. **Dynamics is a partner market**, with consultancies posting more than six in ten CE and F&O roles. **NetSuite is an end-customer market**, where 68% of postings came from companies staffing their own team.

What this means if you are hiring

1. The market did not slow down after Labor Day, and it did not speed up either. On a like-for-like basis September matched August. A steady market is a good time to fix a search that has been open all summer, because the competition for the same people is not getting any lighter.

2. NetSuite administrators are a market of their own. One of the new searches was for NetSuite administrators, and it turned up 42 postings in a month, every one of them at an end customer. That is a part of the market we could not see before, and it is almost entirely companies competing with each other for the same mid-level people.

3. On Dynamics, consultancies set the pace. If you are hiring a CE or F&O person into your own team, most of the roles you are competing against sit inside partners, and partners move faster than most internal processes. The same three-week interview loop that works on NetSuite loses people on Dynamics.

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Partner or end customer, by practice area

Three of the four tracks are now partner-driven. Consultancies posted 64% of CE roles, 62% of F&O roles and 71% of Business Central roles. NetSuite runs the other way, with end customers posting 68% of its roles, and the new NetSuite administrator search is a large part of why.

Track	Partner	End customer	Reads as
D365 CE	64%	36%	Partner-driven
D365 F&O	62%	38%	Partner-driven
D365 BC	71%	29%	Partner-driven
NetSuite	32%	68%	End-customer driven

Base: 311 of the month's 324 postings. 13 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. A company counts as a partner when it appears in our partner list, which we add to every month as new firms post.

Seniority, by practice area

F&O is still the senior market, with six in ten classified postings at senior or architect level. CE and Business Central sit in the middle, and NetSuite is the mid-level market at 43%, pulled down by administrator roles.

Track	Architect	Senior	Mid
D365 F&O	29%	32%	16%
D365 CE	27%	27%	32%
D365 BC	16%	38%	34%
NetSuite	11%	28%	43%

Percentages are of each track's postings that carried a seniority level. About a quarter of September's postings carried none and are left out rather than guessed at. Lead, manager and director roles are not shown, so rows do not total 100%.

Where the work is

Toronto is the busiest city on the continent for this work by a wide margin, with one in six postings that name a city. Montréal is second, and Calgary and Vaughan both make the top ten.

Canada's share rose to 41%, and part of that is ours. We doubled our Canadian searches on September 1, so read the rise as partly collection. What has not changed in three editions is the ranking: the two biggest Canadian cities outrank every American one.

Metro	Share	Metro	Share
1. Toronto	16.5%	7. Chicago	2.8%
2. Montréal	5.1%	8. Vaughan	2.4%
3. Washington	3.9%	9. Atlanta	2.0%
4. Calgary	3.1%	10. New York	1.6%
5. Houston	3.1%	US / Canada	59 / 41
6. St. Louis	2.8%		

Base: the 254 postings that named a city. Suburbs are shown as listed on the posting, so Vaughan, Markham and Mississauga are counted apart from Toronto.

How the work gets done

Six in ten postings that name a work model are onsite, and fewer than one in four are fully remote. The remote market many candidates picture is real, but it sits almost entirely with one kind of employer.

Partners are the ones hiring remotely: 40% of partner postings that stated a work model were fully remote, against 11% at end customers, where two in three roles were onsite. Business Central is the most onsite track, at 72%. If you hire internally and your strongest candidate works remotely today, the consultancies bidding for that same person are far more likely to let them keep doing so, which makes an onsite requirement a real cost in reach and acceptance rate rather than a formality.

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Posted by	Onsite	Hybrid	Remote
D365 BC	72%	12%	16%
D365 CE	59%	15%	26%
D365 F&O	60%	18%	22%
NetSuite	57%	15%	28%
Partners	54%	6%	40%
End customers	67%	22%	11%
All postings	61%	15%	24%

One more number worth knowing. Of 324 postings in September, exactly one carried AI or Copilot in the title. Every partner is selling Copilot, and almost nobody is hiring for it by name. The AI work is landing on the CE, Power Platform and F&O people already in the seat, which is one more reason those profiles are getting harder to find.

Base: the 155 postings (48% of the month) that stated a work model, as labeled on the posting; the rest carried none, so read these shares as directional. Five postings from employers we could not classify are included in the track rows and the total but not in the partner or end-customer rows.

One thing worth fixing

26 roles we first saw in July or August were back on the boards in September, and 28 were posted more than once inside September alone.

18 of those 26 returning roles sat at partner firms. Those are companies that recruit ERP talent for a living, with recruiters on staff and a bench they have spent years building, and the role is still open a month or two later.

When the specialists are the ones re-posting, the problem usually is not effort. It is the spec, the comp band, or a process that takes three weeks in a market that clears in one. **If a role of yours has been open since the summer, the first thing we would check is whether the job description describes a person who actually exists at the salary attached to it.**

Consolidation watch

The accounting platforms kept buying. Last month we reported that the buyers in this channel are increasingly private equity firms and national accounting platforms rather than other partners. The deals announced since then point the same way.

