

# LATAM, U.S. and Canada Salary Benchmark Report 2025

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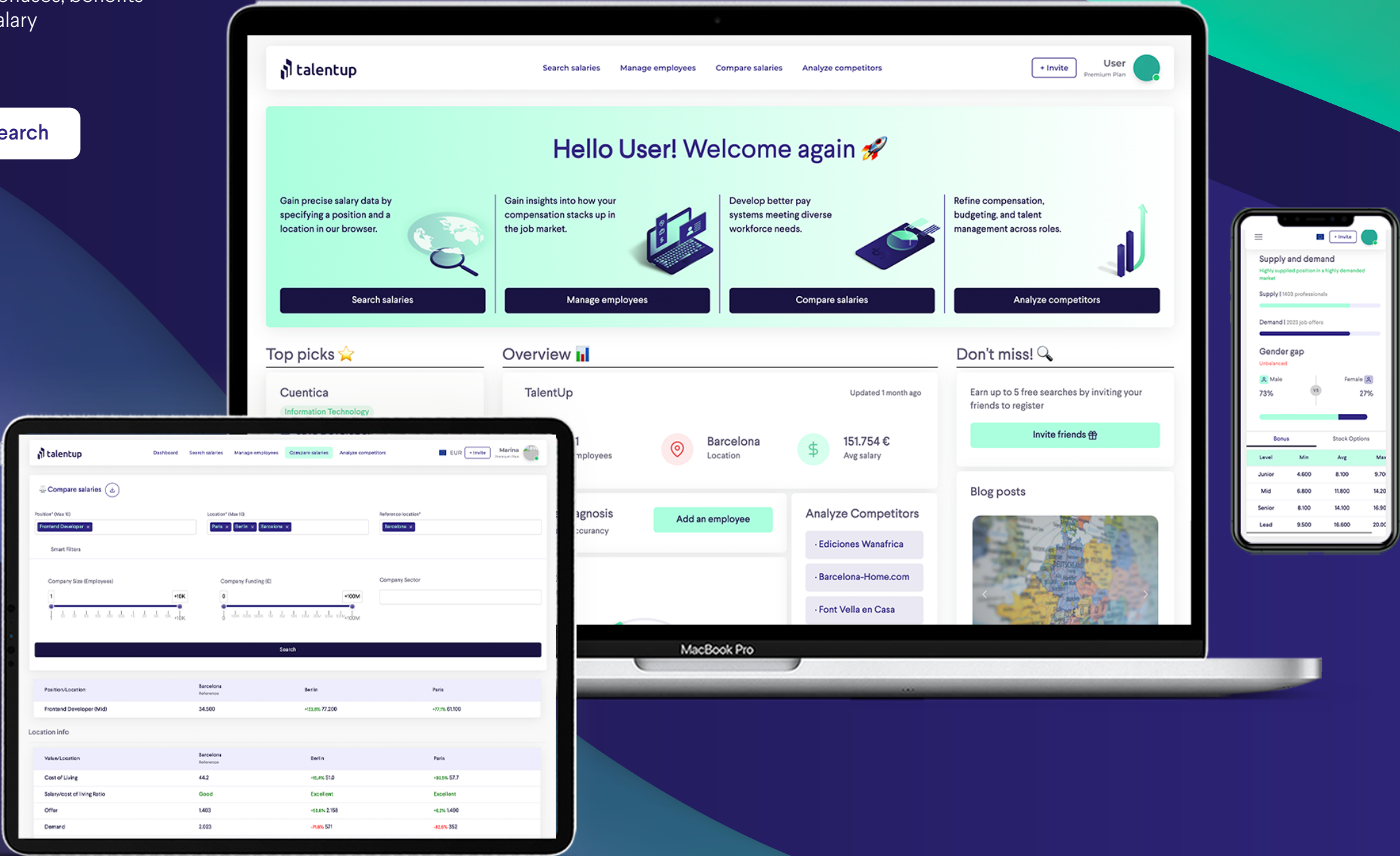
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# TalentUp.io

## Salary Benchmarking Platform

Optimize your salaries, retain your talent and increase your profits. Get detailed information on seniority, bonuses, benefits and pay growth with our Salary Benchmarking Platform.

Start now with 1 free search



**+90**  
**countries**

**+650**  
**positions**

**Africa**

Algeria  
Angola  
Botswana  
Cameroon  
Democratic Republic of the  
Congo  
Egypt  
Ethiopia  
Gabon  
Ghana  
Ivory Coast  
Kenya  
Malawi  
Morocco  
Mozambique  
Namibia  
Nigeria  
Rwanda  
Senegal  
South Africa  
Tanzania  
Tunisia  
Uganda  
Zambia  
Zimbabwe

**Asia**

Armenia  
Azerbaijan  
Bahrain  
China  
Cyprus  
Georgia  
Hong Kong  
India  
Indonesia  
Israel  
Japan  
Kazakhstan  
Malaysia  
Pakistan  
Philippines  
Singapore  
South Korea  
Thailand  
Turkey  
United Arab Emirates  
Vietnam  
**Europe**  
Austria  
Belarus  
Belgium

Bosnia and Herzegovina  
Bulgaria  
Croatia  
Czech Republic  
Denmark  
Estonia  
Finland  
France  
Germany  
Greece  
Hungary  
Ireland  
Italy  
Latvia  
Lithuania  
Luxembourg  
Macedonia  
Malta  
Netherlands  
Norway  
Poland  
Portugal  
Romania  
Russia  
Serbia  
Slovakia

Slovenia  
Spain  
Sweden  
Switzerland  
Ukraine  
United Kingdom  
**North America**  
Canada  
Dominican  
Republic  
Mexico  
Trinidad and Tobago  
United States  
**South America**  
Argentina  
Bolivia  
Brazil  
Chile  
Colombia  
Peru  
Uruguay  
**Oceania**  
Australia

See all the positions and locations  
available on our salary platform!

# About us

TalentUp is a company that specializes in providing innovative solutions for the recruitment industry. Our flagship product, the TalentUp Salary Platform, is designed specifically for recruiters and HR professionals. With this powerful tool, you can easily find accurate salary information for any position in any country. This allows you to make informed decisions about your company's hiring needs and stay competitive in the job market.

We understand the challenges recruiters face in today's fast-paced job market. That's why we're committed to providing you with the tools and resources you need to find the best talent and make the most informed decisions. Whether you're a small business owner or a recruitment manager for a large corporation, TalentUp has the solution for you.

At TalentUp, we believe that informed decisions are key to success. That's why we've developed our cutting-edge Salary Platform, designed specifically for recruiters and HR professionals. Our platform is powered by a proprietary methodology that extracts and processes data from top job sites such as LinkedIn, Indeed, and Infojobs, to provide you with real-time, accurate information on the talent market's demand and salaries.

In addition, the TalentUp Salary Platform is a powerful ally in advancing pay transparency. By providing reliable and consistent salary benchmarks, it enables companies to define fair compensation practices, promote internal equity, and communicate salary expectations clearly to candidates. This not only enhances trust and fairness within your organization but also strengthens your employer brand in an increasingly transparency-driven job market.

## Jordi Arcas

### CEO of TalentUp

In 2025, the HR agenda across the Americas is marked by a tension between rapid modernization and deep-rooted structural challenges. While automation and AI are streamlining operations in major urban centers, vast portions of the workforce still face barriers to digital access and formal employment. Labor migration, driven by climate change, economic disparity, and political unrest, is reshaping talent pools from Central America to Canada, forcing organizations to rethink how they source, onboard, and support increasingly mobile and multicultural teams.

Social demands for dignity at work, mental health support, and work-life balance are no longer fringe conversations, they're central to employer credibility. Workers are more informed, more mobile, and less loyal to outdated corporate models. In response, HR leaders must build adaptive, compassionate systems that not only manage talent but actively invest in it. At TalentUp, we partner with companies across the continent to turn complexity into clarity, helping them design inclusive, future-ready workplaces rooted in trust, equity, and regional “



 **250M working professionals**

Our database and Salary Platform are supported by data from over 250 million professionals and counting.

 **Updates every month**

Our Salary Platform updates every month to provide the most up-to-date salary and strategic data in real-time.

 **8M companies**

In addition, we gathered and processed public information and data from over 8 million businesses, making it easily accessible to our customers.

