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SMARTHIRING

Smart Hiring: Salary Guide, Insights, and Trends
in the IT Sector of Latin America for 2024

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Methodology

Our salary guide is based on a rigorous methodology that integrates empirical data, deep analysis, and a multifaceted approach. We address not only compensation but also recruitment trends and the socioeconomic reality of Latin America.

The foundation of this guide is the history of over 1,700 hires achieved by Interfell in the last 7 years, complemented by the examination of more than 10,000 job offers. This volume of data has undergone rigorous analysis to offer valuable insights into the labor market in the region.

In addition to our database, we incorporate insights from portals such as LinkedIn, Indeed, Glassdoor, and Statista. This combination of internal and external information provides a comprehensive and nuanced view of the IT labor landscape.

This guide is not just a diagnosis of the current state of the market; it is a proactive tool. We aim to empower employers and IT professionals with the intelligence and strategies they need to make informed decisions.

In summary, Interfell's salary guide is more than a static resource. It is a strategic and evolving instrument designed to adapt to the diverse and dynamic regional economy





Insights for companies

For companies in Latin America looking to boost their growth and expand their horizons, regional and cross-border hiring presents itself as an essential strategy. Below, we offer crucial insights that highlight the opportunities and advantages that arise when exploring the vast and diverse talent ecosystem within our own region:

Talent

Expansion

Don't limit your search to local borders; Latin America is a crucible of skills and expertise waiting to be explored.

Specialization

Find talents who dominate specific niches, bringing a wealth of specialized knowledge to drive your projects forward.

Innovation through

Diversity

Diversifying your team involves incorporating a variety of perspectives that will fuel innovation and creativity.

Regional

Presence

Hiring in other countries of the region not only means accessing new talents but also expanding your presence in neighboring markets.



Partnership con
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We are your strategic ally on this journey, facilitating every step of the process to ensure successful integration of regional talent into your company.

Insights for companies

For companies in Spain and Portugal contemplating the expansion of their teams, Latin America emerges as an attractive option. Here we present essential insights that outline the tangible advantages of this transatlantic collaboration:

Cultural

Closeness

Cultural affinity facilitates integration and collaboration, making the transition smooth and effective.

Linguistic

Union

Communication is enhanced by sharing the language, eliminating barriers and fostering an immediate connection.

Time Zone

Adaptability

Latin American talents adapt up to 75% to Iberian time zones, ensuring team synchronization.

Access to the

Latin American Market

Building remote business teams in Latin America not only brings talent, but also opens doors to the flourishing regional market.



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Your Bridge

We guide you on this journey, ensuring that the integration of Latin American talent is smooth, beneficial, and adapted to your specific needs.

Insights for companies

For companies in the **USA and Canada** evaluating the expansion of their teams and the exploration of new talent horizons, Latin America stands out as a privileged destination. We present essential insights that underline the advantages of considering this region:

Time

Zones

Similarity in time zones with Latin America favors synchronized and efficient collaboration.

Bilingual

Talent

The prevalence of bilingual professionals guarantees effective communication, enriching team dynamics.

Cultural

Closeness

Latin America offers a higher cultural affinity compared to other offshore destinations like India or Eastern Europe, facilitating integration and mutual understanding.

Quality and

Competence

Latin American talent is recognized for its technical prowess, innovation, and ability to elevate standards of excellence



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Your Strategic Ally

We position ourselves as your companion in this expansion, ensuring a seamless and optimized integration process.



Understanding the socioeconomic complexity in Latin America

The Latin American region, characterized by its diversity and dynamism, is a mosaic of individualized economies, each with its own challenges and opportunities. These economies are intrinsically influenced by factors such as hyperinflation, political conflicts, and the general instability that can be endemic in the region.

Economic challenges and opportunities

Within this context, it is essential to understand how these socioeconomic elements affect salary structures and job opportunities in the IT industry. To provide a comprehensible and analytical view, we have categorized countries into 'Tiers' based not only on current salary structures but also taking into account economic and political volatility.





