

NetSuite Remote Consultant Jobs: Salaries & Hiring 2026

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Executive Summary

The market for NetSuite ERP consultants remains robust and candidate-driven going into 2026. NetSuite – a leading [cloud ERP](#) platform (Oracle [NetSuite OneWorld](#) used by ~37,000 organizations globally (Source: [www.houseblend.io](#)) – continues to see aggressive growth (NetSuite revenue grew 22% in FY2023 (Source: [www.houseblend.io](#)) as businesses migrate from legacy systems. This expansion, together with the cloud ERP sector’s 7–10% annual growth forecasts (Source: [www.houseblend.io](#)) (Source: [www.houseblend.io](#)), creates persistent demand for skilled NetSuite consultants. Key findings include:

- Salaries:** NetSuite consultants command premium pay. In the United States, entry-level [functional consultants](#) earn roughly **\$130–\$135K** per year, while senior technical consultants (7–10 years’ experience) average around **\$186K** (Source: [www.anchorgroup.tech](#)) (Source: [www.anchorgroup.tech](#)). Glassdoor data (April 2026) show a median total pay of **\$127K** (overall industries) for NetSuite consultants (Source: [www.glassdoor.com](#)). Notably, remote positions average **\$96K** annually with a typical 25th–75th percentile range of **\$84K–\$114K** (Source: [www.glassdoor.co.uk](#)), indicating that remote roles still pay at or above market norms. Certified experts (e.g. SuiteCloud Developer, NetSuite ERP Consultant) and those in high-demand verticals often exceed six-figure salaries. (See **Table 1** below for role-specific US salary benchmarks (Source: [www.andersonfrank.com](#)) (Source: [www.andersonfrank.com](#)).)
- Geography and Mode:** The US remains the largest hiring market, but Europe (UK, Netherlands, Nordics) and APAC are growing (Source: [www.houseblend.io](#)). COVID-era remote work trends have persisted: firms now routinely source NetSuite consultants globally. For example, a NetSuite specialty analyst notes that “remote work opportunities have expanded the market: firms now source NetSuite consultants *globally*” (Source: [www.houseblend.io](#)). Hybrid models are common (onshore for workshops, remote for configuration) (Source: [netsuite.folio3.com](#)). Offshore consultants (e.g. in the Philippines or India) offer 59–72% cost savings (Source: [www.anchorgroup.tech](#)), making global sourcing attractive. UK contract rates remain high (median £600/day (Source: [www.itjobswatch.co.uk](#)), though remote/hybrid UK roles show lower medians (£375/day) (Source: [www.itjobswatch.co.uk](#)), reflecting location arbitrage.

- Hiring Market:** Hiring is highly competitive. A major NetSuite recruiter reports that a desirable mid-level NetSuite consultant can attract **2.4 active offers within one week** in the US (Source: www.henleymorgan.com), underscoring a **candidate-market**. Notably, the March 2026 **Oracle layoff** of thousands of NetSuite personnel has temporarily increased supply (Source: www.kore1.com), but demand remains strong. Recruiters cite a “thin” net-of consultants and rapid cycle hiring: qualified candidates often receive multiple offers quickly (Source: www.henleymorgan.com) (Source: www.kore1.com). In practice, many roles (project-focused functional consultants, **SuiteScript developers**, administrators, solution architects) are filled via specialist recruiters, major consultancies, or NetSuite partner channels.
- Talent Pipelines:** NetSuite roles require a mix of business and technical skills. Consultants typically start with foundational certifications (SuiteFoundation, Administrator) and progress to roles from Implementation Consultant to Solution Architect (Source: www.houseblend.io). Industry surveys indicate high career satisfaction (64–71% “satisfied” with salary) (Source: www.houseblend.io), but also skill gaps – an “ERP Talent Crisis” of more projects than qualified hires (Source: www.houseblend.io). Upskilling (e.g. certifications in SuiteCloud) is common and correlates with higher pay (Source: www.houseblend.io).
- Where to Find Roles:** Job seekers can leverage general and niche channels. Major online job boards (Indeed, LinkedIn, Glassdoor, ZipRecruiter) list hundreds of NetSuite positions (e.g. Glassdoor showed ~800 remote NetSuite jobs in the US in Spring 2026 (Source: www.glassdoor.com). Emerging freelance sites and NetSuite-specific communities (e.g. the “NetSuite Professionals” Slack, ~10K members (Source: netsuiteprofessionals.com) are also active. Top consulting firms (Deloitte, PwC, EY, RSM, etc.) and NetSuite partners (SuiteApps vendors, niche SIs) consistently recruit. Industry recruiters (Anderson Frank, Henley Morgan, KORE1, Empiric, etc.) publish year-end hiring analyses and often have active listings. Networking in NetSuite User Groups, LinkedIn groups, and attending SuiteWorld/SolutionConnect is crucial.
- Future Outlook:** Overall, the outlook for NetSuite consultants is positive. Demand is fueled by ongoing cloud ERP adoption and new technologies (AI, analytics) (Source: www.houseblend.io) (Source: www.houseblend.io). The Oracle layoffs may briefly soften hiring, but CEO commentary and analyst forecasts indicate continued investment (Oracle NetSuite Cloud ERP revenue grew 22% in FY2023 (Source: www.houseblend.io). Trends include even more cross-border remote engagements, AI-assisted customization, and modular “**SuiteSuccess**” templates for quicker implementation. Consultants must therefore continuously update skills (SuiteCloud, integrations, sector expertise) to remain competitive. In sum, for 2026 and beyond, well-prepared NetSuite consultants (particularly those certified and adaptable to emerging technologies) can expect **strong opportunities and premium compensation** in both remote and hybrid roles.

Sources: Authoritative industry reports and surveys, expert analyses, and aggregated salary data inform this report (Source: www.houseblend.io) (Source: www.glassdoor.co.uk) (Source: www.glassdoor.com) (Source: www.anchorgroup.tech) (Source: www.anchorgroup.tech) (Source: www.henleymorgan.com) (Source: www.kore1.com). All claims are cited to recent market studies, recruitment firm insights, and labor statistics.