 **+ 650 positions**

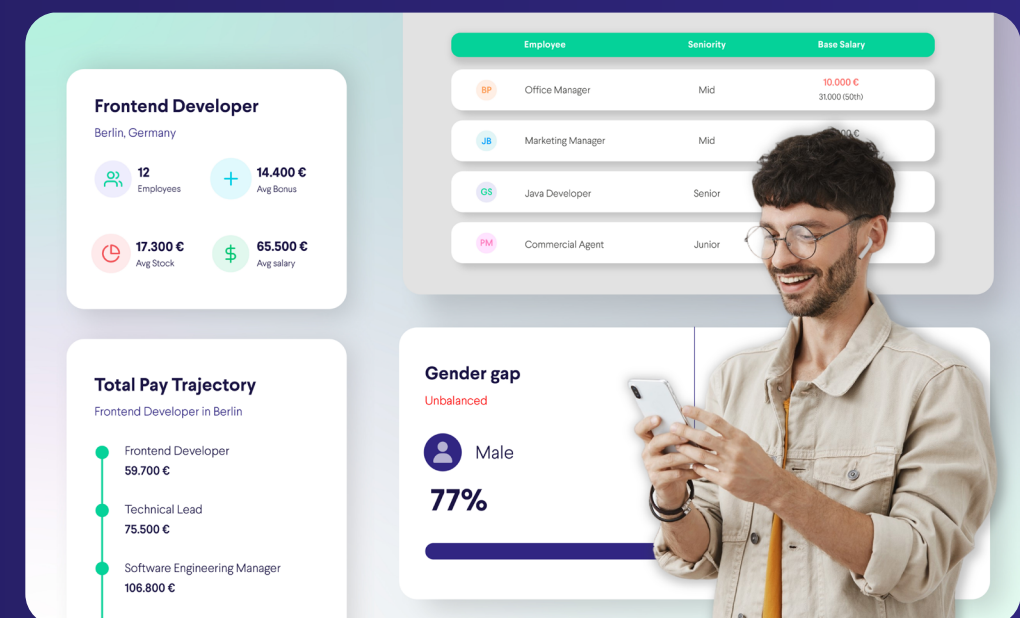
More than 650 positions are covered by our Salary Platform, which includes salary and strategic data.

 **+ 300 locations around the world**

With salary data for over 300 locations worldwide, you can hire anywhere.

 **50M salaries**

We have analyzed, cleaned, and compared over 50 million salaries.



# Methodology

TalentUp provides access to a vast amount of data, including information on more than 250 million professionals, 45 million salaries, and 8 million businesses. Every month, TalentUp regularly updates this data, offering a current perspective on the market.

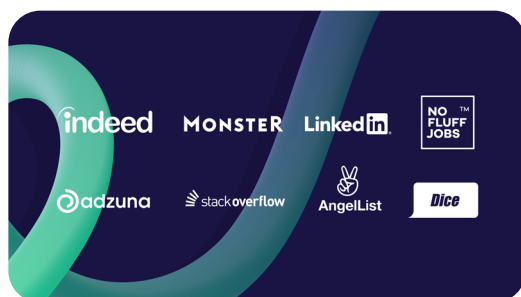
1

## Collect data

We gather data from over 100 trusted sources, including job boards and social networks, ensuring it is comprehensive and up-to-date.

We consolidate this collected data into a user-friendly database, which serves as a fundamental resource for our platform.

In TalentUp, clients can trust the accuracy, reliability, and relevance of data.



The platform enables users to compare worker salaries to market rates, conduct competitor research, and compare salaries across various cities. With a wide range of over 650 positions available in more than 300 locations, TalentUp equips you with the necessary insights to remain competitive in the current job market.

2

## Normalize data

Our aim is to make data comparable, accurate, and user-friendly.

Our team of experts diligently transforms data from various languages, fields, and formats into standardized formats for in-depth analysis.

TalentUp simplifies data understanding, providing clients with clear and actionable insights that drive business progress.



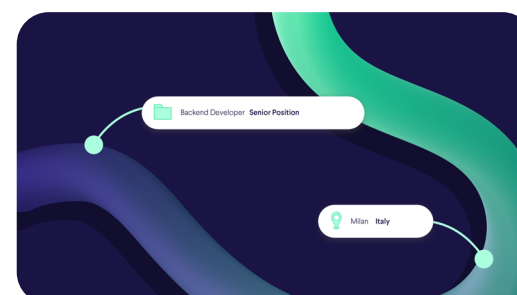
3

## Remove duplicate data

To ensure precision and currency, we eliminate duplicate data by cross-referencing information sources.

Using a sophisticated algorithm, we identify synonyms and variations in job titles, mapping them to a standardized title.

This meticulous approach guarantees the most precise and current information for clients.



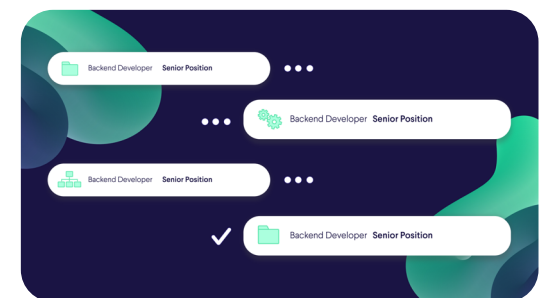
4

## Data validation

We validate data accuracy by examining patterns from various sources.

For instance, when assessing salaries, we consider factors such as seniority, experience, and required skills, comparing job profiles with similar ones in comparable companies.

Our experts use this methodology to assess new salary data, ensuring that the data clients receive is precise, dependable, and pertinent.



# The Future of Salaries Across the Americas: A 2025 Outlook

As we progress through 2025, the salary landscape across the Americas is undergoing significant transformations influenced by demographic shifts, technological advancements, and evolving labor market dynamics.

This article delves into the current trends and future projections shaping wages in North and Latin America, drawing upon recent academic and industry research.

## North America: Navigating Wage Stagnation Amid Demographic Changes

In the United States, real earnings have plateaued across various age and income groups over the past year. A study by the JPMorgan Chase Institute highlights that despite a robust labor market, inflation—peaking above 9% in 2022—has eroded workers' after-tax, inflation-adjusted take-home pay, resulting in earnings growth lagging behind broader economic expansion between 2019 and 2025. (Reuters 2025)

Demographic shifts are also influencing wage dynamics. The aging U.S. population is leading to a reduced labor supply, potentially granting workers more leverage in wage negotiations. As birth rates decline, the ratio of working-age individuals to retirees is expected to fall significantly by 2054, increasing competition for available labor and potentially accelerating wage growth. (Dixon, J. 2025)

## Latin America: Embracing Digital Transformation and Workforce Upskilling

Latin America is experiencing a significant shift towards digitalization, with a growing emphasis on upskilling and reskilling the workforce to meet

evolving employer demands. According to the World Economic Forum, 84% of employers in the region plan to upskill their workforce in the next five years, with a particular focus on roles such as sustainability specialists, expected to grow by 29% by 2030. (World Economic Forum 2025)

Salary projections for 2025 indicate that Latin America is poised for notable wage growth. Excluding Argentina, where hyperinflation distorts salary trends, countries like Colombia (6.1%), Mexico (5.4%), and Brazil (5.3%) are expected to see the highest wage increases in the region. (Vencon Research 2024)

The rise of the freelance economy is also reshaping the labor market. Remote work has opened new opportunities for Latin American professionals, particularly in fields like software development and AI engineering. This shift is driven by a growing preference for flexible work arrangements among millennials and Gen Z, with many valuing work-life balance and remote working capabilities. (Awana 2024)

## Technological Advancements and Their Impact on Wages

The integration of Artificial Intelligence (AI) into the workforce presents both challenges and opportunities. Research indicates that high-skilled workers in non-routine jobs are susceptible to AI automation, but wage benefits differ between occupations. While some may experience wage growth due to AI augmentation, others may face wage stagnation or decline. (Song, J., & Xie, H. 2024)

Moreover, the labor market is experiencing polarization, with expanding job opportunities in both high-skill, high-wage occupations and low-

skill, low-wage occupations, while middle-wage, middle-skill jobs are contracting. This trend contributes to income inequality and poses challenges for workers in the middle of the skill spectrum.

## The Future of Salaries

The future of salaries across the Americas is being shaped by a confluence of factors, including demographic changes, technological advancements, and evolving labor market dynamics. While North America grapples with wage stagnation amid an aging population, Latin America is embracing digital transformation and workforce upskilling to drive wage growth. Understanding these trends is crucial for policymakers, employers, and workers as they navigate the changing economic landscape.

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# Our Partners

In a constantly evolving world of work, our partners are key to anticipating what's next. Together, we map the shifting value of talent across the globe.



The Pay Transparency Alliance unites organizations committed to advancing fair pay through open dialogue, shared standards, and actionable transparency practices.

## JUSTLY

Justly is a recruitment consultancy focused on connecting companies with talent in finance, legal, and compliance sectors.

## <q-tech>

Q-Tech is a consulting firm specializing in tech talent recruitment, connecting companies with qualified IT professionals.

## sysarb

Sysarb empowers organizations to build fair and transparent workplaces through data-driven compensation solutions focused on equity, clarity, and sustainable growth.

## Canda

Canda.io provides tailored talent acquisition and employer branding solutions, helping startups and scaling companies build strong teams globally.

# Salary Benchmarking

The following report contains gross salary data for senior professionals in 11 IT american countries. To provide insight into compensation benchmarks, the tables show the distribution of salaries for selected job positions by percentile (25th, 50th, and 90th).

The tables in percentiles show which positions pay more than others. Salaries are shown by the department, hierarchy level, and country.

Furthermore, the section that follows provides a general overview of each country. The following are the insights contained in the country overview:

- **Argentina**
- **Bolivia**
- **Brazil**
- **Canada**
- **Chile**
- **Colombia**
- **Dominican Republic**
- **Mexico**
- **Peru**
- **United States**
- **Uruguay**

In the page 106 can be found an annex with all the information necessary to understand the charts showed in each country.

# Argentina

Argentina, at the southern tip of South America, skillfully merges its rich historical legacy with a dynamic and diversified economic present. Its labor market, a vibrant ecosystem of talent and innovation, bridges local expertise with global trends, positioning Argentina as a leader in sectors such as technology, agribusiness, and finance.