Introducing the Tiers

The main objective of these 'Tiers' is not to establish a hierarchy among countries, but to facilitate a clearer and more accessible understanding of the various economic and labor realities coexisting in the region. The 'Tiers' are formulated by grouping countries with similar economic challenges and characteristics to offer an orderly and structured view of prevailing salary trends and expectations.

It is vital to point out that the categorization into 'Tiers' is not strictly defined by economic and political criteria. Besides these aspects, additional factors such as English proficiency and the professional's geographical location within a country influence the classification.



The Influence of English

In this context, English proficiency emerges as a transformative element in the IT field in the region. Especially for professionals located in Tiers 2 and 3, having an advanced level of English, particularly at levels C1 or C2, not only expands employment opportunities but also elevates salary expectations, potentially equating them to those of individuals in Tier 1.

Statistics underline the magnitude of this impact. **Professionals with advanced English skills can expect a salary increase of up to 50%**, a compelling testimony to the integral importance of English not only in global communication but also in determining professional and economic trajectories in the IT sector.

A Reflection of Economic Realities

The 'Tiers' reflect the influence of factors such as hyperinflation, political stability, and labor market maturity in determining salaries and opportunities in IT. These factors are crucial for understanding the variability and dynamics of salaries within the region.



Geographical Location

Geographical location and cost of living are essential factors in determining salary expectations in the IT sector. In capital cities and metropolises, the broad range of opportunities, along with advanced technological infrastructure and extensive professional networks, elevates salary expectations. However, this increase also reflects the higher cost of living in these areas.

On the other hand, professionals in smaller cities or peripheral regions may have more modest expectations, in line with a reduced cost of living. Nonetheless, the emergence of remote work is changing this dynamic. Although initial expectations may be lower, access to global opportunities allows these professionals to reevaluate their salary expectations.

Remote work facilitates collaboration with companies in major urban and international locations, offering competitive salaries without the high cost of living. This trend is contributing to level the opportunities and salary expectations for IT professionals across Latin America.



Our Tiers Explained:

Tier 1: TOP

Includes countries with higher average IT salaries. These are generally a reflection of more robust economies, developed labor markets, and high investment in technology.

- Brasil
- Chile
- Costa Rica
- Mexico
- Uruguay

Tier 2:

Groups nations with intermediate salaries. These countries represent growing economies and expanding IT markets.

- Argentina
- Colombia
- Ecuador
- Panama
- Peru

Tier 3:

Contains countries with lower IT salaries. These are often associated with emerging economies and developing IT markets.

- Bolivia
- El Salvador
- Guatemala
- Honduras
- Nicaragua
- Paraguay
- Venezuela

Dynamism and Flexibility

We recognize that the changing nature of politics and economics in Latin America means that countries can move between 'Tiers'. This highlights the inherent flexibility and adaptability of the region, marked by a constant state of evolution and adaptation.

With Respect and Sensitivity

We have approached this classification with deep sensitivity and respect towards each nation. Each country, regardless of its 'Tier', is a source of potential and opportunity, capable of contributing significantly to the global technological landscape.

A Tool for Clarity

This categorization is an attempt to clarify, not to label. We seek to provide valuable insights that facilitate a deep understanding and informed navigation through the Latin American technological landscape, as diverse as it is vibrant.

We appreciate your understanding and are committed to offering a balanced and respectful perspective that faithfully reflects the richness and complexity of our Latin American region.





SALARY GUIDE

Initiating our salary guide section, it's essential to understand that the salary expectation of technology professionals, especially those who are proficient in technologies like Go, highly demanded but with few specialists available, may have a higher salary expectation compared to professionals with skills in technologies like JavaScript, which, despite their popularity and high demand, have a broad spectrum of professionals available, thus balancing their value in the market. In the case of older technologies, like PHP, the salary expectation may be affected by a decrease in demand, despite the abundance of specialized professionals.