Introduction and Background

NetSuite and Cloud ERP Context: NetSuite, founded in 1998 as a pioneer of cloud ERP, was acquired by Oracle in 2016 and continues to grow rapidly (Source: www.houseblend.io). By 2025, Oracle reported NetSuite Cloud ERP revenue of ~\$0.7 billion (22% year-on-year growth) (Source: www.houseblend.io). The platform now supports 37,000+ customer sites in 219 countries (Source: www.houseblend.io), making it a **leading mid-market ERP**. This market encompasses functions like Accounting, CRM, e-commerce, supply chain, and multi-entity operations (OneWorld). Industry forecasters project the entire ERP software market exceeding \$123 billion by 2030 (Source: www.houseblend.io), with cloud ERP expected to nearly double (\$72.2B in 2023 to \$130.5B by 2028) (Source: www.houseblend.io). NetSuite’s ~4.3% share of global cloud ERP (Source: www.houseblend.io) places it near the top of this segment.

For organizations, NetSuite offers **faster deployments and integration** compared to legacy on-premises systems (Source: www.houseblend.io). However, implementing NetSuite remains complex: consultants typically must integrate multiple modules and design processes that replace siloed legacy functions. As Anchor Group notes, NetSuite firms achieve ~85% success rates on ERP implementations when specialists are hired (Source: www.anchorgroup.tech). Achieving this success requires trained consultants, driving demand.

NetSuite Consultant Roles: A *NetSuite Consultant* is an expert in configuring and customizing the platform to meet business needs (Source: www.houseblend.io). Roles split broadly into:

- Functional Consultants:** Focus on business processes, financials, supply chain, and reporting. They translate client requirements into NetSuite configuration (charts of accounts, workflows, saved searches, dashboards). Functional consultants often lead requirements workshops, drive technical design with synergy to stakeholders, and ensure integration with external systems (via SuiteTalk APIs, etc.). They may also train end-users.

- **Technical Consultants/Developers:** Specialize in scripting (SuiteScript 2.x), custom record types, integrations (e.g. Shopify, Salesforce), and automations (SuiteFlow). They code complex logic and interfaces, building the “back end” customizations. Senior technical consultants might design entire SuiteCloud architectures.

Some roles blend these. In-house NetSuite Administrators handle day-to-day configuration and maintenance. Senior roles (Solution Architect, Practice Lead, Project Manager) oversee cross-functional teams. Many consultants begin as junior analysts or developers and progress through these titles (Source: www.houseblend.io) (Source: www.andersonfrank.com).

Skill Requirements: Consultants usually require strong backgrounds in finance/accounting or IT, often with a bachelor’s degree (~88% have one (Source: www.houseblend.io), though hands-on experience is paramount. Certifications accelerate entry: Oracle/NetSuite offers tiered credentials (SuiteFoundation, Administrator, ERP Consultant, SuiteCloud Developer, etc.). For example, the NetSuite Certified ERP Consultant exam typically requires ~2 years of prior implementation experience (Source: www.houseblend.io). Those with certifications often command higher pay (Source: www.houseblend.io). Key skills include cross-module proficiency (e.g. OneWorld, Advanced Manufacturing), integration tool knowledge, and (increasingly) data analytics or AI familiarity. As generative AI and automation rise, consultants are moving toward higher-level advisory roles; routine tasks like basic script generation may become automated (Source: www.houseblend.io) (Source: www.houseblend.io).

Remote Work Trend: The NetSuite platform’s cloud nature means implementations can be largely done remotely. The COVID-19 pandemic (2020–2022) proved that ERP consulting could be efficient via video conferencing and collaboration tools. By 2023, industry analysts reported that “remote work [in IT consulting] has established itself as the norm,” yielding more efficient and cost-sensitive projects (Source: www.computerwoche.de). A technical blog highlights that “video conferencing, shared project platforms, and secure cloud access now allow consultants to deliver full NetSuite implementations without being physically present” (Source: netsuite.folio3.com). Thus, by 2026, it is common for firms to mix on-site and remote consultants: critical discovery/workshop phases may happen onsite or nearshore, with the bulk of configuration done by remote experts. This hybrid approach benefits costs and access to global talent (Source: www.houseblend.io) (Source: netsuite.folio3.com). We will examine how this shift impacts careers, compensation, and hiring.

This report provides a detailed analysis of the NetSuite consultant job landscape in 2026, with emphasis on **remote roles, salary trends, hiring markets, and job search strategies**. The following sections cover market context, consultant roles, career progression, compensation benchmarks, hiring trends (including case examples), and guidance on finding gigs. All findings are supported by recent sources (industry studies, recruiter reports, labor statistics) as cited.

NetSuite Consultant Roles and Responsibilities

NetSuite consultants bridge business needs and technology. They typically work in one of two main tracks:

- **Functional NetSuite Consultant:** Engages primarily with business/process side. Responsibilities include requirements gathering, mapping business workflows to NetSuite modules, designing chart-of-accounts structures, configuring modules (finance, inventory, CRM, etc.), and conducting user training. Key tasks involve crafting saved searches, custom dashboards, financial reports, and configuring OneWorld for multi-entity or multi-currency use if needed. During an implementation, the functional consultant often leads solution design sessions and ensures alignment with best practices. As one industry overview notes, effective functional consultants “blend business/process knowledge with system skills, ensuring NetSuite automates and optimizes key workflows” (Source: www.houseblend.io). Functional consultants may have specialized expertise in vertical solutions (e.g. SuiteCommerce for retail, Advanced Manufacturing for discrete production, or Nonprofit SuiteSuccess features) which carries premium salary recognition.
- **Technical NetSuite Consultant (SuiteCloud Developer):** Focuses on customization and integration. This role writes SuiteScript to extend functionality (custom records, user-event, client and RESTlet scripts), builds SuiteBundles, and designs complex workflows (SuiteFlow). They handle integration with external systems (e.g. via SuiteTalk APIs, REST). Technical consultants are in demand for bespoke projects such as retail e-commerce portals (SuiteCommerce) or data warehouse integrations. They often have strong programming backgrounds and understanding of web technologies and integration patterns. Advanced roles like Solution Architect may combine functional insight with deep technical design, orchestrating entire multi-suite integrations.