Boasting strong international connectivity and a steadily evolving business environment, Argentina appeals to global enterprises seeking a strategic foothold in the region. In this confluence of cultural depth and economic momentum, Argentina stands as a resilient and multifaceted hub for trade, investment, and transformative growth.

## x2.8

Local vs. International salaries<sup>3</sup>

## 4.5%

Salary Increase<sup>4</sup>

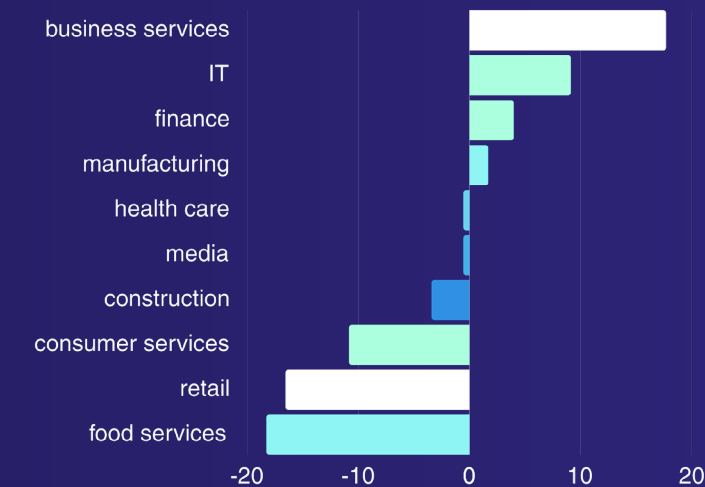
## 47.3%

Inflation rate<sup>5</sup>

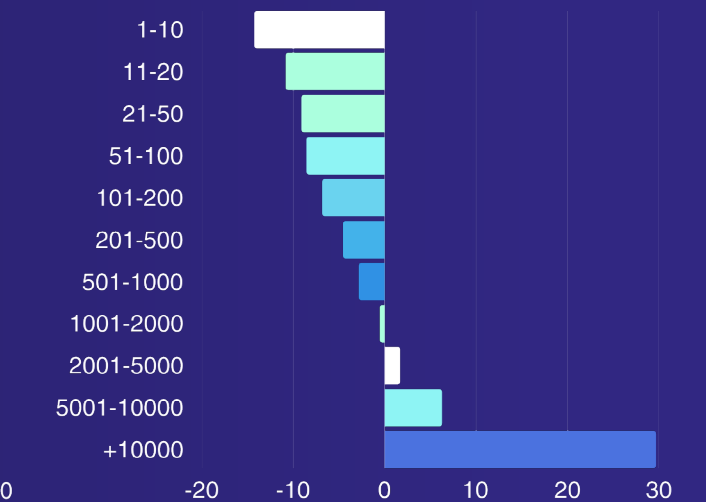
## 24.3

Cost of living + rent<sup>6</sup>

Sector distribution<sup>7</sup>



Company size distribution<sup>8</sup>



Gender occupation<sup>1</sup>

58% men

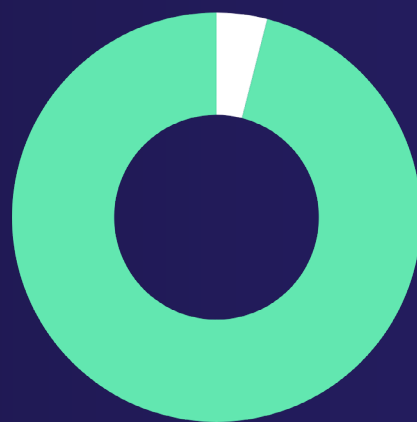
42% women



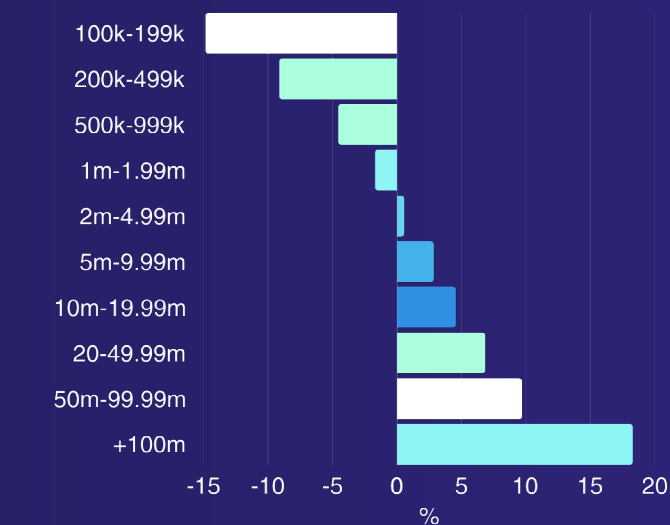
Remote work<sup>2</sup>

96% in site

4% remote



Funding distribution<sup>9</sup> (\$)



\*For more country charts details, see annex on page 106.

# Argentina

## Administrative Support

| Title                      | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|----------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Administrative Coordinator | 13k-17kUSD                | High                 | 75.50%                         | <a href="#">↗</a> |
| Administrative Manager     | 28k-33kUSD                | High                 | 80.50%                         | <a href="#">↗</a> |
| Office Assistant           | 10k-12kUSD                | Low                  | 79.50%                         | <a href="#">↗</a> |
| Office Manager             | 11k-15kUSD                | High                 | 85.50%                         | <a href="#">↗</a> |
| Payroll Consultant         | 17k-21kUSD                | High                 | 89.00%                         | <a href="#">↗</a> |
| Payroll Manager            | 30k-35kUSD                | High                 | 76.50%                         | <a href="#">↗</a> |

## Customer Support

| Title                           | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|---------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Customer Service Representative | 14k-16kUSD                | High                 | 77.50%                         | <a href="#">↗</a> |
| Customer Success Director       | 50k-55kUSD                | High                 | 88.50%                         | <a href="#">↗</a> |
| Customer Success Manager        | 28k-34kUSD                | High                 | 76.50%                         | <a href="#">↗</a> |

## Design, Media, And Writing

| Title            | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Designer         | 17k-22kUSD                | Low                  | 83.50%                         | <a href="#">↗</a> |
| Product Designer | 12k-16kUSD                | High                 | 90.50%                         | <a href="#">↗</a> |

## Engineering and Technical

| Title                | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|----------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Architect            | 15k-19kUSD                | High                 | 72.50%                         | <a href="#">↗</a> |
| Engineer             | 16k-22kUSD                | High                 | 92.50%                         | <a href="#">↗</a> |
| Engineering Director | 24k-37kUSD                | Low                  | 92.50%                         | <a href="#">↗</a> |

## Finance

| Title                     | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|---------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Finance Analyst           | 12k-17kUSD                | High                 | 92.50%                         | <a href="#">↗</a> |
| Finance Assistant         | 13k-14kUSD                | Low                  | 75.00%                         | <a href="#">↗</a> |
| Finance Director          | 33k-36kUSD                | High                 | 82.50%                         | <a href="#">↗</a> |
| Sustainability Consultant | 12k-18kUSD                | High                 | 84.00%                         | <a href="#">↗</a> |
| Sustainability Director   | 35k-44kUSD                | Low                  | 84.00%                         | <a href="#">↗</a> |
| Sustainability Manager    | 30k-34kUSD                | High                 | 91.50%                         | <a href="#">↗</a> |

## Human Resources

| Title                            | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info            |
|----------------------------------|---------------------------|----------------------|--------------------------------|----------------------|
| Human Resources Business Partner | 20k-23kUSD                | High                 | 73.50%                         | <a href="#">Link</a> |
| Human Resources Generalist       | 13k-18kUSD                | High                 | 89.50%                         | <a href="#">Link</a> |
| Recruiter                        | 15k-17kUSD                | High                 | 80.50%                         | <a href="#">Link</a> |
| Talent Acquisition Manager       | 33k-36kUSD                | High                 | 80.50%                         | <a href="#">Link</a> |