This scenario is further complicated by the increasing influence of venture capital funds and the rise of startups, especially those based in the U.S. that are turning their attention towards LATAM.

This dynamic is raising salary expectations, but also presents challenges for small and medium-sized local companies struggling to retain talent against internationally funded competitors.



We will provide average salary figures for roles such as fullstack, frontend, and backend developers, based on the previously explained tiers. However, it's crucial to emphasize that these averages are starting points. Actual compensation may fluctuate, depending on the specific technology and associated market demand. Developers specialized in high-demand technologies can expect higher salaries, while those in areas with lower demand may accept compensations below these averages.

Thus, this salary guide presents itself as an initial resource to navigate the salary structure in the LATAM technological ecosystem, needing adjustments and individualized contextualization based on market trends and the demand for specific skills in real time.



It's important to point out that this salary guide is intended to calculate the salary expectations of contractors and not full time employees, who would have a different cost structure. Contractors, not having typical benefits like health insurance, paid vacations, or employer contributions to social security, often adjust their rates to reflect these additional costs. This means that while their hourly or project rates may be higher, these professionals take on additional responsibilities in terms of operational costs and financial planning.



Development and Programming

Full-stack Developer

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,800.00	\$21,600.00	\$3,000.00	\$36,000.00	\$5,000.00	\$60,000.00
Tier 2	\$1,500.00	\$18,000.00	\$2,500.00	\$30,000.00	\$4,000.00	\$48,000.00
Tier 3	\$1,200.00	\$14,400.00	\$2,000.00	\$24,000.00	\$3,000.00	\$36,000.00

*Amounts expressed in USD

Back-end Developer

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,000.00	\$24,000.00	\$3,500.00	\$42,000.00	\$5,000.00	\$60,000.00
Tier 2	\$1,700.00	\$20,400.00	\$2,700.00	\$32,400.00	\$4,000.00	\$48,000.00
Tier 3	\$1,300.00	\$15,600.00	\$2,000.00	\$24,000.00	\$3,000.00	\$36,000.00

*Amounts expressed in USD

Front-end Developer

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,600.00	\$19,200.00	\$3,000.00	\$36,000.00	\$4,500.00	\$54,000.00
Tier 2	\$1,300.00	\$15,600.00	\$2,500.00	\$30,000.00	\$3,500.00	\$42,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,800.00	\$21,600.00	\$2,500.00	\$30,000.00

*Amounts expressed in USD

Android Developer

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,800.00	\$21,600.00	\$3,500.00	\$42,000.00	\$5,500.00	\$66,000.00
Tier 2	\$1,500.00	\$18,000.00	\$2,700.00	\$32,400.00	\$4,500.00	\$54,000.00
Tier 3	\$1,200.00	\$14,400.00	\$2,000.00	\$24,000.00	\$3,500.00	\$42,000.00

*Amounts expressed in USD

iOS Developer

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,500.00	\$30,000.00	\$4,000.00	\$48,000.00	\$7,000.00	\$84,000.00
Tier 2	\$2,200.00	\$26,400.00	\$3,500.00	\$42,000.00	\$5,500.00	\$66,000.00
Tier 3	\$1,800.00	\$21,600.00	\$3,000.00	\$36,000.00	\$4,000.00	\$48,000.00

*Amounts expressed in USD

DevOps Engineer

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,000.00	\$24,000.00	\$3,500.00	\$42,000.00	\$5,500.00	\$66,000.00
Tier 2	\$1,800.00	\$21,600.00	\$3,000.00	\$36,000.00	\$4,500.00	\$54,000.00
Tier 3	\$1,600.00	\$19,200.00	\$2,500.00	\$30,000.00	\$3,500.00	\$42,000.00

