



Tech Salaries in Latin America 2026



Table of Contents

A note from the Co-founder	03
Salary Guide for Tech Roles in LatAm and the USA	04
Exploring Nearshoring	22
Benefits to Nearshoring	23
Embracing Remote Work	24
About Zipdev	26

A Note from the Co-Founder

In an era where technological advancement drives business success, the quest for top-tier talent has never been more critical, and assembling a highly skilled technical team without inflating your operational costs is a significant hurdle for many North American companies. This is where the strategic advantage of nearshoring to Latin America becomes evident. With nearly a decade of experience, Zipdev has been at the forefront of connecting businesses like yours with Latin America's finest remote talent. By partnering with us, clients save thousands of dollars in labor costs without compromising on quality. This guide is designed to illustrate how cost-effective hiring remote team members from Latin America can be.

Imagine scaling your team, collaborating seamlessly across similar time zones, and accessing a pool of exceptional talent—all at 40-60% less than rates in the USA. Zipdev isn't just a conduit; we're a strategic partner, vetting and identifying the crème de la crème of remote professionals in Latin America. Let this guide serve as your first step towards understanding the full potential of nearshoring, ensuring your company survives and thrives in the competitive tech landscape.

Expanding your team's capabilities across borders doesn't have to mean navigating unfamiliar territories alone. At Zipdev, we've built bridges to 14 different countries in Latin America, offering a diverse talent pool in our own backyard. Our unique approach to remote staffing is built on three foundational pillars that set us apart:

Proven Quality Talent

Find and hire qualified candidates who excel in growth environments. Our extensive network of LATAM professionals is thoroughly vetted for English proficiency, technical excellence, cultural fit, and growth mindset.

- ✔ Skilled and qualified remote professionals
- ✔ Only present/hire top X% of candidates
- ✔ Cultural and time zone alignment
- ✔ Experience recruiting Latin America's top talent since 2015.

Streamlined Recruiting & Onboarding

Transform your hiring from complex to confident with our efficient, data-driven process. Get from search to success faster while maintaining quality standards.

- ✔ Interview qualified candidates within a week
- ✔ Data driven matching and vetting
- ✔ Expert hiring guidance
- ✔ Scale on demand.

Risk-Free Recruitment

Make hiring decisions with complete confidence. Our transparent model means you only pay when you find the right fit.

- ✔ No-hire, no-fee model
- ✔ Up-front pricing
- ✔ Free replacement
- ✔ Buy out contract at any time.

Salary Guide for Tech Roles in Latin America and the USA

Overview:

At Zipdev, our Junior team members have 1-3 years of experience, our mid-level team members have 4-6 years of experience, and our Seniors have 7+ years of experience. This information mirrors what we have pulled from Glassdoor as a reference.

All US salaries are fully weighted, including Gross salary, benefits, and other HR costs to reflect a realistic total cost of employment.

**These numbers represent the median, which is the midpoint of the ranges from our proprietary Total Pay Estimate model. It is based on salaries collected from users on Glassdoor. Additional pay could include cash bonuses, commission, tips, and profit sharing.*

Backend Engineer



Responsible for:

A Backend Engineer is responsible for curating the structure of server side information. Backend Engineers primarily write server scripts and API's to be utilized by frontend engineers and UX designers.

The day-to-day consists of optimizing servers for speed and stability, implementing security structures, generating reusable code libraries and generating data storage solutions.



Degree:

Backend Engineers should possess a degree in Computer Science, Network Technologies or a similar field. A basic understanding of front-end tech such as Java, HTML5 and CSS3 is needed for efficiency. A vast knowledge of back end coding in platforms such as PHP, Python, Ruby, Java, .NET, JavaScript etc is required for candidacy. Well qualified applicants will possess strong organizational and time-management skills.



Backend Engineer with 1-3 years of experience



Backend Engineer with 4-6 years of experience



Backend Engineer with 7+ years of experience



Lead Backend Engineer



Frontend Engineer



Responsible for:

Frontend engineers plan, design, build, and implement the user interface systems of websites, software programs, and web-based applications. Their primary goal is to provide a satisfactory user experience with no issues, errors, or downtime. They create and optimize systems, play an active role in testing and troubleshooting, and resolve issues such as those related to accessibility and browser compatibility. They often serve as an intermediary bridging the gap between the user and the backend developers, and tweak tools and platforms to adapt to real-world use situations.