## Information Technology

| Title                         | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info            |
|-------------------------------|---------------------------|----------------------|--------------------------------|----------------------|
| Applications Developer        | 16k-19kUSD                | Low                  | 92.50%                         | <a href="#">Link</a> |
| Backend Developer             | 15k-21kUSD                | High                 | 75.50%                         | <a href="#">Link</a> |
| Business Intelligence Analyst | 15k-17kUSD                | High                 | 83.50%                         | <a href="#">Link</a> |
| Cyber Security Analyst        | 17k-21kUSD                | Low                  | 73.50%                         | <a href="#">Link</a> |
| Data Analyst                  | 16k-19kUSD                | High                 | 92.50%                         | <a href="#">Link</a> |
| Data Engineer                 | 16k-22kUSD                | High                 | 87.50%                         | <a href="#">Link</a> |
| Data Scientist                | 16k-20kUSD                | High                 | 80.50%                         | <a href="#">Link</a> |
| DevOps Engineer               | 23k-29kUSD                | High                 | 77.50%                         | <a href="#">Link</a> |
| Frontend Developer            | 15k-20kUSD                | High                 | 92.50%                         | <a href="#">Link</a> |
| Full Stack Developer          | 13k-18kUSD                | High                 | 80.50%                         | <a href="#">Link</a> |
| IT Manager                    | 27k-32kUSD                | High                 | 91.50%                         | <a href="#">Link</a> |
| Machine Learning Engineer     | 17k-21kUSD                | High                 | 92.50%                         | <a href="#">Link</a> |
| Python Developer              | 17k-20kUSD                | High                 | 92.50%                         | <a href="#">Link</a> |
| Quality Assurance Engineer    | 14k-20kUSD                | Medium               | 84.50%                         | <a href="#">Link</a> |

|                              |            |      |        |                      |
|------------------------------|------------|------|--------|----------------------|
| Quality Assurance Manager    | 25k-31kUSD | High | 78.50% | <a href="#">Link</a> |
| Scrum Master                 | 14k-16kUSD | High | 91.50% | <a href="#">Link</a> |
| Security Engineer            | 22k-24kUSD | High | 70.50% | <a href="#">Link</a> |
| Software Developer           | 17k-24kUSD | High | 90.50% | <a href="#">Link</a> |
| Software Engineer            | 20k-26kUSD | High | 92.50% | <a href="#">Link</a> |
| Software Engineering Manager | 31k-33kUSD | High | 91.50% | <a href="#">Link</a> |
| Systems Engineer             | 17k-21kUSD | High | 81.50% | <a href="#">Link</a> |

## Law, Compliance, And Public Safety

| Title      | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info            |
|------------|---------------------------|----------------------|--------------------------------|----------------------|
| Consultant | 15k-18kUSD                | High                 | 87.50%                         | <a href="#">Link</a> |
| Lawyer     | 18k-22kUSD                | High                 | 78.50%                         | <a href="#">Link</a> |

## Marketing

| Title                     | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info            |
|---------------------------|---------------------------|----------------------|--------------------------------|----------------------|
| Brand Manager             | 18k-21kUSD                | High                 | 92.50%                         | <a href="#">Link</a> |
| Communications Specialist | 13k-17kUSD                | Low                  | 71.50%                         | <a href="#">Link</a> |
| Community Manager         | 11k-13kUSD                | High                 | 71.50%                         | <a href="#">Link</a> |
| Marketing Assistant       | 11k-14kUSD                | High                 | 79.50%                         | <a href="#">Link</a> |
| Marketing Manager         | 31k-36kUSD                | High                 | 100.00%                        | <a href="#">Link</a> |
| Marketing Specialist      | 13k-15kUSD                | High                 | 86.50%                         | <a href="#">Link</a> |
| Search Engine Optimizer   | 12k-17kUSD                | Low                  | 92.50%                         | <a href="#">Link</a> |

## Operations

| Title                  | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 15k-16kUSD                | High                 | 91.50%                         | <a href="#">↗</a> |
| Operations Director    | 46k-52kUSD                | High                 | 74.50%                         | <a href="#">↗</a> |
| Operations Manager     | 21k-26kUSD                | High                 | 80.50%                         | <a href="#">↗</a> |
| Project Manager        | 14k-19kUSD                | High                 | 91.50%                         | <a href="#">↗</a> |
| Supply Chain Manager   | 24k-28kUSD                | High                 | 78.50%                         | <a href="#">↗</a> |

## Sales

| Title                               | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-------------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Account Manager                     | 15k-20kUSD                | High                 | 92.50%                         | <a href="#">↗</a> |
| Business Development Representative | 13k-16kUSD                | High                 | 85.50%                         | <a href="#">↗</a> |
| Sales Assistant                     | 13k-15kUSD                | Low                  | 75.50%                         | <a href="#">↗</a> |
| Sales Director                      | 30k-34kUSD                | Medium               | 84.50%                         | <a href="#">↗</a> |
| Sales Engineer                      | 13k-17kUSD                | High                 | 92.50%                         | <a href="#">↗</a> |
| Sales Representative                | 14k-19kUSD                | High                 | 84.50%                         | <a href="#">↗</a> |

# Bolivia

Bolivia, a nation rooted in cultural richness, stands at a pivotal point between tradition and economic transformation. Its workforce, marked by adaptability and entrepreneurial spirit, supports emerging industries from sustainable energy to tourism and digital services.

Located in the heart of South America, Bolivia serves as a strategic bridge across regional markets, enhanced by growing infrastructure and policy reforms aimed at fostering business. This unique blend of heritage, resilience, and forward-looking ambition makes Bolivia a compelling center for trade, collaboration, and economic innovation.

## x2

Local vs. International salaries<sup>3</sup>

## 4.1%

Salary Increase<sup>4</sup>

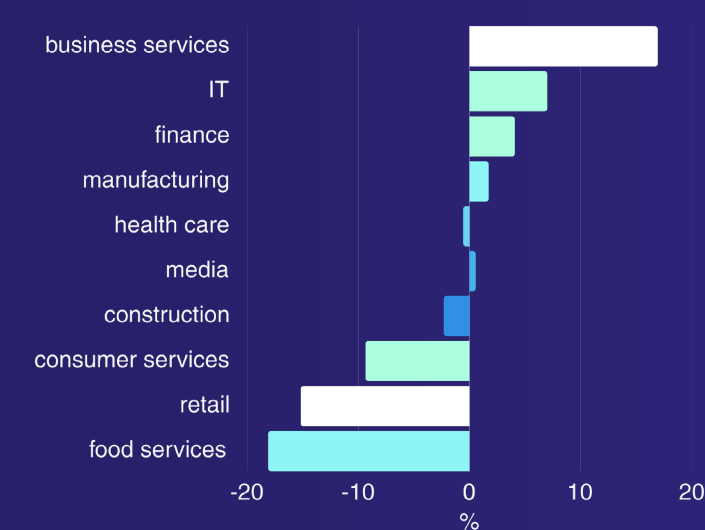
## 15%

Inflation rate<sup>5</sup>

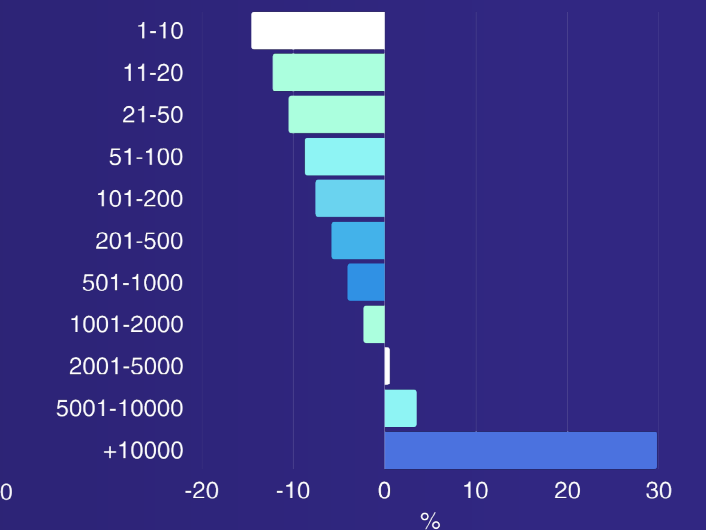
## 17.7

Cost of living + rent<sup>6</sup>

### Sector distribution<sup>7</sup>



### Company size distribution<sup>8</sup>



### Gender occupation<sup>1</sup>

62% men

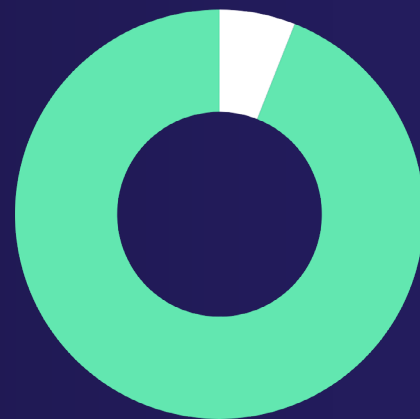
38% women



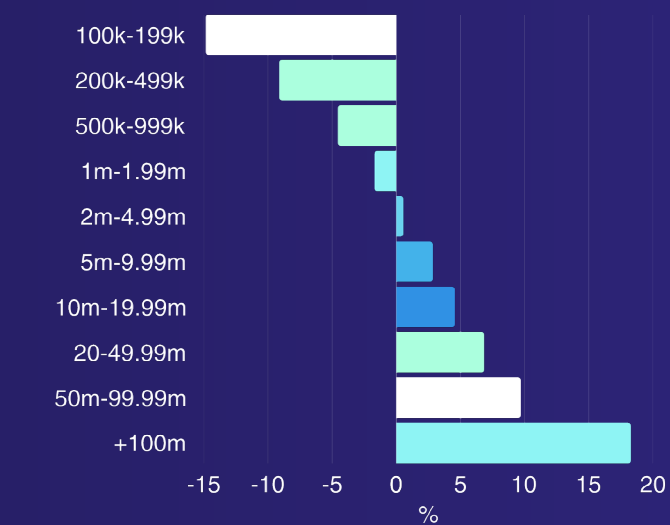
### Remote work<sup>2</sup>

94% in site

6% remote



### Funding distribution<sup>9</sup> (\$)



\*For more country charts details, see annex on page 106.