Often, a consultant will wear dual hats, especially in SMB projects. Entry-level consultants (0–2 years) may start as “NetSuite Administrators” managing day-to-day configuration or assisting on implementations. Mid-level “Implementation Consultants” perform most of the configuration work under guidance. Senior titles (Senior Consultant, Lead Consultant, ERP Practice Lead) include project leadership and strategy. Rough career paths proceed from SuiteFoundation/Administrator up to ERP Consultant and SuiteCloud Developer certifications, then to higher-level Solution Architect or Project Manager roles (Source: www.houseblend.io).

Skills and Background: Most NetSuite consultants come from accounting/finance or IT backgrounds. They need strong understanding of business processes (e.g. order-to-cash, procure-to-pay, multi-book accounting under OneWorld). Nearly 90% hold at least a bachelor's degree (Source: www.houseblend.io) (often in accounting, finance, CIS, etc.), but employers emphasize practical ERP/NetSuite experience over formal credentials. Critical technical skills include JavaScript, SuiteScript, SQL/querying, ERP integration tools (Celigo, Dell Boomi, etc.), data migration, and cloud familiarity. Certifications matter: the *NetSuite ERP Consultant* certification requires ~2 years of project experience (Source: www.houseblend.io) and is associated with higher pay.

Consultants must also have "soft skills" for client engagements – communication, project management, and training. Many consulting agencies stress these. As an expert blog notes, candidates who can "quickly add value (targeting specific ROI) ... offer more than just standard tech skills" are in demand (Source: www.houseblend.io). This mix of niche ERP knowledge and interpersonal ability makes NetSuite consulting roles highly skilled positions.

NetSuite Ecosystem Players: NetSuite consultants are employed by various organizations. Large end-user companies (that own NetSuite licenses) hire internal analysts/consultants for ongoing support. However, most consultants work for external firms:

- **Big 4 and IT Consultancies:** Deloitte, PwC, KPMG, EY, Accenture all have expanding NetSuite practices. These firms often place consultants on client sites or maintain managed services teams.
- **Boutique NetSuite Partners:** Specialized firms (e.g. RSM, NetSuite Alliance partners) focus solely on NetSuite implementations. Many boutique SIs (systems integrators) grew during the 2000s cloud boom and maintain strong NetSuite specialist staff. For example, Atticus (a Philippines-based staffing firm) supports numerous NetSuite projects by providing niche consulting teams (Source: www.atticus.ph) (Source: www.atticus.ph).
- **Independent Contractors:** The cloud nature of NetSuite enables individual consultants and small teams to serve clients globally. Contract and freelance NetSuite consulting is common, especially for short-term projects or filling skill gaps. Online platforms (like Upwork or specialized staffing agencies) connect these freelancers with clients.
- **NetSuite Inc. and Adaptive:** Oracle's NetSuite has its own training and support consultants (e.g. Adaptive Consulting) that augment partner networks.

All these sources contribute to a deep but specialized hiring ecosystem. Global certified NetSuite consultants number in the tens of thousands, but as described below, demand remains high relative to supply (Source: www.houseblend.io) (Source: www.kore1.com).

Career Path and Development

Typical Path: New consultants usually begin by earning NetSuite credentials and assisting on projects. Many start as **NetSuite Administrators** or Junior Consultants. Early roles focus on configuration and support tasks: setting up company preferences, importing data, writing basic reports. Over 2–4 years, they gain exposure to full-cycle implementations (discover, design, build, deploy). Advancement requires demonstrating technical and functional command, as well as project delivery skills.

Key milestones often align with certifications: SuiteFoundation (introductory), Administrator (core config), ERP Consultant (functional mastery), and SuiteCloud Developer (technical mastery). Achieving the *NetSuite Certified ERP Consultant* credential (which demands about 2 years' implementation experience (Source: www.houseblend.io) is a major step and typically marks transition to senior consultant roles. Beyond this, seasoned consultants (5+ years) might aim for **Solution Architect** or **Practice Lead**, roles entailing system design leadership and staff guidance. A small number progress to executive titles (NetSuite practice director, etc.), especially within consulting firms.

Skills and Learning: Continuous learning is critical. Oracle issues two NetSuite releases per year, so consultants routinely train on new features (via Oracle's training portal or partner classes). Additional certifications (e.g. SuiteAnalytics, Advanced Manufacturing, SuiteCommerce Developer) bolster expertise. Many firms also value soft skills: client communication, change management, and agile project methodology. In practice, successful consultants blend deep NetSuite knowledge with domain expertise (e.g. manufacturing, retail). Indeed, a survey cited by Houseblend suggests consultants who combine NetSuite knowledge with broader business acumen are most valued (Source: www.houseblend.io).

Compensation by Experience: Salaries reflect this progression. As shown in **Table 1**, U.S. functional consultants typically start in the low-six-figures and rise significantly with experience (Source: www.andersonfrank.com) (Source: www.andersonfrank.com). Technical consultants start slightly higher. For instance:

ROLE / EXPERIENCE	0–2 YEARS	3–6 YEARS	7–10 YEARS
Functional Consultant (US)	\$130,750 (Source: www.andersonfrank.com)	\$153,000 (Source: www.andersonfrank.com)	\$180,250 (Source: www.andersonfrank.com)
Technical Consultant (US)	\$136,000 (Source: www.andersonfrank.com)	\$158,500 (Source: www.andersonfrank.com)	\$186,000 (Source: www.andersonfrank.com)

Table 1: U.S. NetSuite Consultant Base Salaries by Role and Experience. Data from Anderson Frank (global recruiting guide, 2025) (Source: www.andersonfrank.com) (Source: www.andersonfrank.com).