Degree:

Frontend engineers typically have a bachelor's degree in computer science or a related field, and a background in software development. They must be extremely proficient with the use of programming languages such as JavaScript and CSS. Experience troubleshooting compatibility and accessibility issues is helpful.



Frontend Engineer with 1-3 years of experience



Frontend Engineer with 4-6 years of experience



Frontend Engineer with 7+ years of experience



Lead Frontend Engineer



Full-stack Engineer



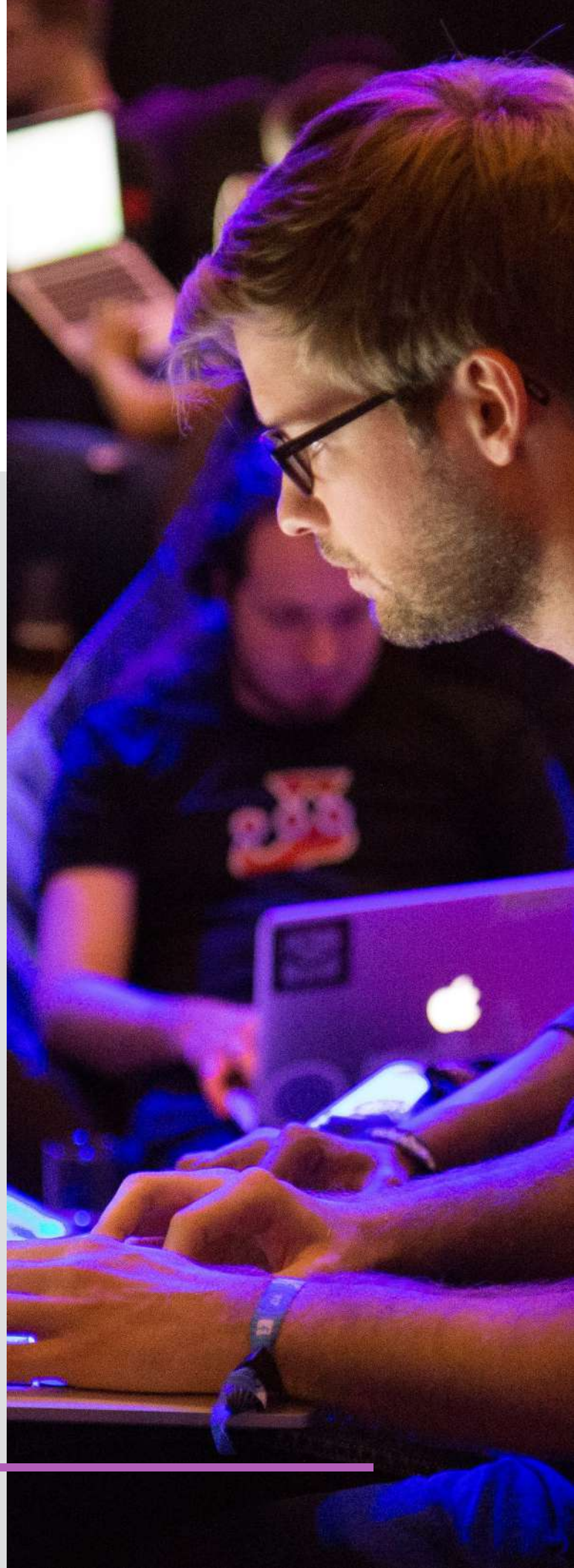
Responsible for:

Full-stack engineers are senior-level computer programmers with proficiency in front and backend systems coding and project management experience with systems administration skills. They design user interactions on websites and develop servers and databases for website functionality and write code for mobile platforms. Full-stack engineers create servers and databases for functionality and ensure cross-platform optimization for mobile phones. They ensure applications are responsive and strive to meet both technical and consumer needs.