# Bolivia

## Administrative Support

| Title                      | Salary band <sup>10</sup>  | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|----------------------------|----------------------------|----------------------|--------------------------------|-------------------|
| Administrative Coordinator | 89k-110k BOB (13k-16kUSD)  | Low                  | 75.50%                         | <a href="#">↗</a> |
| Administrative Manager     | 179k-220k BOB (26k-32kUSD) | High                 | 73.00%                         | <a href="#">↗</a> |
| Office Assistant           | 69k-82k BOB (10k-12kUSD)   | High                 | 76.50%                         | <a href="#">↗</a> |
| Office Manager             | 82k-103k BOB (12k-15kUSD)  | High                 | 85.50%                         | <a href="#">↗</a> |
| Payroll Consultant         | 117k-158k BOB (17k-23kUSD) | Low                  | 87.00%                         | <a href="#">↗</a> |

## Customer Support

| Title                     | Salary band <sup>10</sup>  | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|---------------------------|----------------------------|----------------------|--------------------------------|-------------------|
| Customer Success Director | 186k-213k BOB (27k-31kUSD) | Low                  | 84.00%                         | <a href="#">↗</a> |

## Design, Media, And Writing

| Title            | Salary band <sup>10</sup>  | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------------|----------------------------|----------------------|--------------------------------|-------------------|
| Designer         | 117k-151k BOB (17k-22kUSD) | Low                  | 80.50%                         | <a href="#">↗</a> |
| Graphic Designer | 110k-124k BOB (16k-18kUSD) | High                 | 83.50%                         | <a href="#">↗</a> |
| Product Designer | 144k-186k BOB (21k-27kUSD) | High                 | 84.50%                         | <a href="#">↗</a> |
| Translator       | 117k-138k BOB (17k-20kUSD) | Low                  | 85.50%                         | <a href="#">↗</a> |

## Engineering and Technical

| Title                | Salary band <sup>10</sup>  | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|----------------------|----------------------------|----------------------|--------------------------------|-------------------|
| Architect            | 96k-131k BOB (14k-19kUSD)  | High                 | 73.50%                         | <a href="#">↗</a> |
| Civil Engineer       | 89k-131k BOB (13k-19kUSD)  | High                 | 89.50%                         | <a href="#">↗</a> |
| Electrical Engineer  | 110k-144k BOB (16k-21kUSD) | High                 | 85.50%                         | <a href="#">↗</a> |
| Engineer             | 131k-151k BOB (19k-22kUSD) | High                 | 92.50%                         | <a href="#">↗</a> |
| Engineering Director | 193k-255k BOB (28k-37kUSD) | Low                  | 92.50%                         | <a href="#">↗</a> |
| Mechanical Engineer  | 144k-172k BOB (21k-25kUSD) | Low                  | 84.50%                         | <a href="#">↗</a> |

Finance

| Title                     | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|---------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Finance Analyst           | 69k-89k BOB<br>(10k-13kUSD)   | High                 | 88.50%                         | <a href="#">🔗</a> |
| Finance Director          | 255k-269k BOB<br>(37k-39kUSD) | Low                  | 89.50%                         | <a href="#">🔗</a> |
| Sustainability Consultant | 96k-138k BOB<br>(14k-20kUSD)  | Low                  | 84.00%                         | <a href="#">🔗</a> |
| Sustainability Director   | 213k-262k BOB<br>(31k-38kUSD) | Low                  | 84.00%                         | <a href="#">🔗</a> |
| Sustainability Manager    | 186k-227k BOB<br>(27k-33kUSD) | Low                  | 78.50%                         | <a href="#">🔗</a> |

Human Resources

| Title                            | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|----------------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 131k-158k BOB<br>(19k-23kUSD) | Low                  | 75.50%                         | <a href="#">🔗</a> |
| Human Resources Director         | 213k-227k BOB<br>(31k-33kUSD) | Low                  | 71.50%                         | <a href="#">🔗</a> |
| Human Resources Generalist       | 103k-138k BOB<br>(15k-20kUSD) | Low                  | 89.50%                         | <a href="#">🔗</a> |
| Recruiter                        | 89k-103k BOB<br>(13k-15kUSD)  | High                 | 91.50%                         | <a href="#">🔗</a> |
| Talent Acquisition Manager       | 165k-186k BOB<br>(24k-27kUSD) | High                 | 79.00%                         | <a href="#">🔗</a> |

Information Technology

| Title                         | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-------------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Applications Developer        | 124k-165k BOB<br>(18k-24kUSD) | Low                  | 81.50%                         | <a href="#">🔗</a> |
| Backend Developer             | 110k-151k BOB<br>(16k-22kUSD) | High                 | 82.50%                         | <a href="#">🔗</a> |
| Business Intelligence Analyst | 82k-103k BOB<br>(12k-15kUSD)  | High                 | 92.50%                         | <a href="#">🔗</a> |
| Cyber Security Analyst        | 117k-138k BOB<br>(17k-20kUSD) | Low                  | 73.50%                         | <a href="#">🔗</a> |
| Data Analyst                  | 96k-131k BOB<br>(14k-19kUSD)  | High                 | 92.50%                         | <a href="#">🔗</a> |
| Data Engineer                 | 117k-151k BOB<br>(17k-22kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Data Scientist                | 89k-117k BOB<br>(13k-17kUSD)  | High                 | 92.50%                         | <a href="#">🔗</a> |
| DevOps Engineer               | 131k-158k BOB<br>(19k-23kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Frontend Developer            | 124k-151k BOB<br>(18k-22kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Full Stack Developer          | 103k-138k BOB<br>(15k-20kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| IT Manager                    | 179k-227k BOB<br>(26k-33kUSD) | Low                  | 84.00%                         | <a href="#">🔗</a> |
| Machine Learning Engineer     | 96k-124k BOB<br>(14k-18kUSD)  | High                 | 92.50%                         | <a href="#">🔗</a> |
| Python Developer              | 69k-110k BOB<br>(10k-16kUSD)  | High                 | 92.50%                         | <a href="#">🔗</a> |
| Quality Assurance Engineer    | 69k-96k BOB<br>(10k-14kUSD)   | High                 | 92.50%                         | <a href="#">🔗</a> |
| Quality Assurance Manager     | 179k-213k BOB<br>(26k-31kUSD) | Low                  | 70.00%                         | <a href="#">🔗</a> |
| Scrum Master                  | 89k-124k BOB<br>(13k-18kUSD)  | High                 | 92.50%                         | <a href="#">🔗</a> |
| Security Engineer             | 89k-117k BOB<br>(13k-17kUSD)  | Low                  | 83.50%                         | <a href="#">🔗</a> |
| Software Developer            | 110k-151k BOB<br>(16k-22kUSD) | High                 | 82.50%                         | <a href="#">🔗</a> |
| Software Engineer             | 124k-151k BOB<br>(18k-22kUSD) | High                 | 74.50%                         | <a href="#">🔗</a> |
| Software Engineering Manager  | 200k-213k BOB<br>(29k-31kUSD) | Low                  | 84.00%                         | <a href="#">🔗</a> |
| Systems Engineer              | 110k-144k BOB<br>(16k-21kUSD) | High                 | 82.50%                         | <a href="#">🔗</a> |
| Test Automation Engineer      | 96k-117k BOB<br>(14k-17kUSD)  | Low                  | 71.50%                         | <a href="#">🔗</a> |

## Law, Compliance, And Public Safety

| Title      | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 96k-131k BOB<br>(14k-19kUSD)  | High                 | 90.50%                         | <a href="#">🔗</a> |
| Lawyer     | 179k-200k BOB<br>(26k-29kUSD) | High                 | 77.50%                         | <a href="#">🔗</a> |

## Marketing

| Title                        | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager                | 124k-151k BOB<br>(18k-22kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Communications Specialist    | 89k-117k BOB<br>(13k-17kUSD)  | Low                  | 70.50%                         | <a href="#">🔗</a> |
| Digital Marketing Strategist | 103k-131k BOB<br>(15k-19kUSD) | High                 | 72.50%                         | <a href="#">🔗</a> |
| Marketing Assistant          | 82k-103k BOB<br>(12k-15kUSD)  | High                 | 77.50%                         | <a href="#">🔗</a> |
| Marketing Director           | 427k-448k BOB<br>(62k-65kUSD) | High                 | 86.50%                         | <a href="#">🔗</a> |
| Marketing Manager            | 186k-227k BOB<br>(27k-33kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Marketing Specialist         | 165k-213k BOB<br>(24k-31kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Search Engine Optimizer      | 62k-96k BOB<br>(9k-14kUSD)    | High                 | 92.50%                         | <a href="#">🔗</a> |

## Operations

| Title                  | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 96k-103k BOB<br>(14k-15kUSD)  | High                 | 92.50%                         | <a href="#">🔗</a> |
| Operations Director    | 207k-262k BOB<br>(30k-38kUSD) | Low                  | 83.50%                         | <a href="#">🔗</a> |
| Project Manager        | 103k-138k BOB<br>(15k-20kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |

## Sales

| Title                               | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-------------------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Account Manager                     | 103k-138k BOB<br>(15k-20kUSD) | High                 | 90.50%                         | <a href="#">🔗</a> |
| Business Development Representative | 89k-103k BOB<br>(13k-15kUSD)  | Low                  | 87.50%                         | <a href="#">🔗</a> |
| Sales Assistant                     | 82k-89k BOB<br>(12k-13kUSD)   | Low                  | 76.50%                         | <a href="#">🔗</a> |
| Sales Director                      | 200k-234k BOB<br>(29k-34kUSD) | High                 | 88.50%                         | <a href="#">🔗</a> |
| Sales Engineer                      | 89k-124k BOB<br>(13k-18kUSD)  | High                 | 92.50%                         | <a href="#">🔗</a> |
| Sales Representative                | 110k-138k BOB<br>(16k-20kUSD) | High                 | 83.50%                         | <a href="#">🔗</a> |

# Brazil

Brazil, the largest economy in Latin America, seamlessly unites its cultural richness with a bold economic vision. Its labor force—diverse, youthful, and highly skilled—drives innovation in fields such as agritech, fintech, energy, and industrial manufacturing. As a global player with deep regional influence,

Brazil offers unmatched access to South American markets through its advanced infrastructure and expanding digital economy. This fusion of scale, creativity, and resilience positions Brazil as a powerhouse of regional leadership and international investment.