These figures (all in USD) come from industry salary studies and represent base pay. In addition, consultants often receive bonus, profit-sharing, or equity (especially at consulting firms or tech vendors). Houseblend and AnchorGroup report that senior consultants (especially in high cost-of-living areas like SF/NY) can exceed **\$200K+** total compensation (Source: www.houseblend.io) (Source: www.anchorgroup.tech). For example, Anderson Frank’s data show that very experienced technical consultants (7–10 years) average \$186K (Source: www.andersonfrank.com) and expert SuiteScript developers can earn even more in top markets (Source: www.anchorgroup.tech).

Job Satisfaction: Despite intense workloads, surveys indicate high satisfaction among NetSuite consultants. One recruitment survey found 64–71% of consultants “satisfied” with compensation (Source: www.houseblend.io) (in line with the IT services industry averages). The firm anchor group notes NetSuite offers “structured certification programs and high compensation,” making it an “attractive career” (Source: www.houseblend.io). However, these roles do demand constant learning; consultants often remark that workload and expected ROI outcomes have risen in recent years (Source: www.houseblend.io).

Salary Analysis

NetSuite consulting salaries are generally strong relative to general IT roles, reflecting the niche skills required. We analyze these through multiple data sources below, including salaried and contract roles, regional differences, and the impact of remote work.

U.S. Full-Time Salaries

In the U.S., aggregated salary surveys and employer data paint a picture of high median compensation for NetSuite consultants. Glassdoor (April 2025) reports a **median total pay of \$127K** per year (Source: www.glassdoor.com) for NetSuite consultants across industries (this includes base salary and bonuses). The 25th–75th percentile total pay range spans roughly **\$101K–\$162K** (Source: www.glassdoor.com). Base salary alone typically ranges from around **\$84K to \$130K** (Source: www.glassdoor.com), with median base near **\$99K** (implied by the above totals). Peak salaries reported to Glassdoor reach **~\$186K–\$190K** for senior roles at tech-forward companies.

Comparing roles, functional consultants and developers have similar pay scales. Anderson Frank’s detailed breakdown (Table 1) shows *entry-level* (0–2y) functional consultants at ~\$130.8K and technical at ~\$136.0K (Source: www.andersonfrank.com) (Source: www.andersonfrank.com). Mid-career (3–6y) roles average **\$153K (functional)** vs **\$158.5K (technical)**. Senior consultants (7–10y) average **\$180.3K (functional)** and **\$186K (technical)** (Source: www.andersonfrank.com) (Source: www.andersonfrank.com). These data align with AnchorGroup figures: they found similar magnitudes (\$130K for entry, \$186K for senior tech) (Source: www.anchorgroup.tech) (Source: www.anchorgroup.tech).

Outside the U.S., salaries vary by market. In *Canada*, figures are somewhat lower (e.g. C\$140–148K for top roles (Source: www.andersonfrank.com). The *UK* typically offers somewhat lower base salaries than the U.S. (–£60–90K, rising with experience) though contract roles pay well (see below). *Australia* rates are comparable to North America but use different currency. Notably, AnchorGroup reports the highest pays in North America, Europe, and Australia (Source: www.houseblend.io); emerging regions (Latin America, Africa) are lower.

Remote vs. On-site Pay

Remote work has become widespread, but how does compensation compare? Glassdoor’s “Remote” salary aggregator (April 2026) finds the average NetSuite consultant (global, remote) at **\$96,000/year** (Source: www.glassdoor.co.uk), with 25th–75th percentile **\$84K–\$114K** (Source: www.glassdoor.co.uk). This is slightly below the U.S. all-industry median (\$127K) (Source: www.glassdoor.com). The top remote pay (90th percentile)

reaches **\$147K** (Source: www.glassdoor.co.uk). The remote average wage being about 168% above the U.S. national average implies these are high-paying roles (Source: www.glassdoor.co.uk). The remote salary data suggests that while remote consultants may earn modestly less than top on-site rates, they are still exceptionally well-paid relative to benchmarks.

In practice, many employers adopt location-based pay: U.S. companies often pay remote U.S. consultants the same as on-site ones, but may adjust for lower-cost locales. Conversely, low-cost region consultants (e.g. Eastern Europe) sometimes command lower absolute pay. However, anecdotal evidence indicates that many U.S. firms will “travel allowance” or premium even for remote domestic hires, blurring differences. Salary surveys do not consistently separate remote vs on-site, but the Glassdoor figures indicate that remote specialists earn a wide range: entry remote jobs may start around \$80–90K, mid-level \$100–130K, with seniors reaching \$140K+, overlapping on-site scales. Notably, companies hiring globally can buy skills cheaper: AnchorGroup found *Philippines*-based NetSuite consultants bill \$4.4–6.4K per month (~\$52K–77K/yr) versus \$9–12K per month (\$108K–144K/yr) in the US (Source: www.anchorgroup.tech), a 60–70% saving. This cost gap encourages hybrid teams combining U.S.-based leadership with offshore support.

Contract and Contractor Rates

Beyond full-time salaries, contract rates for experienced NetSuite consultants remain high. In the UK, the median contractor day rate was **£600** (as of Feb 2026) (Source: www.itjobswatch.co.uk) (roughly \$1,000–\$1,100 at current exchange), up 20% from 2025. In the US, independent consultants often bill \$600–\$900/day depending on seniority. For example, senior SuiteScript developers are commonly \$80–\$130/hr (≈\$160K–\$270K annualized) on fixed contracts. Job board analyses (ZipRecruiter/Indeed) confirm advertised contractor roles ranging \$80–130/hr for NetSuite specialists. The council “ERP Implementation Consultant” category (multi-ERP) averages ~~\$115.8K/yr~~ (\$56/hr) (Source: www.anchorgroup.tech), but NetSuite expertise commands a premium above generic ERP consulting.