*Amounts expressed in USD

Machine Learning / AI Engineer

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,500.00	\$30,000.00	\$5,000.00	\$60,000.00	\$6,500.00	\$78,000.00
Tier 2	\$2,250.00	\$27,000.00	\$4,000.00	\$48,000.00	\$5,000.00	\$60,000.00
Tier 3	\$2,000.00	\$24,000.00	\$3,000.00	\$36,000.00	\$4,000.00	\$48,000.00

*Amounts expressed in USD

Solutions Architect

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,400.00	\$28,800.00	\$4,500.00	\$54,000.00	\$5,500.00	\$66,000.00
Tier 2	\$2,000.00	\$24,000.00	\$4,000.00	\$48,000.00	\$4,500.00	\$54,000.00
Tier 3	\$1,600.00	\$19,200.00	\$3,500.00	\$42,000.00	\$4,000.00	\$48,000.00

*Amounts expressed in USD

QA Engineer

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,000.00	\$24,000.00	\$3,200.00	\$38,400.00	\$5,000.00	\$60,000.00
Tier 2	\$1,500.00	\$18,000.00	\$2,750.00	\$33,000.00	\$4,000.00	\$48,000.00
Tier 3	\$1,200.00	\$14,400.00	\$2,300.00	\$27,600.00	\$3,500.00	\$42,000.00

*Amounts expressed in USD

Data Engineer

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,000.00	\$24,000.00	\$3,000.00	\$36,000.00	\$4,500.00	\$54,000.00
Tier 2	\$1,750.00	\$21,000.00	\$2,500.00	\$30,000.00	\$3,750.00	\$45,000.00
Tier 3	\$1,250.00	\$15,000.00	\$2,000.00	\$24,000.00	\$3,000.00	\$36,000.00

*Amounts expressed in USD

Data Scientist

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,000.00	\$24,000.00	\$3,500.00	\$42,000.00	\$5,000.00	\$60,000.00
Tier 2	\$1,500.00	\$18,000.00	\$2,500.00	\$30,000.00	\$4,000.00	\$48,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,750.00	\$21,000.00	\$3,000.00	\$36,000.00

*Amounts expressed in USD



Design and Multimedia

UI/UX Designer

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,500.00	\$18,000.00	\$2,500.00	\$30,000.00	\$3,250.00	\$39,000.00
Tier 2	\$1,250.00	\$15,000.00	\$1,750.00	\$21,000.00	\$2,750.00	\$33,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,250.00	\$15,000.00	\$2,250.00	\$27,000.00

*Amounts expressed in USD

Graphic Designer

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,250.00	\$15,000.00	\$1,600.00	\$19,200.00	\$2,250.00	\$27,000.00
Tier 2	\$1,000.00	\$12,000.00	\$1,300.00	\$15,600.00	\$1,800.00	\$21,600.00
Tier 3	\$750.00	\$9,000.00	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00

*Amounts expressed in USD

Multimedia / Audiovisual Designer

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,250.00	\$15,000.00	\$1,750.00	\$21,000.00	\$2,750.00	\$33,000.00
Tier 2	\$1,000.00	\$12,000.00	\$1,350.00	\$16,200.00	\$2,250.00	\$27,000.00
Tier 3	\$750.00	\$9,000.00	\$1,000.00	\$12,000.00	\$1,750.00	\$21,000.00

*Amounts expressed in USD



Marketing and Communications

Social Media Manager

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,250.00	\$15,000.00	\$1,500.00	\$18,000.00	\$2,000.00	\$24,000.00
Tier 2	\$1,000.00	\$12,000.00	\$1,200.00	\$14,400.00	\$1,500.00	\$18,000.00
Tier 3	\$750.00	\$9,000.00	\$900.00	\$10,800.00	\$1,200.00	\$14,400.00

*Amounts expressed in USD

Community Manager

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,250.00	\$15,000.00	\$1,500.00	\$18,000.00	\$2,000.00	\$24,000.00
Tier 2	\$1,000.00	\$12,000.00	\$1,200.00	\$14,400.00	\$1,500.00	\$18,000.00
Tier 3	\$750.00	\$9,000.00	\$900.00	\$10,800.00	\$1,200.00	\$14,400.00