Firm	What happened	Announced
Grant Thornton / CBIZ	Grant Thornton Advisors agreed to acquire CBIZ in a transaction valued around \$5 billion, supported by New Mountain Capital. Grant Thornton already bought MCA Connect, the Dynamics 365 manufacturing partner, in July.	Jul 29
Armanino	Acquired AppWrap, expanding its NetSuite practice and adding 115 managed-service clients.	Sep 2
Argano	Acquired GoSaaS, an Oracle-focused consulting firm.	Sep 18

Grant Thornton is the clearest example. Since July it has added a Dynamics manufacturing practice of roughly 350 consultants and agreed to buy a national accounting and advisory firm. If your implementation partner sits inside a firm like that, the people you work with may not change quickly, but who they answer to already has.

The people effect arrives later. The delivery bench tends to reprice itself somewhere between six and twelve months after an integration really starts, which 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.

Recruiting takeaways

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

IF YOU HIRE INTERNALLY	IF YOU RUN A PRACTICE
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If you run NetSuite, your administrator search is competing with dozens of other companies looking for the same mid-level person, and none of them are consultancies. If you run Dynamics, you are competing with partners who hire for a living. Price and pace the search for the market you are actually in.

You are mostly competing with each other. More than six in ten CE and F&O postings came from partners, and most of the roles still open from the summer are partner roles. Canada is four in ten of the postings that name a city, and Toronto alone is one in six.

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.

Senior D365 CE Functional Consultant / Solution Architect / Pre-Sales Copilot Architect

California · employed, open to select roles with a partner or end customer · considering opportunities starting at \$145,000 a year

12+ yrs

Dynamics CRM 2011
through D365 CE

10+

Power Platform and
Copilot Studio projects

2,600 users

650+ stores, Fortune 500
program he leads

PL-600

plus PL-200, PMP
and Executive MBA

DEPTH ON THE PLATFORM

- **12+ years on Dynamics CRM and D365 CE**, from CRM 2011 to today, as functional lead, solution architect, CRM project manager and pre-sales architect.
- **5+ years on Power Platform** (Power Automate, Power Apps, Copilot Studio) across 10+ projects, and 10+ years of JavaScript, web resource and API work behind CE customizations.
- **3+ years on Field Service** implementations across multiple client engagements, plus several on-premises to cloud D365 migrations as functional lead.

CURRENT ROLE, SINCE 2021

- **Functional lead on a Fortune 500 program**: an Agile D365 CE rollout for a consumer brand with 2,600+ users across 650+ stores, on an award-winning program credited with \$60M in revenue gain.
- **Pre-sales Copilot architect**: runs stakeholder workshops and tailored demos that win deals, then takes Copilot Studio agents from proof of concept to production.
- **\$80K+ a year saved** by replacing legacy systems with Power Platform, and an after-hours outage alerting system that has delivered zero downtime and 100% data recovery.

EARLIER DELIVERY

- **Insurance call center, 200+ users, \$25M a year**: senior Dynamics architect from requirements through training, including a Genesys Cloud telephony integration, a life-insurance quoting portal and 5x sales growth from start-up.
- **International sales rollout, 90,000+ accounts**: design to go-live in four months.
- **CRM project manager, 600+ users and 135,000 accounts**: delivered on time and on budget.

LEADERSHIP AND CREDENTIALS

- **11 years as a U.S. Air Force officer**: ran a \$1B Foreign Military Sales program from a U.S. embassy and led teams of 100+ people.
- **Microsoft Certified PL-600 (Solution Architect Expert), PL-200 and PL-900**; PMP; Executive MBA (3.88 GPA) and a BBA in information systems.

September says Dynamics 365 CE hiring is **64% partner-driven**, and partners are the employers hiring remotely. For a practice staffing CE programs across time zones, what is scarce is not somebody who can configure CE. It is somebody who can run the functional side of a large rollout, design the Copilot work that comes next, and hold their own in front of the client's executives.

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.

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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.

Powered by the FocusFramework™

Our proprietary four-pillar recruiting methodology — 25+ years, exclusively Microsoft Dynamics & NetSuite

FocusLift 360™

Effort Reduction

We do the heavy lifting — 90% of the recruiting workload off your plate.

Learn more →

TalentCatalyst 360™

Strategic Advantage

Helping you win the talent war — reaching the 75% of top talent not looking and unavailable to others.

Learn more →

TalentShield 360™

Risk Reduction

Protecting your investment — rigorous vetting plus an unconditional 100-day replacement guarantee.

Learn more →

TalentNavigator 360™

Innovation & Scalability

A range of recruiting solutions to meet your needs — including RPO and contract/project-based services.

Learn more →

Method. Built from every new Dynamics 365 and NetSuite posting we track across North America whose title names the platform, 324 in September. On September 1 we expanded collection from 17 searches to 26, doubling Canada and adding NetSuite functional and administrator searches, so September is not like-for-like with earlier months. The like-for-like pace compares August with the share of September postings that the original 17 searches also found, estimated from a sample of the month's collection. The broader searches also return more postings that never name Dynamics or NetSuite in the title; we leave those out of every figure, and August is restated on the same basis (225 postings rather than 267). A company posting the same title across several cities on one day counts once. Three weekdays returned nothing from our collection (September 10, 23 and 24) and are excluded from every per-day figure rather than counted as zero demand; August had two such days and is treated the same way. Because posting volume is heavily concentrated late in the week, the pace comparison weights each collection day by its weekday's historical share. Methodology available on request.