## Gender occupation<sup>1</sup>

58% men

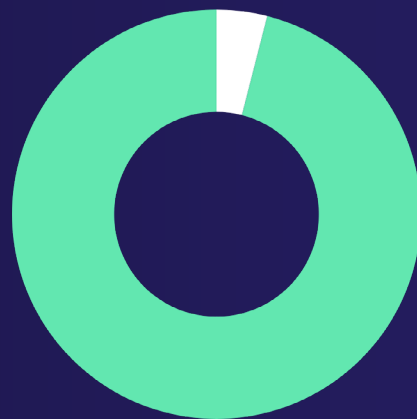
42% women



## Remote work<sup>2</sup>

96% in site

4% remote



x1.7

Local vs. International salaries<sup>3</sup>

3.4%

Salary Increase<sup>4</sup>

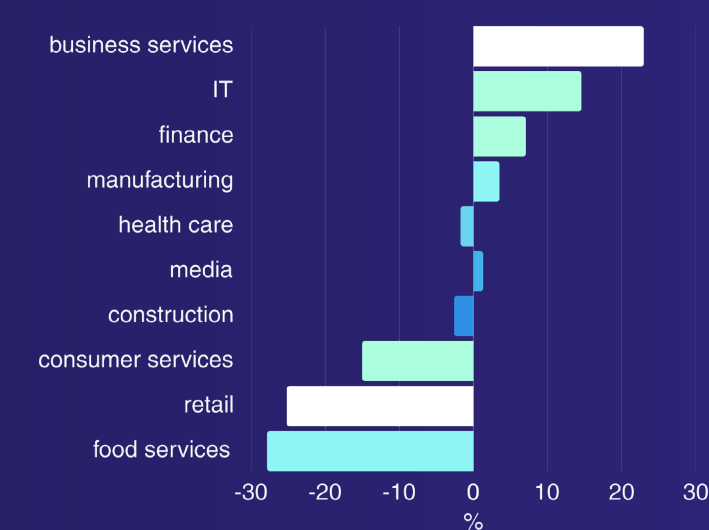
5.5%

Inflation rate<sup>5</sup>

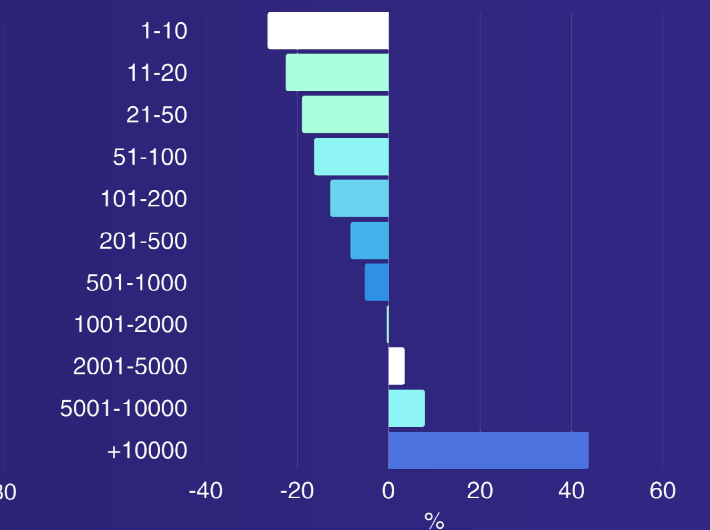
17.4

Cost of living + rent<sup>6</sup>

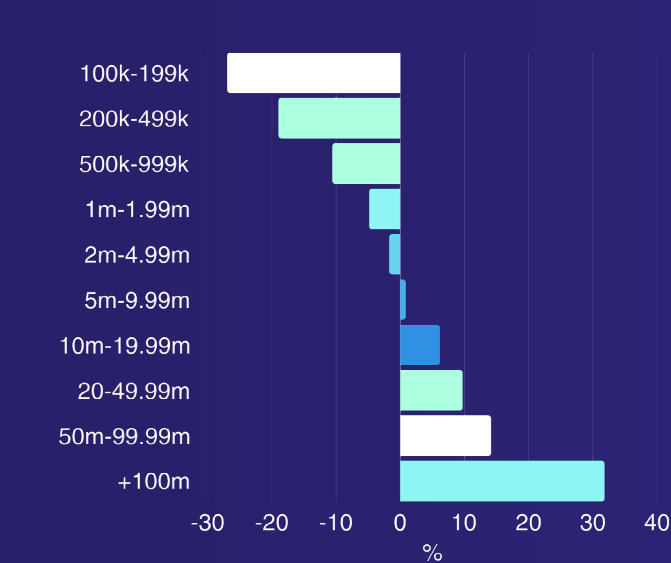
## Sector distribution<sup>7</sup>



## Company size distribution<sup>8</sup>



## Funding distribution<sup>9</sup> (\$)



\*For more country charts details, see annex on page 106.

# Brazil

## Administrative Support

| Title              | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|--------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Office Assistant   | 56k-73k BRL<br>(10k-13kUSD)   | Low                  | 76.50%                         | <a href="#">↗</a> |
| Office Manager     | 67k-84k BRL<br>(12k-15kUSD)   | High                 | 92.50%                         | <a href="#">↗</a> |
| Payroll Consultant | 112k-141k BRL<br>(20k-25kUSD) | Low                  | 88.00%                         | <a href="#">↗</a> |

## Customer Support

| Title                           | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|---------------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Customer Service Representative | 78k-95k BRL<br>(14k-17kUSD)   | High                 | 72.50%                         | <a href="#">↗</a> |
| Customer Success Director       | 242k-298k BRL<br>(43k-53kUSD) | High                 | 75.00%                         | <a href="#">↗</a> |
| Customer Success Manager        | 157k-186k BRL<br>(28k-33kUSD) | High                 | 84.00%                         | <a href="#">↗</a> |

## Design, Media, And Writing

| Title            | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Designer         | 107k-141k BRL<br>(19k-25kUSD) | Low                  | 76.50%                         | <a href="#">↗</a> |
| Graphic Designer | 107k-118k BRL<br>(19k-21kUSD) | High                 | 78.50%                         | <a href="#">↗</a> |
| Product Designer | 90k-95k BRL<br>(16k-17kUSD)   | High                 | 92.50%                         | <a href="#">↗</a> |
| Translator       | 78k-118k BRL<br>(14k-21kUSD)  | Low                  | 90.50%                         | <a href="#">↗</a> |

## Engineering and Technical

| Title                | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|----------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Civil Engineer       | 73k-101k BRL<br>(13k-18kUSD)  | High                 | 89.50%                         | <a href="#">↗</a> |
| Electrical Engineer  | 129k-152k BRL<br>(23k-27kUSD) | Low                  | 85.50%                         | <a href="#">↗</a> |
| Engineer             | 101k-124k BRL<br>(18k-22kUSD) | Low                  | 92.50%                         | <a href="#">↗</a> |
| Engineering Director | 276k-355k BRL<br>(49k-63kUSD) | Low                  | 92.50%                         | <a href="#">↗</a> |
| Mechanical Engineer  | 135k-163k BRL<br>(24k-29kUSD) | Low                  | 82.50%                         | <a href="#">↗</a> |

## Finance

| Title                     | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|---------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Accounting Specialist     | 73k-84k BRL<br>(13k-15kUSD)   | High                 | 70.50%                         | <a href="#">↗</a> |
| Finance Analyst           | 73k-90k BRL<br>(13k-16kUSD)   | Medium               | 86.50%                         | <a href="#">↗</a> |
| Sustainability Consultant | 101k-129k BRL<br>(18k-23kUSD) | Low                  | 84.00%                         | <a href="#">↗</a> |
| Sustainability Director   | 248k-259k BRL<br>(44k-46kUSD) | Low                  | 84.00%                         | <a href="#">↗</a> |