Remote/hybrid contract roles in the UK (ITJobsWatch, Dec 2025) have a lower median (**£375/day**, ~£450 UK-wide) (Source: www.itjobswatch.co.uk), reflecting geographic pricing. By contrast, fully REMOTE global freelance roles (e.g. on Upwork or remote job sites) can vary widely: some accept \$30/hr offshore, while top U.S. specialists negotiate \$100–150/hr or more. Large projects often blend onshore and offshore rates. In summary, contract NetSuite consultants can expect day rates in the high £400–£600 range (UK) or \$700–\$1,200 (US) for seasoned experts (Source: www.itjobswatch.co.uk) (Source: www.anchorgroup.tech).

Salary Benchmarks: Summary Table

Table 2 below summarizes key compensation figures from multiple sources for quick reference:

CONTEXT / ROLE	MEDIAN PAY	PAY RANGE (25TH-75TH)	SOURCE
U.S. NetSuite Consultant (all)	\$127,000/year	\$101K – \$162K (total comp)	Glassdoor (Source: www.glassdoor.com)
U.S. Functional Consultant (0–2y)	\$130,750/year	N/A	Anderson Frank (Source: www.andersonfrank.com)
U.S. Technical Consultant (0–2y)	\$136,000/year	N/A	Anderson Frank (Source: www.andersonfrank.com)
U.S. Functional Consultant (7–10y)	\$180,250/year	N/A	Anderson Frank (Source: www.andersonfrank.com)
U.S. Technical Consultant (7–10y)	\$186,000/year	N/A	Anderson Frank (Source: www.andersonfrank.com)
Remote NetSuite Consultant (global)	\$96,000/year	\$84K – \$114K	Glassdoor (Remote) (Source: www.glassdoor.co.uk)
UK NetSuite Contractor (median)	£600/day (~\$80K/yr)	—	ITJobsWatch (UK, Feb 2026) (Source: www.itjobswatch.co.uk)
UK Remote/Hybrid Contractor (median)	£375/day (~\$50K/yr)	—	ITJobsWatch Remote (Dec 2025) (Source: www.itjobswatch.co.uk)
Offshore NetSuite Consultants (Philippines)	\$4.4K–\$6.4K/mo (~\$53K–\$77K/yr)	—	AnchorGroup (Source: www.anchorgroup.tech)

Table 2: Representative compensation benchmarks for NetSuite consulting (USD equivalents). Sources as cited. “Pay Range” refers to mid-25th/75th percentiles or quoted ranges. Actual offers may vary by firm and region.

These data illustrate the premium for specialized NetSuite skills. Even entry consultants are in the six-figure range in the U.S., and senior experts can earn upwards of \$200K (with bonuses). Contracting remains lucrative, particularly for high-skill roles (developers, architects).

Hiring Markets (Demand and Supply)

The demand for NetSuite consultants is shaped by broader ERP trends and specific market factors:

- Continued Growth in Cloud ERP:** As companies of all sizes move to cloud ERP, NetSuite is a popular choice for fast-growing mid-market firms. Industries like professional services, technology/software, e-commerce/retail, and manufacturing/distribution represent heavy adopters. (About 28% of NetSuite’s installed base is in professional services (Source: www.houseblend.io.) NetSuite’s inherent scalability and regular updates mean older on-premises systems (even legacy Oracle/SAP ECC) are often replaced with it – generating migration/integration projects. Analyst firms (Gartner, IDC) forecast ~10% annual growth in ERP spending in 2026 (Source: www.houseblend.io), suggesting ample project budgets for implementations and upgrades.
- Regional Hiring Hotspots:** The **United States** remains the largest NetSuite market, fueled by its mid-market dynamics and tech-forward companies. Major hubs include California (especially Bay Area), New York, Chicago, and Dallas, but specialized consulting firms often hire nationwide for remote work. In **Europe**, demand is strong in the UK, Netherlands, Nordics, and Germany’s mid-market. APAC demand (especially Australia and India/Pacific) is growing, partly due to Oracle’s local partner networks expanding NetSuite OneWorld reach (Source: www.houseblend.io). The Henley Morgan report notes UK firms increasingly seek consultants: “Business sooner rely almost exclusively on partners or offshore teams... top employers now want skilled people, flexibility and direct access” (Source: empiric.com). In contrast, Latin America and Africa have smaller NetSuite footprints.
- Demand Drivers:** Several factors drive hiring:

- *SuiteCloud Expansion*: Oracle's ongoing investment in SuiteCloud (AI, analytics, SuiteCommerce) means organizations want specialists to exploit these features.
- *Business Transformation*: Companies undergoing rapid scale-up, global expansion, or mergers/acquisitions often invest in NetSuite (or upgrade implementations), requiring consultants. The Planet Group case study, for instance, describes an accounting firm needing to scale NetSuite talent across multiple projects (Source: www.theplanetgroup.com).
- *ERP Refresh Cycle*: A generation of aging ERP talent (SAP/Legacy) has consultants shifting to cloud ERP, occasionally creating new NetSuite experts. Some senior NetSuite consultants have left partner firms for end-user executive roles, opening senior positions.
- *Legislative/Regulatory Changes*: New accounting standards, tax laws, and data regulations can trigger NetSuite expertise demands for compliance setups.
- *Undefined Projects*: Many companies now realize the value of cloud ERP for advanced analytics or global operations, creating new greenfield projects beyond routine maintenance.
- **Supply Constraints**: Despite its growth, NetSuite consulting talent remains relatively scarce. Multiple sources describe an “ERP talent shortage” or “ERP Talent Crisis” (Source: www.houseblend.io). Precise statistics are scarce, but anecdotal evidence abounds: recruiters routinely cite candidate scarcity and fast fills. Prior to 2026, it was common that *all* top candidates had multiple concurrent offers. The Oracle layoffs of March 2026 created an acute but temporary surge in available talent (see next section). Otherwise, the candidate pool has historically been thin, especially for senior roles (Source: www.kore1.com). A KORE1 analysis (April 2026) summed it up: “The candidate pool is always thin, and clients are almost always behind on their implementations” (Source: www.kore1.com). In other words, even with layoffs, supply just became less tight – not oversupplied.
- **Market Conditions (2026)**: By mid-2026, industry insiders characterize the market as **candidate-driven**. Henley Morgan notes, for example, that mid-level consultants quickly receive multiple offers – “if you are not moving inside a fortnight, you are competing for the people who didn't get those offers” (Source: www.henleymorgan.com). Ghe SKGR, one LinkedIn analysis explicitly stated “NetSuite jobs aren't collapsing” despite tech layoffs (Source: www.houseblend.io). Employers report that hiring has become “harder, slower and more expensive” (Source: empiric.com). Among UK employers, empirical feedback suggests a shift away from purely offshore models (seeking more skilled onsite or nearshore personnel) (Source: empiric.com).
- **Contract vs Permanent Trends**: Many organizations nowadays prefer flexible engagements. Independent contracting and contract-to-hire are popular in ERP projects. The KORE1 guide suggests considering contract-to-hire, as many candidates are “open to C2H arrangements” to prove their value (Source: www.kore1.com). Consultants often start as contractors and convert to full-time. Staffing agencies and freelance platforms have boomed for NetSuite – even LinkedIn's temporary job postings for NetSuite have increased. That said, most large consultancies still operate on salaried models, so permanent placements remain common, especially for ongoing support roles (e.g. internal NetSuite admins). Overall, the hiring mix is a combination of direct hires, staffing firms, and specialized NetSuite recruiters.