*Amounts expressed in USD

Content Editor

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$800.00	\$9,600.00	\$1,200.00	\$14,400.00	\$1,800.00	\$21,600.00
Tier 2	\$600.00	\$7,200.00	\$1,000.00	\$12,000.00	\$1,400.00	\$16,800.00
Tier 3	\$500.00	\$6,000.00	\$800.00	\$9,600.00	\$1,000.00	\$12,000.00

*Amounts expressed in USD

Digital Marketing Specialist

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,250.00	\$15,000.00	\$1,750.00	\$21,000.00	\$2,500.00	\$30,000.00
Tier 2	\$1,000.00	\$12,000.00	\$1,250.00	\$15,000.00	\$1,750.00	\$21,000.00
Tier 3	\$750.00	\$9,000.00	\$1,000.00	\$12,000.00	\$1,200.00	\$14,400.00

*Amounts expressed in USD

Virtual Assistant / Customer Service

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$800.00	\$9,600.00	\$1,200.00	\$14,400.00	\$1,800.00	\$21,600.00
Tier 2	\$700.00	\$8,400.00	\$1,000.00	\$12,000.00	\$1,400.00	\$16,800.00
Tier 3	\$600.00	\$7,200.00	\$800.00	\$9,600.00	\$1,000.00	\$12,000.00

*Amounts expressed in USD



Business and Management*

*Does not include commissions in sales related roles

Sales (SDR)

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00	\$2,000.00	\$24,000.00
Tier 2	\$800.00	\$9,600.00	\$1,250.00	\$15,000.00	\$1,500.00	\$18,000.00
Tier 3	\$600.00	\$7,200.00	\$900.00	\$10,800.00	\$1,200.00	\$14,400.00

*Amounts expressed in USD

Business Development / Account Executive

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,250.00	\$15,000.00	\$1,800.00	\$21,600.00	\$2,500.00	\$30,000.00
Tier 2	\$1,000.00	\$12,000.00	\$1,250.00	\$15,000.00	\$1,800.00	\$21,600.00
Tier 3	\$750.00	\$9,000.00	\$1,000.00	\$12,000.00	\$1,400.00	\$16,800.00

*Amounts expressed in USD

Business Analyst

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,250.00	\$15,000.00	\$2,500.00	\$30,000.00	\$3,500.00	\$42,000.00
Tier 2	\$1,000.00	\$12,000.00	\$2,000.00	\$24,000.00	\$3,000.00	\$36,000.00
Tier 3	\$750.00	\$9,000.00	\$1,500.00	\$18,000.00	\$2,500.00	\$30,000.00

*Amounts expressed in USD

Project Manager

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,500.00	\$18,000.00	\$2,500.00	\$30,000.00	\$3,500.00	\$42,000.00
Tier 2	\$1,250.00	\$15,000.00	\$2,000.00	\$24,000.00	\$3,000.00	\$36,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00	\$2,500.00	\$30,000.00

*Amounts expressed in USD

Sales Manager / Business

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,500.00	\$18,000.00	\$2,000.00	\$24,000.00	\$2,500.00	\$30,000.00
Tier 2	\$1,250.00	\$15,000.00	\$1,750.00	\$21,000.00	\$2,000.00	\$24,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,250.00	\$15,000.00	\$1,500.00	\$18,000.00

*Amounts expressed in USD

Product Owner

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,750.00	\$21,000.00	\$3,000.00	\$36,000.00	\$4,500.00	\$54,000.00
Tier 2	\$1,250.00	\$15,000.00	\$2,250.00	\$27,000.00	\$3,500.00	\$42,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,750.00	\$21,000.00	\$2,500.00	\$30,000.00

*Amounts expressed in USD

Scrum Master

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,500.00	\$18,000.00	\$2,500.00	\$30,000.00	\$3,500.00	\$42,000.00
Tier 2	\$1,250.00	\$15,000.00	\$2,000.00	\$24,000.00	\$3,000.00	\$36,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00	\$2,500.00	\$30,000.00

