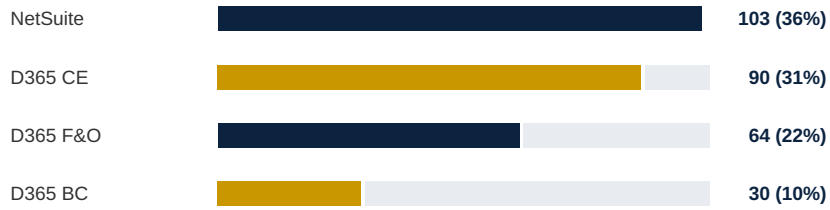
The DynamicsFocus Recruiting Report

Microsoft Dynamics 365 & NetSuite Talent Market — North America

Edition No. 5 | October 1 – 31, 2026

287	–11%	66%	45%
POSTINGS TRACKED	LIKE-FOR-LIKE PACE VS SEP	SENIOR / LEAD / ARCHITECT	POSTED BY PARTNERS

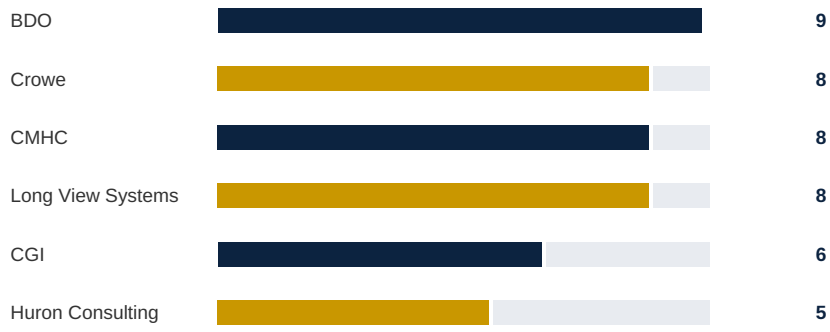
Demand by practice area



October demand came in about 11% below September on a like-for-like basis — 287 postings against 324, counting the four tracks we have run all year. The drop is not spread evenly: it sits almost entirely in the two implementation-heavy Dynamics tracks, with **F&O down about a quarter and Business Central down about a third**, while NetSuite held flat and CE edged up.

A note on scope: on October 15 we added a fifth set of searches, for ERP program and project-management roles, which found 10 more platform-named postings. We keep those separate so the month compares cleanly to September; counting them, it was 297. NetSuite was the largest single track for a second month running.

Who is hiring: most active employers



Counted as distinct roles. A company posting the same title across several cities, or on several days, counts once. Five of the six are partners; CMHC, a Canadian federal housing agency, is the one end customer and the busiest single in-house ERP hirer of the month.

Buyer mix

About 45% of October postings came from partners and consultancies, down from 54% in September on the same classification. The mix tilted a little further toward end customers, but it did not flip — partners are still close to half of the market and all but one of the most active employers.

The one real mover was **Dynamics CE**, where the partner share eased from roughly two-thirds to about half as more companies posted CE roles for their own teams. The two ends held their shape: **F&O and Business Central stayed partner-led**, and **NetSuite stayed an end-customer market** at seven in ten.

What this means if you are hiring

1. Demand cooled, but unevenly. The month was down about a tenth overall, and nearly all of that is in F&O and Business Central. NetSuite and CE are steady. If you are hiring an F&O or BC person, there is a little more slack than there was a month ago; if you are hiring NetSuite or CE, nothing got easier.

2. NetSuite is the deepest market, and the one companies run themselves. It was the largest track again, and seven in ten of its roles are at end customers. If you run NetSuite, you compete mostly with other companies like you for the same people, not with partners.

3. On Dynamics, consultancies still set the pace. F&O and Business Central remain partner-led, and partners move faster than most internal hiring processes. The three-week interview loop that works on NetSuite will lose people on Dynamics.

Partner or end customer, by practice area

Two of the four tracks are partner-driven, and CE came back to roughly even. Consultancies posted 56% of F&O roles and 60% of Business Central roles. CE, a two-thirds partner market a month ago, split about evenly this month at 47% partner as more end customers posted their own CE roles. NetSuite runs the other way, with end customers posting 70% of its roles.

Track	Partner	End customer	Reads as
D365 BC	**60%**	40%	Partner-driven
D365 F&O	**56%**	44%	Partner-driven
D365 CE	47%	53%	About even
NetSuite	30%	**70%**	End-customer driven

Base: 277 of the month's 297 postings. 20 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 extend 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 and more architect roles than any other track. **CE and Business Central sit in the middle**, weighted to senior, and **NetSuite is the mid-level market** at 34% mid, pulled down by administrator roles.

Track	Architect	Senior	Mid
D365 F&O	37%	25%	18%
D365 CE	20%	51%	16%
D365 BC	11%	53%	16%
NetSuite	8%	39%	34%

Percentages are of each track's postings that carried a seniority level. About a third of October'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 still the single busiest city for this work, but its share nearly halved from a month ago, to about one in ten postings that name a city, as demand spread across more metros. Montréal held second and **Chicago jumped to third.**

Canada's share fell to **27%**, from 41% in September — and that happened even though we added Canadian searches mid-month. More Canadian
coverage returning a smaller Canadian share is a real signal that Canadian ERP demand softened in October, not a collection quirk.

Metro	Share
1. Toronto	**9.5%**
2. Montréal	**6.6%**
3. Chicago	**5.8%**
4. Ottawa	**3.3%**
5. Washington	**3.3%**
6. St. Louis	**2.5%**

Metro	Share
7. Houston	**2.5%**
8. Austin	**2.1%**
9. Tampa	**2.1%**
10. New York	**1.6%**
US / Canada	**73 / 27**

Base: the 243 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

This month's stated-model postings skew remote and hybrid, with onsite a minority at about a third. That is a sharp change from September, when six in ten were onsite, and the change lines up with our mid-month search expansion, so read it as collection as much as market — we are not calling a remote turn off one month.