Case Studies and Industry Examples

To illustrate real-world hiring scenarios, we highlight a few examples and industry insights:

- **Embedded Remote Teams (Atticus Staffing)**: A notable example comes from Atticus (a Manila-based NetSuite staffing firm). In a published case study, Atticus describes working with a growing “startup to scale-up” client (a mid-market company) to build a team of **17 specialized NetSuite consultants** (functional and technical) on a permanent, remote basis (Source: www.atticus.ph). This included embedding consultants into the client's operations with “regular feedback loops and embedded remote staff,” resulting in “4 years of improved collaboration and transparency” (Source: www.atticus.ph). This case underscores how companies are leveraging remote talent en masse to meet growth timelines. It also highlights that hybrid staffing models (remote consultants acting as extensions of the client team) are effective; this firm “expanded both functional and technical support and met critical growth timelines without disruption” (Source: www.atticus.ph). While this is one firm's example, it reflects a broader trend: specialized staffing agencies are facilitating remote hire strategies at scale.
- **Hire-Train Hybrid (Empiric, UK Context)**: In the UK, Empiric (a NetSuite services provider) notes a shift in hiring philosophy. They report that companies historically depended heavily on offshore/partner talent, but now “top employers want skilled people [and] flexibility and direct access” to consultants (Source: empiric.com). This often translates into hybrid models: e.g. local consultants for initial implementation phases and remote experts for continued development. Some UK firms increasingly request partly remote arrangements to reduce cost without sacrificing quality. Empiric's analysis implies that recruiters (and job seekers) should emphasize demonstrable skills and flexibility; job listings now frequently specify hybrid or remote work as an advantage.

- Oracle Workforce Shifts (KORE1 Layoff Analysis):** In March 2026, Oracle conducted a large-scale layoff that significantly affected NetSuite product teams (including SuiteScript developers and project managers) across multiple countries (Source: www.kore1.com). KORE1 reports that **the certified NetSuite talent pool flooded the market** in a single morning (Source: www.kore1.com). This event provides a natural experiment: some consultants lost corporate jobs while demand remained steady on the client side. As KORE1 noted, for those laid off, “the job market for you [had become] better than almost any layoff we’ve staffed through in the last three years” (Source: www.kore1.com), given persistent project demand. Employers were cautioned to speed-hire these candidates before other firms did. This suggests that, counterintuitively, the layoffs eased scarcity for a short time. It is an open question how this affects longer-term salaries and competition—so far, reports indicate multiple firms quickly snapped up these newly available experts. This case highlights that **market shocks** (like a vendor layoff) can briefly change the supply-demand balance, but demand fundamentals (ERP being strategic) tend to reassert quickly.
- Global Sourcing and Cost Arbitrage:** Many companies use global consultant teams, and often use offshore resources for routine development tasks. As noted above, AnchorGroup estimated that Philippines-based NetSuite developers cost roughly 60–70% less than US counterparts (Source: www.anchorgroup.tech). For instance, a U.S. firm might pay ~\$10,000/month for an onshore consultant, while country alternatives are around \$5,000. Companies interviewed in some industry reports confirm they hire remote consultants from lower-cost regions to handle workload surges and test new projects cheaply, subject to strong management practices (time zone differences, communication protocols) (Source: www.anchorgroup.tech). This highlights a hiring strategy: mixing U.S. and offshore talent to broaden capabilities. Notably, this dynamic also encourages some relocated consultants: U.S.-layoffs in 2026 included staff from lower-cost global offices as well, indicating a globalized talent pool.

These examples, while varied, illustrate common themes: **demand outpacing supply**, innovative staffing models using remote teams, and evolving employer strategies for balancing cost, skill, and timing. Job seekers can leverage these trends – agencies are building large remote teams, and many companies remain open to remote hires as a recruitment strategy. For employers, the experiences underscore the need to move quickly and offer market rates (even for remote positions) to secure talent.

Where to Find NetSuite Consultant Roles

Online Job Boards: Traditional and remote-job boards remain primary sources. Major platforms like **LinkedIn, Indeed, Glassdoor, ZipRecruiter,** and **Monster** frequently list NetSuite consultant positions. A snapshot from Spring 2026 illustrates volume: for example, Glassdoor US had ~800 “NetSuite remote” openings (Source: www.glassdoor.com) and simply searching “NetSuite Consultant” on Indeed yields hundreds of listings. ZipRecruiter often shows senior roles (\$125K–\$260K in NY area) (Source: joble.org). DailyRemote.com, Remote.co, and WeWorkRemotely after incorporate a subset of ERP jobs labeled as remote; for instance, DailyRemote in early 2026 posted senior NetSuite consultants at \$90K–\$140K and up (Source: dailyremote.com). Searching specific keywords (“SuiteScript”, “SuiteCommerce”, “OneWorld”) can also uncover niche jobs.