*Amounts expressed in USD



IT Support and Administration

Systems Administrator

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,250.00	\$15,000.00	\$2,500.00	\$30,000.00	\$4,500.00	\$54,000.00
Tier 2	\$1,000.00	\$12,000.00	\$2,000.00	\$24,000.00	\$3,750.00	\$45,000.00
Tier 3	\$800.00	\$9,600.00	\$1,500.00	\$18,000.00	\$3,000.00	\$36,000.00

*Amounts expressed in USD

Technical Support Specialist

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00	\$2,500.00	\$30,000.00
Tier 2	\$800.00	\$9,600.00	\$1,250.00	\$15,000.00	\$2,250.00	\$27,000.00
Tier 3	\$600.00	\$7,200.00	\$1,000.00	\$12,000.00	\$2,000.00	\$24,000.00

*Amounts expressed in USD

Cyber Security Engineer

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,000.00	\$24,000.00	\$3,500.00	\$42,000.00	\$5,000.00	\$60,000.00
Tier 2	\$1,750.00	\$21,000.00	\$3,000.00	\$36,000.00	\$4,250.00	\$51,000.00
Tier 3	\$1,250.00	\$15,000.00	\$2,500.00	\$30,000.00	\$3,500.00	\$42,000.00

*Amounts expressed in USD

IT Manager

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,250.00	\$15,000.00	\$2,500.00	\$30,000.00	\$3,500.00	\$42,000.00
Tier 2	\$1,000.00	\$12,000.00	\$2,000.00	\$24,000.00	\$3,000.00	\$36,000.00
Tier 3	\$800.00	\$9,600.00	\$1,500.00	\$18,000.00	\$2,500.00	\$30,000.00