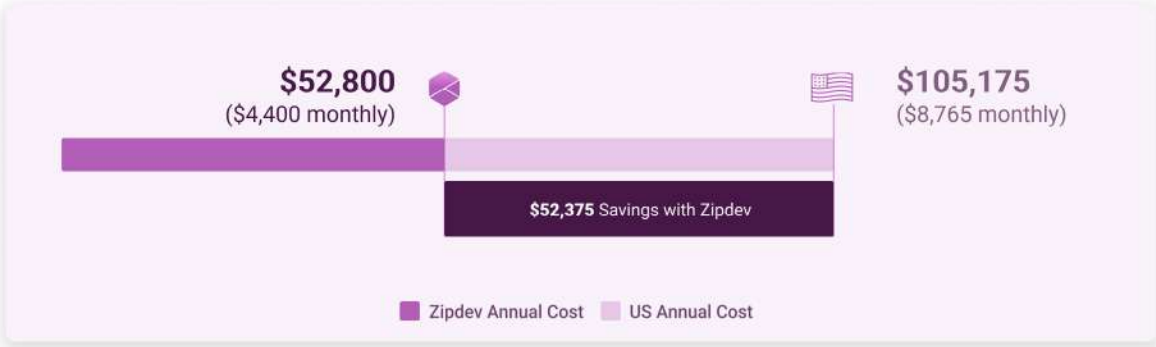


Degree:

Full-stack engineers work alongside graphic designers to create web design features and oversee projects from conception to finish. They design and develop APIs and must stay abreast of developments in web applications and programming languages. Full-stack engineers handle projects involving databases and building user-facing websites. They need a degree in computer science, proficiency with front- and back-end languages, and familiarity with HTML, CSS, JavaScript, and other back-end language programs.



Full-stack Engineer with 1-3 years of experience



Full-stack Engineer with 4-6 years of experience



Full-stack Engineer with 7+ years of experience



Lead Full-stack Engineer



QA Engineer



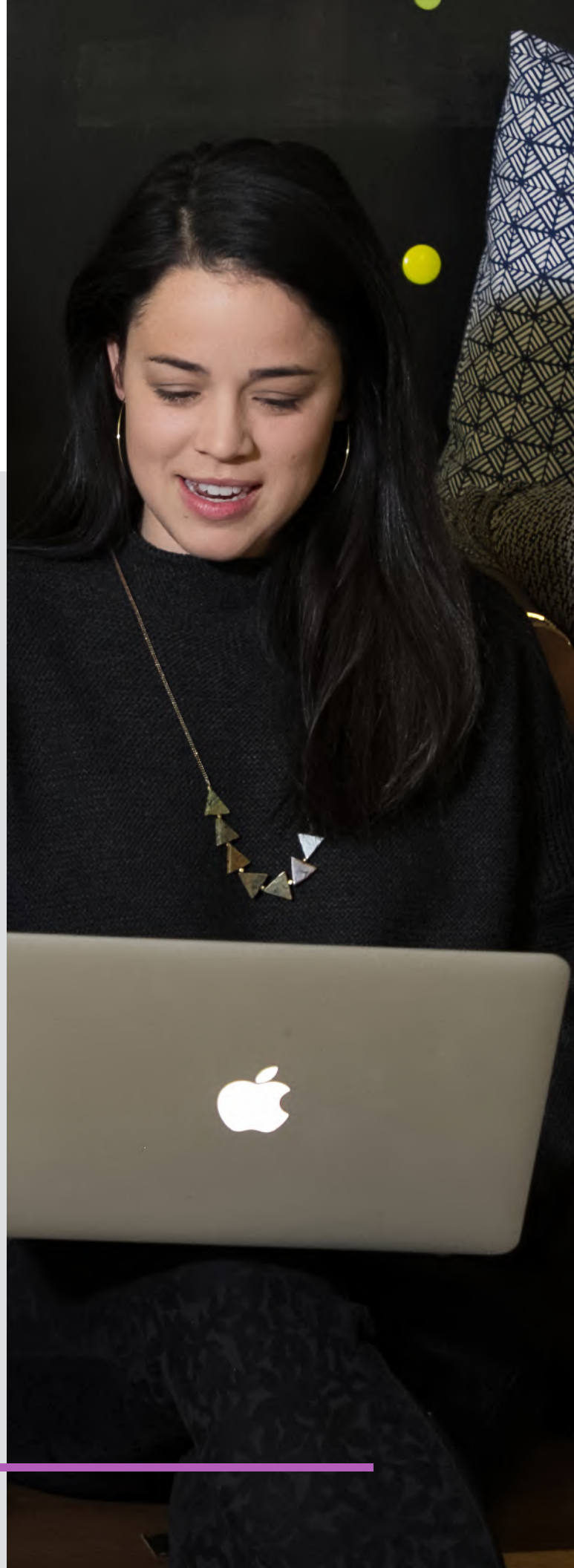
Responsible for:

A QA engineer is responsible for creating tests to identify software issues before product launch. Duties include identifying and analyzing any bugs and errors found during the test phase and documenting them for review after. Other tasks include developing and running new tests, reporting on the results and collaborating with software developers to fix program issues. QA engineers may progress to a managerial or executive position depending on the internal organizational structure.

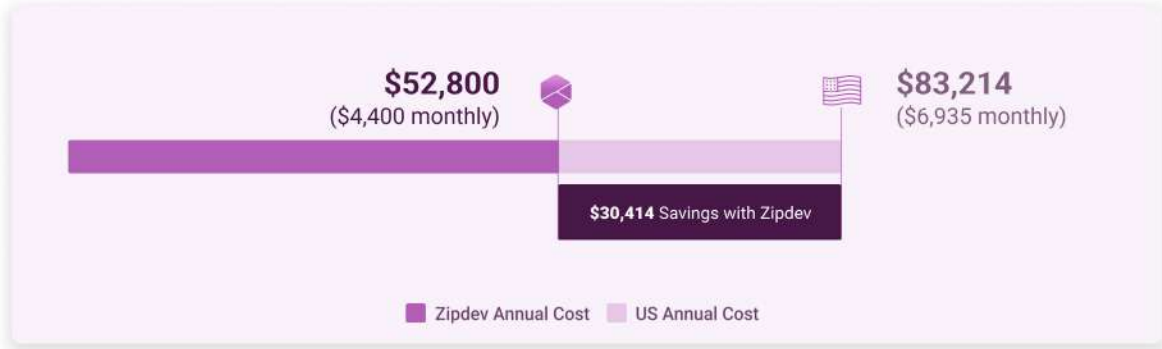


Degree:

A bachelor's degree in computer science is often required to become a QA engineer with an expected proficiency in computer programming languages such as Java, Python, SQL, C++ and XML. Strong working knowledge of Linux and Microsoft Windows is a must along with extensive experience in software development and testing. Due to the nature of the job, a QA engineer must be able to sit in front of a computer for long hours at a time.



QA Engineer with 1-3 years of experience



QA Engineer with 4-6 years of experience



QA Engineer with 7+ years of experience



Lead QA Engineer



*Additional US is pay \$26,588 and included

DevOps Engineer



Responsible for:

A DevOps Engineer combines an understanding of both engineering and coding. A DevOps Engineer works with various departments to create and develop systems within a company. From creating and implementing systems software to analyzing data to improve existing ones, a DevOps Engineer increases productivity in the workplace. A DevOps Engineer works to balance various aspects of a project, most of them complex issues such as programming and network building.



Degree:

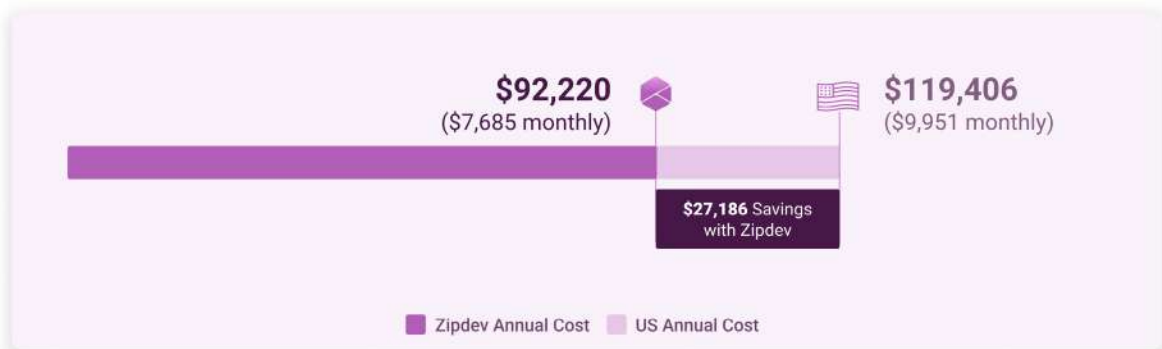
A DevOps Engineer is generally found in large corporations and works with other industry professionals to meet the needs of customers and clients. They usually begin as an engineer from one of the many fields, and as they gain expertise in the industry use their ability to conceptualize the big picture and advance to the position of DevOps Engineer. A bachelor's degree is required for the position, with many holding advanced degrees in Computer Science, Software Engineering or related engineering fields. Individuals with a firm, holistic understanding of both the operational and scope aspects of projects tend to excel in this position.