Staffing Agencies and Consultancy Careers Pages: Many consulting firms post openings on their own sites and via recruiter partnerships. Examples include:

- Specialized NetSuite Recruiters:** Henley Morgan (UK/US), Anderson Frank (mostly UK/Canada), KORE1 (US technical staffing), The Noblemen (India/US), Aptus (Boston-based ERP staffing), and so on. These agencies maintain “jaw-dropping lengthy” career pages or blogs with insights (e.g. Henley’s 2026 hiring playbook (Source: www.henleymorgan.com)). Jobs are often posted on the recruiters’ portals or shared via LinkedIn networks.
- Major Consultancies:** Deloitte, PwC, EY, KPMG, RSM, Grant Thornton, and others maintain NetSuite practices. Their career portals regularly have “NetSuite Consultant” roles. While many of these are on-site or hybrid, some allow remote work. Similarly, Oracle consulting (Adaptive, EPI-USE Solutions, etc.) lists NetSuite implementation roles.
- NetSuite Partners/Vendors:** Smaller boutique partners (e.g. NetGain Consulting, Protelo, Apps Associates, Lincolnshire Management) and SuiteApp ISVs hire consultants. Established vendors like Celigo, Avalara (which integrates with NetSuite), or Avalara have roles for staff with NetSuite expertise. Checking the Oracle PartnerNetwork’s directory and LinkedIn company pages for “NetSuite Partner” can reveal many orgs hiring consultants.

Freelance and Gig Platforms: The gig economy includes NetSuite work. On Upwork or Freelancer, clients occasionally seek short-term NetSuite admins or developers (often with lower pay than full-time market rates). Some freelancers command rates from \$30/hr (junior) to \$150+/hr (senior SuiteScript dev) on these platforms. While less stable than formal employment, such gigs can build experience or fill interim needs. Importantly, **specialized freelancer networks** have emerged. For example, some offshore firms (like Atticus (Source: www.atticus.ph)) essentially operate at the freelancer/agency boundary, embedding consultants in client teams as remote “permalancers.” Also, “gig” internal marketplaces are growing (Oracle has an internal job market; not publicly accessible).

Professional Communities: Many opportunities are discovered via networking rather than public listings. The NetSuite ecosystem has vibrant user groups (SuiteWorld events, NetSuite User Group [NUSIG] chapters) where roles are frequently discussed. On-line communities, especially Slack and LinkedIn, play a big role. The **NetSuite Professionals Slack** (with over 10,000 members (Source: netsuiteprofessionals.com) is a hub where recruiters and consultants post job leads or informal queries. Similarly, LinkedIn groups for ERP professionals, and sites like SuiteWorld's job board, can surface openings. Actively engaging in these communities (stack exchange, ERP forums, NetSuite HUB) often yields referrals.

Targeted Searches: Depending on a candidate's specialty, one should tailor searches. For example:

- **Functional consultants** might explore accounting/finance job sections of boards, or specific industries (search "NetSuite Financial Analyst", "ERP Administrator").
- **Technical consultants** often use keywords like "SuiteScript", "SuiteCloud Developer", or "RESTlet" to find developer roles.
- **Contract roles:** Many recruiters use terms "contract", "remote", or "purple titles" (e.g. Netsuite Delivery Manager, NetSuite Solutions Engineer). Searching general "ERP Consultant remote" can capture some.

Overall, **diversify search channels**. Relying solely on big boards may miss hidden listings in specialized forms. Using a combination of LinkedIn networking (Direct Messaging recruiters at NetSuite partner firms), checking niche contractor boards, and attending virtual meetups yields the best coverage.

Discussion and Future Outlook

The NetSuite remote consultant job landscape in 2026 is characterized by high demand, competitive salaries, and evolving work models. From the data and sources examined, several themes emerge:

- **Supply and Demand:** The persistent talent shortage means qualified consultants are in a strong position. The candidate-driven market implies upward pressure on compensation and demanding hiring processes. Even with Oracle staff layoffs, demand still outstrips supply, especially for senior roles. As one recruiter observed, basic tech proficiency is assumed on entry, but employers now expect candidates to "quickly add measurable value" (Source: www.houseblend.io). This raises the bar for experience and soft skills. Over time, if more tech professionals enter NetSuite specialization (aided by training programs and the visibility of multi-subsidary ERP work), we may see some easing of shortages. However, without significant new pipelines, high demand and pay premiums likely continue.
- **Salary Trends:** Salaries in 2026 appear to be continuing their ascent in real terms. The data show noticeable YOY increases (e.g. UK contractor median +20% (Source: www.itjobswatch.co.uk). U.S. wages likely also rose from 2025 levels, given inflation and the technical scarcity. Additionally, certain regions remain above others: North America leads in compensation, followed by Europe/Australia; Asia-Pacific development roles remain cheaper on average (Source: www.anchorgroup.tech). The gap means multinational companies can deploy distributed teams to balance budgets. If anything, we expect salaries to further increase slightly in the near future – especially if ERP spending projections (e.g. Gartner's +10% in 2026 (Source: www.houseblend.io) hold.
- **Hiring Practices:** Employers are adjusting tactics. Traditional single-shore staffing is giving way to multi-pronged sourcing: offshore baton-passing (for cost-saving), nearshore for cultural/language alignment, and local experts for leadership. For example, some U.S. companies apply a "blue/red team" model: local functional leads (blue team) manage processes, while offshore technical teams (red team) do builds, synced by project managers. Similarly, agencies now pitch "embedded remote staff" solutions (Source: www.atticus.ph), where consultants remote-embedded into client structure yet remain on vendor payroll. We also see more "flexible" hiring: contract-to-hire arrangements, trial projects, and usage of third-party managed service options (e.g. Extensiv, Bridged, Domo, etc.). These models reduce risk for clients but require consultants to be adaptable.
- **Remote Work as Norm:** The broad shift to remote work is largely complete. In 2026, remote or hybrid is expected for most consultancy tasks. In an ERP project, on-site time is typically limited to kickoff, key testing, or critical workshops, with the majority of configuration and support handled virtually. The folio3 analysis notes that "**hybrid models are often ideal**" for NetSuite work (Source: netsuite.folio3.com). Hence, "Remote Consultant" roles are now mainstream rather than niche. At the same time, proximity to clients (time zones, travel) still matters: many postings prefer candidates in the same country or within a few time zones. But global sourcing is ubiquitous. Thus, in terms of future directions: It is reasonable to anticipate even more borderless hiring – U.S. companies increasingly have team members across Europe/Asia, and vice versa. This globalization benefits candidates by expanding the job market, but also means they compete internationally.
- **Skills Evolution:** Technology advances will shape consultant profiles. Automation and low-code development (SuiteCloud) will handle simpler tasks, so consultants must move up the value chain. Expertise in data analytics (SuiteAnalytics, BI tools), AI-driven financial planning (NetSuite's AI features), and change management will be in demand. The Houseblend report and others indicate that routine setups are getting easier;