*Amounts expressed in USD

Operations Manager

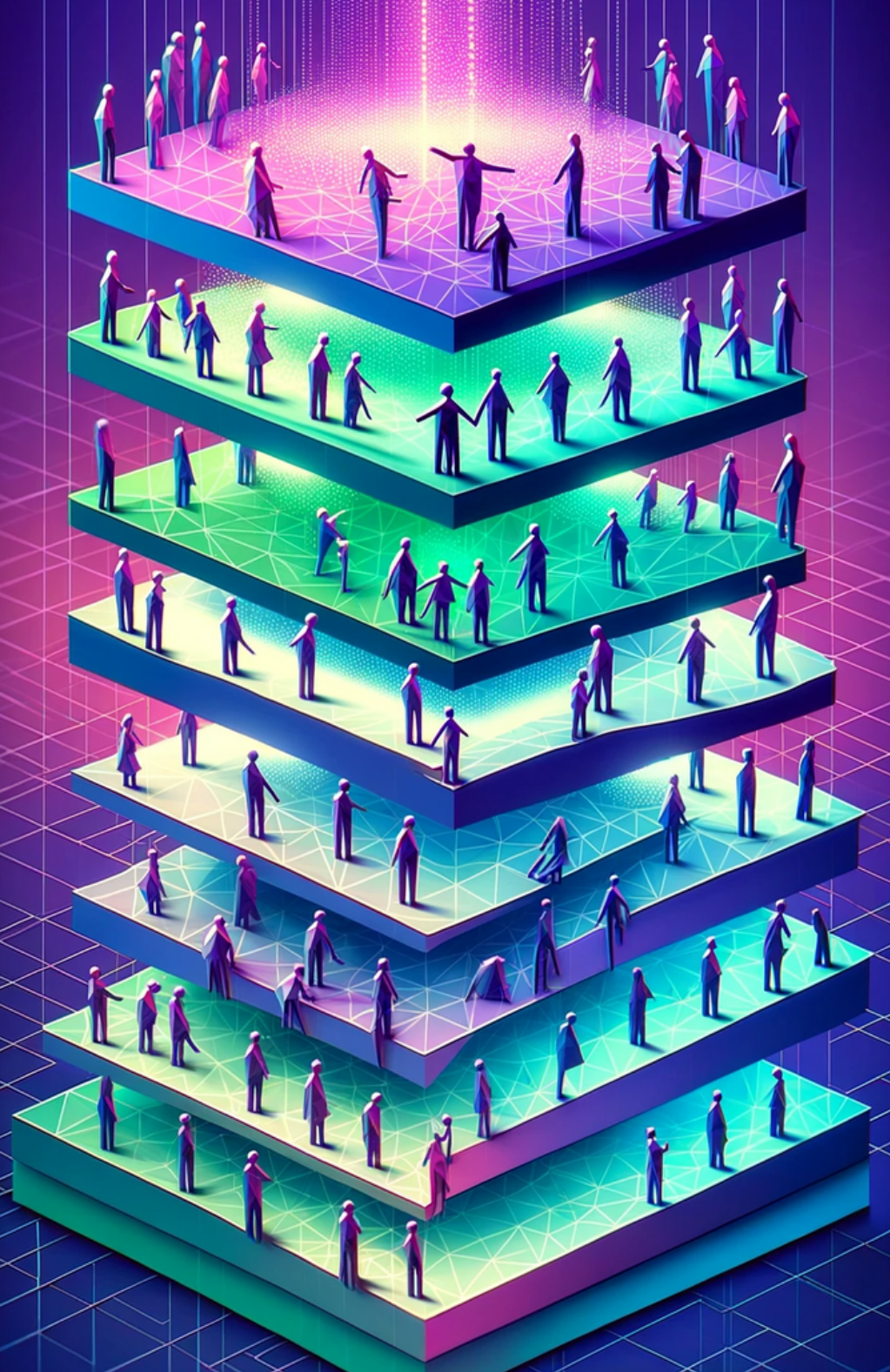
	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,000.00	\$24,000.00	\$3,000.00	\$36,000.00	\$4,000.00	\$48,000.00
Tier 2	\$1,500.00	\$18,000.00	\$2,250.00	\$27,000.00	\$3,250.00	\$39,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00	\$2,500.00	\$30,000.00

*Amounts expressed in USD

Database Administrator

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,400.00	\$16,800.00	\$2,500.00	\$30,000.00	\$4,500.00	\$54,000.00
Tier 2	\$1,200.00	\$14,400.00	\$2,000.00	\$24,000.00	\$3,750.00	\$45,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00	\$3,000.00	\$36,000.00

*Amounts expressed in USD



Trends in recruitment for 2024

We hope you have found the proposed salaries in our guide satisfactory. Below, we present the trends for 2024: The recruitment scene is constantly evolving, driven by technological advancements and shifts in social norms.



Hybrid and Remote Work

The hybrid and remote work models are becoming more established, allowing employees to choose where they want to work. This flexibility is expected to continue to grow in 2024, adapting to the demands of a modern workforce.

Diversity, Equity, and Inclusion (DEI)

DEI has become an integral part of recruitment strategies that seek fair representation and inclusivity in the workplace.

Technological Integration

Advances in Artificial Intelligence (AI), automation, and data analytics are optimizing recruitment processes, making them more efficient and data-driven.

Candidate Engagement

We ensure that candidates have a positive experience throughout the recruitment process, building trust-based relationships right from the start.

Recruitment Automation

Automation in recruitment processes is expected to reduce hiring time and improve operational efficiency.

Data-Driven Recruitment

The use of data analytics for informed decision-making in recruitment strategies is on the rise.

Employer Branding

A strong employer brand is crucial for attracting top talent. Companies are expected to invest more in employer branding to stay competitive in the talent market.



Wellness Checks and Mental Health

The well-being and mental health of individuals are gaining attention in boardrooms, reflecting an organizational focus that is increasingly concerned about employee well-being.