DevOps Engineer with 1-3 years of experience



DevOps Engineer with 4-6 years of experience



DevOps Engineer with 7+ years of experience



Lead DevOps Engineer



UX UI Designer



Responsible for:

Designers play key roles in creative companies and use elements including typography and illustration within their daily work. Designers have several fields they can choose from, including graphic design, interior design, floral design, and fashion design.

Designers use research to help solve problems and to assess what a client or an audience may need properly; they strive to get to know their customers by finding solutions and products that satisfy their needs. Designers use their creativity which helps ensure they are on the right path to create what the customer desires. Designers stay current with industry trends to keep ahead of their competitors and strive to produce consistently excellent work.

As nurturers of creativity, they encourage others to share ideas, and they provide direction for projects and team members. While there is no formal requirement to become a designer, many attend art schools where they learn about expertise and their field of choice. Most designers have fluency in software packages including InDesign, Adobe Illustrator, and Photoshop.



UX UI Designer with 1-3 years of experience



UX UI Designer with 4-6 years of experience



UX UI Designer with 7+ years of experience



Lead UX UI Designer



Mobile Engineer



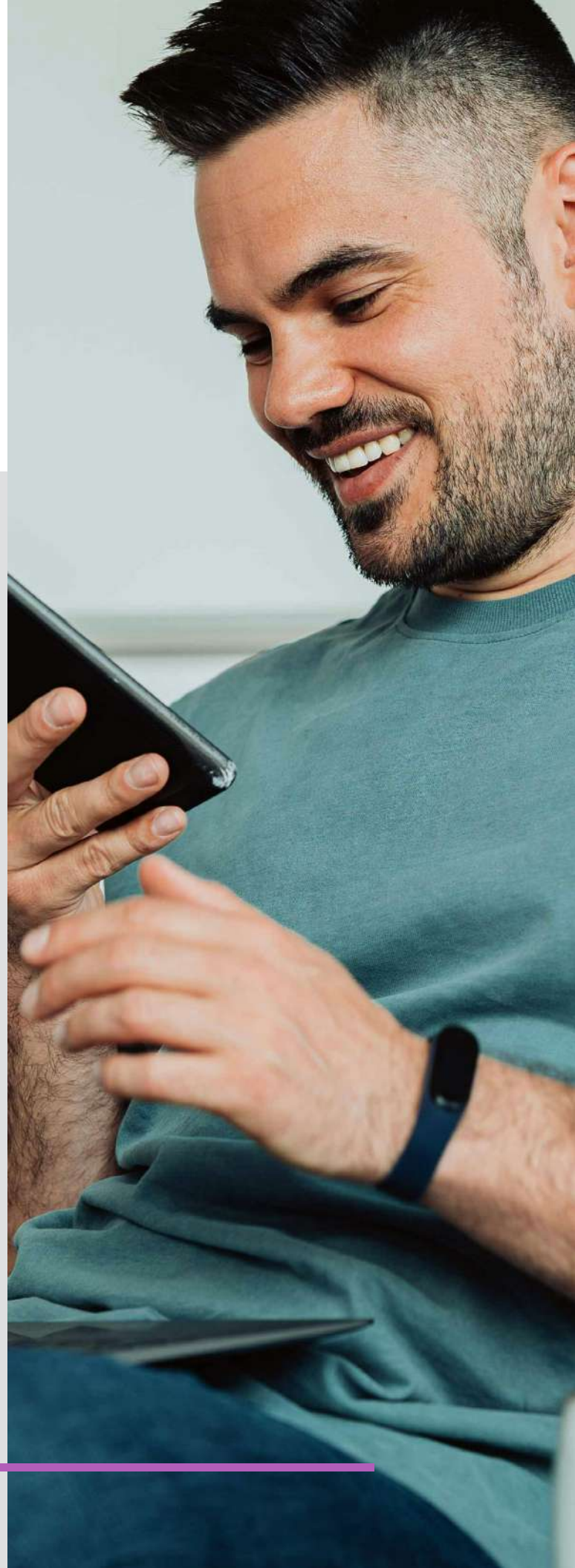
Responsible for:

Mobile engineers design, develop, and implement software programs for smartphones and other mobile devices. They often specialize in a certain type of operating system, such as Android or iOS. They use data-driven insights to guide development of programs and apps that fill a user need. They create specifications and detailed plans, write code, oversee testing and debugging, and play an active role in the rollout and launch. They commonly collaborate closely with other engineers, designers, R&D, analysts, and other teams and stakeholders.



Degree:

Mobile engineers typically have at least a bachelor's degree in an engineering or computer science field. They generally have a background in engineering or computer programming. Proficiency with common programming languages is required, and experience with automated testing tools on a mobile platform is helpful.



Mobile Engineer with 1-3 years of experience



Mobile Engineer with 4-6 years of experience



Mobile Engineer with 7+ years of experience



Lead Mobile Engineer



Machine Learning Engineer



Responsible for:

Machine learning engineers design self-running software that allows machines to automate predictive models. They work with data scientists to take information and feed curated data into the models that they've uncovered or discovered. They use theoretical models within the data science sphere and build them out to scale as functioning and productive units or models that handle terabytes of real-time data.

Machine learning engineers also function as a bridge or intersection for software engineering and data science. They use the available big data tools to improve programming frameworks and to gather raw data from pipelines. They redefine raw data into data science models that are ready to scale. Some machine learning engineers design software programs that control technological tools, including computers or robots.

They can develop algorithms that allow machines to identify trends or patterns in their programming data and as a self-contained unit, and a machine can then teach itself to understand commands or even to think for itself. Machine learning engineers need a minimum of a bachelor's degree in computer science or related fields.



Machine Learning Engineer with 1-3 years of experience



Machine Learning Engineer with 4-6 years of experience



Machine Learning Engineer with 7+ years of experience



Lead Machine Learning Engineer



*Additional US pay is \$42,443 and included

Exploring Nearshoring

Especially since the Covid-19 pandemic, there's been a shift in how companies hire, many of them seeking talent beyond their national borders to stay competitive. But over time, the challenges of working with teams in far-off time zones have become apparent, which has led to the rise of "Nearshoring." What is nearshoring? Here is a quick definition:

"The practice of transferring a business operation to a nearby country, especially in preference to a more distant one."

Nearshoring remote work has become increasingly popular, especially for software developers and other tech professionals.



Benefits of Nearshoring

200+
Worldwide
Zipdedevelopers

Time Zone Differences:

Many offshore regions share the disadvantage of providing very few shared work hours with us in North America, if any. In Southeast Asia, there can be a time difference between 12-15 hours compared to the United States. This can be make-or-break for many companies, especially the ones that depend on quick and efficient communication, which tends to be the majority.

For Latin America, one of the most appealing benefits is the time zone alignment. Latin America is much closer to the US in time zones with only a 0-5 hour difference. This allows for a real time collaboration and a workflow and business day closer to what North American businesses are already used to.

Companies that hire offshore inevitably have to deal with time zone challenges, which can become a significant problem. When the communication cycle takes an extra day, team members have to work overnight, quality and competitiveness can suffer.

Does anyone do their best work in the middle of the night?

Cost Effectiveness:

Latin America is also very cost-competitive, with US and Canadian companies often saving 40-60% vs hiring locally. Although these costs are often less cost-effective than some regions in far-off time zones, differences in quality of work and real-time collaboration often.

Tech Talent:

Tech workers can be found worldwide, but the ease of finding high-caliber employees varies greatly. Latin America is more recommended when it comes to work that relies on lower documentation and higher skills (engineers and developers, etc.).