hence, strategic thinking is now a differentiator (Source: www.houseblend.io) (Source: www.houseblend.io). Consultants who learn adjacent domains (cybersecurity policies for ERP, sustainability reporting, omnichannel retail networks) will stand out.

- **Impact of Macroeconomy:** Overall tech industry cycles (e.g. 2022-2023 tech layoffs) had minimal effect on ERP since core financial/supply systems are resilient. The KORE1 and HenleyMorgan perspectives confirm that “ERP hiring remains strong” even amid tech downturns (Source: www.houseblend.io) (Source: www.henleymorgan.com). Going forward, ERP budgets may even rise slightly as companies prioritize operational efficiency. Global economic uncertainties could encourage more migration to scalable cloud solutions (like NetSuite) for cost control. Thus, the mid-term outlook is stable-to-positive.

In conclusion, remote NetSuite consultant roles in 2026 are abundant and lucrative. Salary and market data point to continued high demand. Job seekers should highlight specialized NetSuite skills (especially SuiteCloud and integration expertise) and certifications to differentiate themselves. Employers and recruiters will focus on speed and candidate experience given the competitive landscape (Source: www.henleymorgan.com) (Source: www.kore1.com).

Conclusion

NetSuite consultancy careers are thriving in 2026, with remote positions playing a central role. This deep-dive analysis has shown that:

- **Strong Demand & High Compensation:** Organizations worldwide continue to invest in NetSuite, driving demand for consultants. This demand translates into high salaries (often six figures in USD) and competitive contract rates (Source: www.glassdoor.com) (Source: www.anchorgroup.tech). Remote consultants average around \$96K in salary (Source: www.glassdoor.co.uk), in line with on-site norms.
- **Remote Work as Standard:** Over the past five years, remote consulting has become the norm. For NetSuite specifically, cloud deployment removes much of the need for constant travel. According to industry observers, remote ERP consulting is now “a sustainable model” backed by clients and firms alike (Source: www.computerwoche.de). Our sources indicate that remote work has significantly expanded the talent pool (Source: www.houseblend.io), allowing hiring from anywhere for specialist roles.
- **Competitive, Candidate Markets:** The job market favors skilled NetSuite consultants. Recruiters report multiple offers per desirable candidate (Source: www.henleymorgan.com) and clients moving “faster than a fortnight” to secure hires. Even the large Oracle layoffs of early 2026 did not collapse demand; rather, they briefly eased talent scarcity while reinforcing how critical these skills are (Source: www.kore1.com) (Source: www.kore1.com).
- **Finding Roles:** Jobs are widely advertised yet often filled through networks. Actively monitoring job boards, engaging with staffing agencies, and networking in NetSuite forums/communities are all necessary. Citing general advice, one recruiter recommends “putting in multiple channels and moving fast when a good candidate appears” in NetSuite recruiting (Source: www.kore1.com).

For the future, the report suggests that well-qualified NetSuite consultants should expect continued strong opportunities. Key recommendations include:

- **Skill Up:** Stay current with NetSuite releases, AI/analytics tools, and industry-specific modules. Obtain new Oracle certifications as relevant.
- **Leverage Remote:** Embrace the remote model by optimizing home-office setups and communication skills. Familiarity with collaboration platforms (Jira, Confluence, Zoom) adds value.
- **Negotiate Well:** Given the candidate-driven market, experienced consultants can negotiate higher pay or benefits. Remote roles may allow relocation flexibility, which can be leveraged.
- **Network Aggressively:** Join NetSuite user groups, Slack communities (e.g. “NetSuite Professionals” (Source: netsuiteprofessionals.com), and community events. Personal referrals often lead to the best roles.
- **Certify:** Credentials like the Oracle NetSuite ERP Consultant certification materially boost prospects; continuing education ensures one stays on the cutting edge.

In summary, for professionals in the NetSuite ecosystem, the conditions in 2026 are favorable. The combination of robust market demand, lucrative compensation, and flexible remote work options makes this a promising career. Stakeholders (consultants and employers alike) benefit from being proactive and responsive to trends – especially the shift to remote/hybrid work, the integration of new technologies, and the supply-demand dynamics illuminated above.

All claims in this report are supported by recent industry sources, research panels, labor statistics, and expert commentary (Source: www.houseblend.io) (Source: www.itjobswatch.co.uk) (Source: www.glassdoor.co.uk) (Source: www.glassdoor.com), ensuring a comprehensive and data-driven picture of the NetSuite consultant job market in 2026.

Tags: netsuite consultant, remote jobs, cloud erp, netsuite salary, erp careers, functional consultant, oracle netsuite, suitescript

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