## Human Resources

| Title                            | Salary band <sup>10</sup>  | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|----------------------------------|----------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 118k-135k BRL (21k-24kUSD) | Medium               | 75.50%                         | <a href="#">↗</a> |
| Human Resources Director         | 327k-355k BRL (58k-63kUSD) | Low                  | 81.00%                         | <a href="#">↗</a> |
| Human Resources Generalist       | 95k-112k BRL (17k-20kUSD)  | Low                  | 81.50%                         | <a href="#">↗</a> |
| Human Resources Manager          | 174k-248k BRL (31k-44kUSD) | High                 | 77.00%                         | <a href="#">↗</a> |
| Recruiter                        | 84k-112k BRL (15k-20kUSD)  | High                 | 83.50%                         | <a href="#">↗</a> |
| Talent Acquisition Manager       | 186k-203k BRL (33k-36kUSD) | High                 | 70.00%                         | <a href="#">↗</a> |

## Information Technology

| Title                         | Salary band <sup>10</sup>  | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-------------------------------|----------------------------|----------------------|--------------------------------|-------------------|
| Applications Developer        | 112k-129k BRL (20k-23kUSD) | Low                  | 90.50%                         | <a href="#">↗</a> |
| Backend Developer             | 112k-157k BRL (20k-28kUSD) | High                 | 70.50%                         | <a href="#">↗</a> |
| Business Intelligence Analyst | 107k-124k BRL (19k-22kUSD) | High                 | 79.50%                         | <a href="#">↗</a> |
| Data Analyst                  | 129k-146k BRL (23k-26kUSD) | High                 | 77.50%                         | <a href="#">↗</a> |
| Data Engineer                 | 124k-141k BRL (22k-25kUSD) | High                 | 92.50%                         | <a href="#">↗</a> |
| Data Scientist                | 118k-135k BRL (21k-24kUSD) | High                 | 92.50%                         | <a href="#">↗</a> |
| DevOps Engineer               | 135k-157k BRL (24k-28kUSD) | High                 | 92.50%                         | <a href="#">↗</a> |
| Frontend Developer            | 112k-152k BRL (20k-27kUSD) | High                 | 86.50%                         | <a href="#">↗</a> |
| Full Stack Developer          | 135k-186k BRL (24k-33kUSD) | High                 | 76.50%                         | <a href="#">↗</a> |
| IT Manager                    | 197k-203k BRL (35k-36kUSD) | Low                  | 78.00%                         | <a href="#">↗</a> |
| Machine Learning Engineer     | 112k-146k BRL (20k-26kUSD) | High                 | 92.50%                         | <a href="#">↗</a> |
| Python Developer              | 90k-112k BRL (16k-20kUSD)  | High                 | 92.50%                         | <a href="#">↗</a> |

|                              |                            |      |        |                   |
|------------------------------|----------------------------|------|--------|-------------------|
| Quality Assurance Engineer   | 101k-135k BRL (18k-24kUSD) | High | 77.50% | <a href="#">↗</a> |
| Scrum Master                 | 84k-118k BRL (15k-21kUSD)  | High | 81.50% | <a href="#">↗</a> |
| Security Engineer            | 95k-118k BRL (17k-21kUSD)  | High | 85.50% | <a href="#">↗</a> |
| Software Developer           | 129k-152k BRL (23k-27kUSD) | High | 90.50% | <a href="#">↗</a> |
| Software Engineer            | 129k-180k BRL (23k-32kUSD) | High | 92.50% | <a href="#">↗</a> |
| Software Engineering Manager | 197k-214k BRL (35k-38kUSD) | High | 77.00% | <a href="#">↗</a> |
| Systems Engineer             | 101k-129k BRL (18k-23kUSD) | Low  | 71.50% | <a href="#">↗</a> |
| Test Automation Engineer     | 90k-112k BRL (16k-20kUSD)  | High | 71.50% | <a href="#">↗</a> |

## Law, Compliance, And Public Safety

| Title      | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------|---------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 90k-118k BRL (16k-21kUSD) | High                 | 92.50%                         | <a href="#">↗</a> |

## Marketing

| Title                        | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager                | 135k-152k BRL<br>(24k-27kUSD) | High                 | 84.50%                         | <a href="#">↗</a> |
| Digital Marketing Strategist | 90k-112k BRL<br>(16k-20kUSD)  | High                 | 74.50%                         | <a href="#">↗</a> |
| Marketing Assistant          | 56k-73k BRL<br>(10k-13kUSD)   | High                 | 77.50%                         | <a href="#">↗</a> |
| Marketing Director           | 338k-344k BRL<br>(60k-61kUSD) | High                 | 79.50%                         | <a href="#">↗</a> |
| Marketing Manager            | 203k-214k BRL<br>(36k-38kUSD) | High                 | 82.50%                         | <a href="#">↗</a> |
| Marketing Specialist         | 78k-101k BRL<br>(14k-18kUSD)  | High                 | 90.50%                         | <a href="#">↗</a> |
| Search Engine Optimizer      | 90k-112k BRL<br>(16k-20kUSD)  | Low                  | 92.50%                         | <a href="#">↗</a> |

## Operations

| Title                  | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 101k-112k BRL<br>(18k-20kUSD) | High                 | 92.50%                         | <a href="#">↗</a> |
| Operations Director    | 315k-349k BRL<br>(56k-62kUSD) | Low                  | 82.00%                         | <a href="#">↗</a> |
| Project Manager        | 101k-129k BRL<br>(18k-23kUSD) | Medium               | 92.50%                         | <a href="#">↗</a> |
| Supply Chain Manager   | 191k-203k BRL<br>(34k-36kUSD) | High                 | 84.00%                         | <a href="#">↗</a> |

## Sales

| Title                               | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-------------------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Account Manager                     | 107k-141k BRL<br>(19k-25kUSD) | High                 | 92.50%                         | <a href="#">↗</a> |
| Business Development Representative | 107k-141k BRL<br>(19k-25kUSD) | High                 | 73.50%                         | <a href="#">↗</a> |
| Sales Assistant                     | 73k-84k BRL<br>(13k-15kUSD)   | High                 | 73.50%                         | <a href="#">↗</a> |
| Sales Director                      | 236k-270k BRL<br>(42k-48kUSD) | High                 | 84.50%                         | <a href="#">↗</a> |
| Sales Engineer                      | 84k-107k BRL<br>(15k-19kUSD)  | High                 | 87.50%                         | <a href="#">↗</a> |
| Sales Representative                | 78k-107k BRL<br>(14k-19kUSD)  | Low                  | 80.50%                         | <a href="#">↗</a> |

# Canada

Canada, stretching from the Atlantic to the Pacific, embodies a seamless integration of natural wealth, multicultural vibrancy, and economic strength. Its labor market, globally recognized for its talent, diversity, and innovation, drives excellence across key sectors including technology, clean energy, healthcare, and finance.

With world-class infrastructure, stable governance, and deep trade ties across North America and beyond, Canada offers unparalleled access to global markets. In this synergy of inclusivity, innovation, and strategic advantage, Canada emerges as a powerhouse of sustainable growth and international opportunity.