Gamification

Incorporating gamification into recruitment processes can make the experience more engaging and interactive for candidates.

Gig Economy

The growth of the gig economy offers a flexible work model, which is becoming an attractive option for employers and employees, offering temporary or project-based positions.

These trends highlight a mix of technological innovation, flexible work arrangements, and an emphasis on inclusivity and candidate experience, all aimed at optimizing the recruitment process for both employers and candidates.

In this dynamic environment, at Interfell, we stay at the forefront, ensuring that our clients and candidates are equipped with the tools and knowledge needed to successfully navigate the changing landscape of IT recruitment.

Hiring Trends for Talent in 2024



Here are the hiring trends for IT talent in Latin America for the year 2024:

Software

Developers

- Fullstack Developers: Highly sought after for their ability to work on both the frontend and backend of applications.
- Language Specialization: Developers specialized in Java, .Net, and Python are particularly valued.

Cybersecurity

Specialists

- Digital Defenders: Necessary to protect companies' networks, programs, data, and systems from the increasing cybercrime.
- Cybersecurity Analysts: With the growing sophistication of cyber threats, cybersecurity professionals are essential to bolster organizational security measures.

Cloud

Computing

- Cloud Computing Professionals: Specifically, AWS Certified Solution Architects will be in demand as cloud computing continues to dominate the technological landscape.

Data

Experts

- Management and Analysis: There is a high demand for data analysts, data engineers, and data scientists.
- Specific Skills: The ability to analyze, interpret, and predict data, along with experience in Python and AI and machine learning algorithms, is highly valued.

Emerging

Technologies

- AI and ML Engineers: Professionals trained to develop, implement, and optimize AI-driven solutions are in high demand.
- Blockchain Developers: With the rise of cryptocurrencies and decentralized systems, an increase in demand for blockchain developers is anticipated.

Technology Project

Managers

- Multidimensional Leadership: Leaders with expertise in both business and information technology are sought to lead new technology and digitization projects.

Business Developers for

IT Companies

- Expansion and Growth: Essential for driving the growth of IT companies by connecting innovative technology with market opportunities.
- Relationship Skills: The ability to build strategic relationships, identify business opportunities, and collaborate on product and service innovation is highly valued.



The IT hiring landscape for 2024 in Latin America reflects a growing sector with vast potential. The demand for specialized professionals underscores the need and opportunity to continue developing innovative projects and companies in the region. This scenario invites entrepreneurs and tech leaders to drive initiatives that not only address these trends but also contribute to strengthening and expanding Latin America's technological ecosystem.

Acknowledgments and Closing

Dear reader,

Thank you for delving into the pages of **"Smart Hiring: Salary Guide, Insights, and Trends in the IT Sector of Latin America for 2024"** Each section has been meticulously designed to offer you a panoramic and detailed view of the current and future IT talent scene in the region.

At Interfell, we are driven by passion and precision; every data point, insight, and projection is the result of careful analysis, extensive experience, and a genuine love for empowering growth in the IT sector. Our vast experience as leaders in recruitment and staffing is reflected in every piece of advice, strategy, and analysis presented.

We strive every day to make "Smart Hiring" more than just a guide: an indispensable companion on your journey toward informed, effective, and strategic hiring decisions. Additionally, we want to remind you that our team is always available to provide personalized guidance if you wish to delve into a specific topic, face challenges in hiring, or simply want to discuss a vacancy or hiring process. We are here to assist you and make your hiring experience as smooth and successful as possible.

We are committed to being your allies, facilitating the achievement of your goals and projects with the excellence that characterizes our professionals in LATAM. On every page, you will find our commitment and vision resonating: "A future where, year after year, we create more and better job opportunities for professionals in LATAM."

We appreciate the opportunity to share this resource with you and are excited to be part of your journey toward a smarter, more inclusive, and prosperous hiring environment.

With gratitude,
The Interfell Team



interfell

For free consultations:

[CLICK HERE](#)



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