What held across both months is the split by employer: **partners hire remotely far more than end customers**, 64% fully remote against

22%, with end customers the onsite side of the market. 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.

Posted by	Onsite	Hybrid	Remote
D365 BC	7%	14%	79%
D365 CE	26%	36%	38%
D365 F&O	37%	37%	26%
NetSuite	40%	24%	36%
Partners	9%	27%	**64%**
End customers	44%	34%	22%
All postings	**32%**	**30%**	**38%**

> **One more number worth knowing.** Of 297 postings in October, three 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 139 postings (47% of the month) that stated a work model, as labeled on the posting; the rest carried none, so read these shares as directional, and read the month-over-month move with the mid-month collection change in mind. Twenty 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

47 roles we first saw in September were back on the boards in October, and 21 were posted more than once inside October alone.

25 of those 47 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 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 moved into NetSuite. For three editions we have tracked private equity and national accounting firms buying up this channel. In October the buying landed squarely on NetSuite services practices, with two of the three deals putting accounting-firm owners over NetSuite consulting teams.

Firm	What happened	Announced
WilliamsMarston / Charted	WilliamsMarston, a Boston-based accounting and advisory firm, acquired the NetSuite services practice of Charted. The practice's leader now runs NetSuite services at WilliamsMarston; the two firms will keep partnering on shared clients.	**Oct 21**
Elliott Davis / Equify Advisors	Elliott Davis, a top-50 accounting firm, acquired Equify Advisors, a NetSuite Alliance Partner, adding roughly 36 consultants and deepening its digital consulting practice.	**Oct 1**
mhance / CPS & City Dynamics	mhance, backed by SilverTree Equity, completed the acquisition of CPS and City Dynamics, two Microsoft Dynamics 365 Business Central partners, consolidating three BC firms under one PE-backed group.	**Oct 16**

Two of October's three deals put an accounting firm over a NetSuite consulting team, which is the clearest sign yet that the roll-up we have been tracking on the Dynamics side is now running on NetSuite too. The third is a PE-backed group buying two Business Central partners at once.

The people effect arrives later. A 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.

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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

F&O and BC hiring cooled, so a stalled search there may breathe a little easier this month. NetSuite and CE did not. If you run NetSuite, you are competing with other companies like you for the same mid-level people, and seven in ten NetSuite roles are end-customer posts. Price and pace for the market you are actually in.

IF YOU RUN A PRACTICE

F&O and Business Central are still partner-led, and most of the roles returning from September are partner roles. Your remote reach is a real edge over the end customers you compete with. And if your firm sits inside a recent roll-up, expect the delivery bench to reprice within the year.

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 NetSuite Architect & Delivery Leader · CPA · OneWorld Multi-Subsidiary

California · available now, open to a hands-on delivery or architect role with a partner or end customer · permanent from $180,000, or contract from $100 an hour

10+ yrs	7 → 1	40 / 20 / 15	CPA
NetSuite, and 20+ across ERP	ERP systems merged into one NetSuite OneWorld	subsidiaries, countries and currencies, one program	plus NetSuite ERP Consultant, Admin & AI Foundations

DEPTH ON THE PLATFORM

- **10+ years across every NetSuite role,** from pre-sales and discovery to solution architect, senior business analyst, administrator, project manager and delivery manager, on 30+ projects from $20K to $20M.
- **A OneWorld program at global scale:** led the consolidation of seven ERP systems into a single NetSuite OneWorld instance spanning 40 subsidiaries, 20 countries and 15 currencies, delivered in roughly twelve phased releases.
- **Then extended the platform** over the following two and a half years with Salesforce, NetSuite Analytics Warehouse and Planning & Budgeting.

FINANCE AND OPERATIONS IN ONE PERSON

- **A CPA who architects finance and supply chain together:** ASC 606 advanced revenue recognition, multi-book and intercompany on the finance side; twenty years of manufacturing and distribution ERP — MRP, WMS, MES — on the operations side.
- **Speaks to both the CFO and the COO,** which is rare in a hands-on NetSuite lead, and is why finance sponsors keep pulling him into their programs.

AI-FORWARD

- **Connected Claude to NetSuite** through MCP, uses multiple AI assistants in his daily delivery work, and holds the NetSuite AI Foundations certification.

HOW HE WANTS TO WORK

- **A hands-on delivery lead or architect, not a resource manager,** working directly with the end client. San Diego; open to about 50% travel; permanent or contract; no relocation.

October says NetSuite is the largest single track and an end-customer market, where seven in ten roles are posted by companies running the platform themselves. What those teams are short of is not another administrator. It is someone who can stand up a multinational OneWorld program, talk revenue recognition with the CFO and supply chain with the COO, and still sit hands-on in the build. He is available now and interviewing actively, so the window on this one is short.

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.

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 →

TalentShield 360™
Risk Reduction
Protecting your investment — rigorous vetting plus an unconditional 100-day replacement guarantee.
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 →

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: 287 in October on the four tracks we have run all year, and 297 counting a fifth set of searches for ERP program and project-management roles added October 15, which we show separately so the month compares cleanly to September. September is stated on the same title-naming basis (324). A company posting the same title across several cities on one day counts once. The scraper ran every weekday in October; on several days the overnight match step finished late and those postings were recorded the next business day, which moves a posting's date within the month but does not drop it, so no days are excluded. Partner-versus-end-customer, seniority and work-model shares are each taken over the postings that carried that detail, roughly half the month for work model, and are directional. The month-over-month work-model move coincides with the mid-month search expansion and should be read as collection as much as market. Methodology available on request.