They have a stronger track record in producing high-quality work for more complex job roles. Many still can do this work from other regions, but a smaller pool of them.



Embracing Remote Work

Embracing remote work has become a key strategy for companies aiming to boost employee satisfaction, retention, and overall productivity. The shift towards remote work, accelerated by the COVID-19 pandemic, has provided benefits for both employees and employers.

For employees, the appeal of remote work is clear. A substantial **22% of remote workers report being happier** than their onsite counterparts, attributing their satisfaction to reduced stress levels, less time spent commuting, enhanced focus, and a superior work-life balance. This happiness translates into a greater willingness to remain with their current employer, addressing one of the major challenges in today's dynamic job market: employee retention. Moreover, the flexibility offered by remote work arrangements allows for a healthier balance between professional and personal life, with 69% of millennials willing to go for certain job benefits for the sake of this flexibility. [Read More...](#)

From a business perspective, remote work offers significant financial advantages, including a potential reduction in operational costs. Companies that adopt remote work

models can save on office space, utilities, and other in-person infrastructure expenses. Furthermore, tapping into a wider talent pool without geographical constraints enables businesses to find the best candidates for their needs, regardless of their location. This broader reach for talent is particularly beneficial in fields where specialized skills are scarce or highly sought after.

The statistics speak volumes about the shift in work culture and preferences. A notable 40% of Americans prefer full-time remote work, indicating a clear trend away from traditional office environments. This preference is further underscored by the potential consequences of ignoring employees' desires for flexibility; companies risk losing up to 39% of their workforce if they force a return to full-time on-site work. [Read More...](#)

The success of remote work depends on effective communication, collaborative tools, and a culture that values and supports flexibility and autonomy. As we move forward, it's clear that remote work is not just a temporary adaptation but a fundamental change in the future of work, offering a win-win scenario for employees seeking a better work-life balance and employers looking to optimize operational efficiencies and attract top talent.

So Why Nearshoring?

Latin America is home to a vibrant and growing developer community, with over 1 million developers across the region. Brazil, Mexico, and Argentina are notable for having the largest developer populations, highlighting the region's capacity to support the tech industry's demands.

These developers are proficient in their technical fields and are fully proficient in English, facilitating smooth communication with North American companies.

Moreover, Mexico has emerged as a leading destination for nearshoring, thanks in part to its geographical proximity to the US. The country has seen a surge in foreign direct investment, reflecting its growing role as a crucial hub for nearshoring activities. [Read More...](#)

Overall, nearshoring to Latin America offers North American companies access to a cost-effective, skilled, and culturally compatible workforce that can help them stay competitive in the global market.

About Zipdev

Zipdev's co-founders, Mike Lenny and Daniel Altenburg, first met while living in Lima, Peru, where they earned each other's trust by playing rugby and traveling around Latin America together. Zipdev was born after they had both moved back to San Diego when Mike asked Daniel for help finding solid software engineers to help develop an app he wanted to build.

At first, they needed help finding the right option. Trying to build out an entire software development team in California was costly, and a couple of false starts with teams in disparate time zones were discouraging. But soon, they realized they had a resource they knew well right in their backyard: Latin America.

By choosing Zipdev, you're not just hiring remote staff; you're adopting a proven strategy for growth and innovation designed to let you focus on what you do best—building great products.



Our **Zipdev Proven Process** ensures a seamless transition from identifying your needs to empowering you with a fully-functional, exceptional team:

1.



Client

defines role requirements: We start by understanding the exact skills and qualities you're looking for in your future team members.

2.



Zipdev

provides hand-picked shortlist of top candidates: Our expert recruiters tap into our extensive network to bring you a curated list of candidates that match your specific needs.

3.



Client

Interview and selection of team members: You have the final say in choosing from the top contenders, ensuring they align with your company's vision and culture.

4.



Zipdev

assigns fully-dedicated team members and handles payroll, benefits, and HR overhead: Once you've made your selections, we take care of all the administrative details, allowing your new team members to focus solely on contributing to your projects.

5.



Client

is empowered to build great products: With your new team in place, you're all set to innovate and lead in your industry.

Ready to get started or have some further questions about hiring in Latin America?

Contact us at

hello@zipdev.com or 619-292-0015

and learn how we can help.