## Gender occupation<sup>1</sup>

57% men

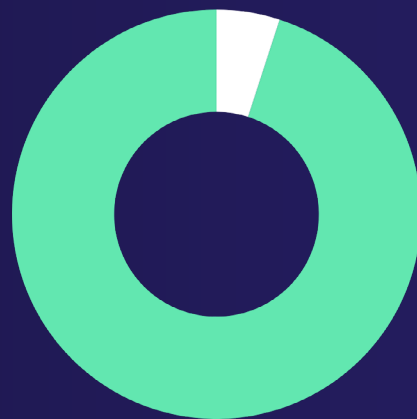
43% women



## Remote work<sup>2</sup>

95% in site

5% remote



x1.3

Local vs. International salaries<sup>3</sup>

3.4%

Salary Increase<sup>4</sup>

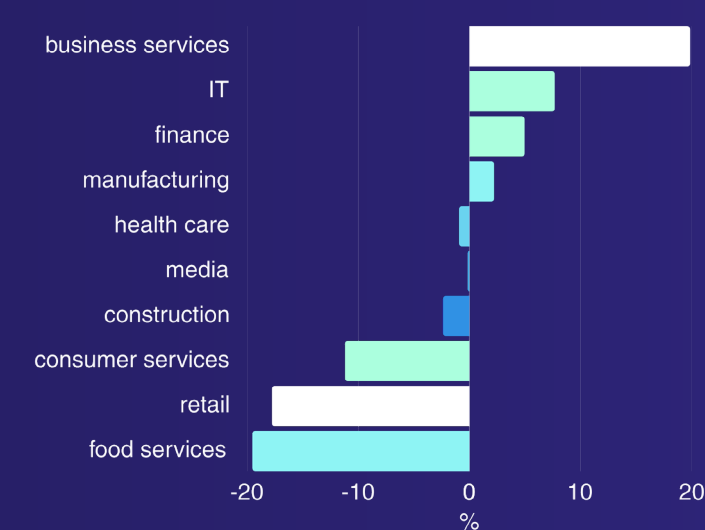
2.3%

Inflation rate<sup>5</sup>

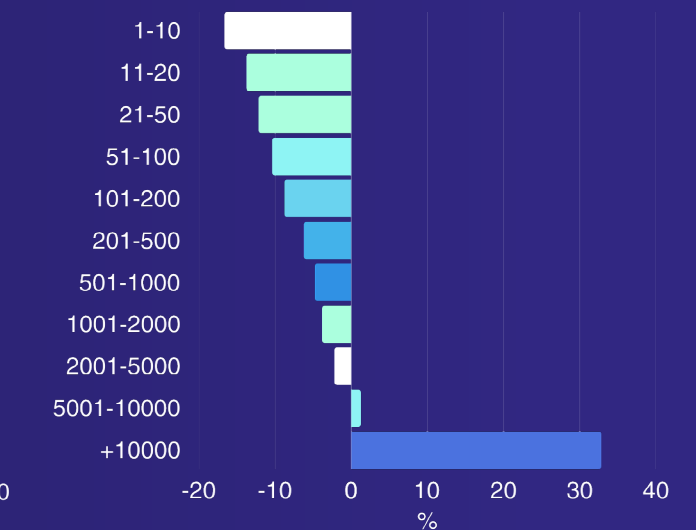
46.1

Cost of living + rent<sup>6</sup>

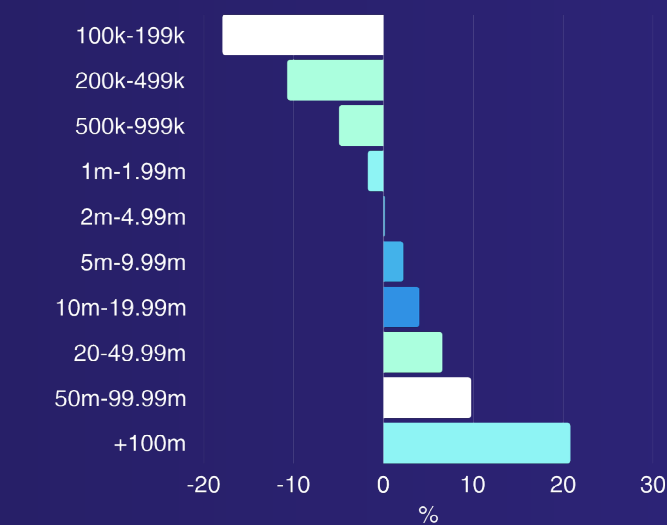
## Sector distribution<sup>7</sup>



## Company size distribution<sup>8</sup>



## Funding distribution<sup>9</sup> (\$)



\*For more country charts details, see annex on page 106.

# Canada

## Administrative Support

| Title                      | Salary band <sup>10</sup>    | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|----------------------------|------------------------------|----------------------|--------------------------------|-------------------|
| Administrative Coordinator | 50k -65k CAD (36k-47kUSD)    | High                 | 87.50%                         | <a href="#">↗</a> |
| Administrative Manager     | 116k -134k CAD (84k-97kUSD)  | Low                  | 78.50%                         | <a href="#">↗</a> |
| Office Assistant           | 56k -69k CAD (41k-50kUSD)    | Low                  | 72.00%                         | <a href="#">↗</a> |
| Office Manager             | 72k -83k CAD (52k-60kUSD)    | High                 | 74.50%                         | <a href="#">↗</a> |
| Payroll Consultant         | 82k -94k CAD (59k-68kUSD)    | High                 | 86.00%                         | <a href="#">↗</a> |
| Payroll Manager            | 123k -144k CAD (89k-104kUSD) | High                 | 82.00%                         | <a href="#">↗</a> |

## Customer Support

| Title                           | Salary band <sup>10</sup>    | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|---------------------------------|------------------------------|----------------------|--------------------------------|-------------------|
| Customer Service Manager        | 116k -125k CAD (84k-90kUSD)  | High                 | 79.50%                         | <a href="#">↗</a> |
| Customer Service Representative | 61k -72k CAD (44k-52kUSD)    | High                 | 84.50%                         | <a href="#">↗</a> |
| Customer Service Specialist     | 58k -68k CAD (42k-49kUSD)    | Medium               | 71.50%                         | <a href="#">↗</a> |
| Customer Success Manager        | 122k -143k CAD (88k-103kUSD) | High                 | 70.00%                         | <a href="#">↗</a> |

## Design, Media, And Writing

| Title                   | Salary band <sup>10</sup>  | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-------------------------|----------------------------|----------------------|--------------------------------|-------------------|
| Designer                | 79k -108k CAD (57k-78kUSD) | Low                  | 83.50%                         | <a href="#">↗</a> |
| Graphic Designer        | 79k -90k CAD (57k-65kUSD)  | Medium               | 87.50%                         | <a href="#">↗</a> |
| Product Designer        | 68k -91k CAD (49k-66kUSD)  | High                 | 92.50%                         | <a href="#">↗</a> |
| Translator              | 84k -113k CAD (61k-82kUSD) | Medium               | 89.50%                         | <a href="#">↗</a> |
| User Interface Designer | 66k -77k CAD (48k-56kUSD)  | Low                  | 92.50%                         | <a href="#">↗</a> |

## Engineering and Technical

| Title                | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|----------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Architect            | 88k -118k CAD (64k-85kUSD)    | Medium               | 73.50%                         | <a href="#">↗</a> |
| Civil Engineer       | 75k -91k CAD (54k-66kUSD)     | High                 | 89.50%                         | <a href="#">↗</a> |
| Electrical Engineer  | 133k -173k CAD (96k-125kUSD)  | High                 | 77.50%                         | <a href="#">↗</a> |
| Engineer             | 127k -157k CAD (92k-113kUSD)  | Medium               | 92.50%                         | <a href="#">↗</a> |
| Engineering Director | 164k -183k CAD (118k-132kUSD) | High                 | 92.50%                         | <a href="#">↗</a> |
| Mechanical Engineer  | 129k -154k CAD (93k-111kUSD)  | High                 | 76.50%                         | <a href="#">↗</a> |

Finance

| Title                     | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|---------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Finance Analyst           | 56k -82k CAD (41k-59kUSD)     | High                 | 91.50%                         | <a href="#">🔗</a> |
| Finance Assistant         | 62k -77k CAD (45k-56kUSD)     | Low                  | 90.50%                         | <a href="#">🔗</a> |
| Finance Director          | 187k -195k CAD (135k-141kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Finance Manager           | 98k -113k CAD (71k-82kUSD)    | High                 | 80.50%                         | <a href="#">🔗</a> |
| Sustainability Consultant | 87k -93k CAD (63k-67kUSD)     | High                 | 84.00%                         | <a href="#">🔗</a> |
| Sustainability Director   | 168k -184k CAD (121k-133kUSD) | High                 | 84.00%                         | <a href="#">🔗</a> |
| Sustainability Manager    | 113k -127k CAD (82k-92kUSD)   | High                 | 89.50%                         | <a href="#">🔗</a> |

Human Resources

| Title                            | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|----------------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 97k -122k CAD (70k-88kUSD)    | High                 | 73.50%                         | <a href="#">🔗</a> |
| Human Resources Director         | 170k -183k CAD (123k-132kUSD) | High                 | 77.50%                         | <a href="#">🔗</a> |
| Human Resources Generalist       | 70k -88k CAD (51k-64kUSD)     | High                 | 89.50%                         | <a href="#">🔗</a> |
| Human Resources Manager          | 108k -123k CAD (78k-89kUSD)   | High                 | 91.50%                         | <a href="#">🔗</a> |
| Human Resources Specialist       | 73k -93k CAD (53k-67kUSD)     | High                 | 74.50%                         | <a href="#">🔗</a> |
| Recruiter                        | 69k -82k CAD (50k-59kUSD)     | High                 | 92.50%                         | <a href="#">🔗</a> |
| Talent Acquisition Manager       | 129k -170k CAD (93k-123kUSD)  | High                 | 91.50%                         | <a href="#">🔗</a> |

Information Technology

| Title                         | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-------------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Applications Developer        | 75k -93k CAD (54k-67kUSD)     | High                 | 82.50%                         | <a href="#">🔗</a> |
| Backend Developer             | 90k -113k CAD (65k-82kUSD)    | High                 | 92.50%                         | <a href="#">🔗</a> |
| Business Intelligence Analyst | 75k -88k CAD (54k-64kUSD)     | High                 | 92.50%                         | <a href="#">🔗</a> |
| Cyber Security Analyst        | 104k -122k CAD (75k-88kUSD)   | Medium               | 73.50%                         | <a href="#">🔗</a> |
| Data Analyst                  | 68k -86k CAD (49k-62kUSD)     | High                 | 92.50%                         | <a href="#">🔗</a> |
| Data Engineer                 | 90k -107k CAD (65k-77kUSD)    | High                 | 92.50%                         | <a href="#">🔗</a> |
| Data Scientist                | 88k -107k CAD (64k-77kUSD)    | Medium               | 92.50%                         | <a href="#">🔗</a> |
| DevOps Engineer               | 87k -104k CAD (63k-75kUSD)    | High                 | 92.50%                         | <a href="#">🔗</a> |
| Frontend Developer            | 87k -104k CAD (63k-75kUSD)    | High                 | 92.50%                         | <a href="#">🔗</a> |
| Full Stack Developer          | 123k -140k CAD (89k-101kUSD)  | High                 | 85.50%                         | <a href="#">🔗</a> |
| IT Manager                    | 141k -150k CAD (102k-108kUSD) | High                 | 79.50%                         | <a href="#">🔗</a> |
| Machine Learning Engineer     | 111k -130k CAD (80k-94kUSD)   | High                 | 92.50%                         | <a href="#">🔗</a> |
| Python Developer              | 98k -119k CAD (71k-86kUSD)    | High                 | 92.50%                         | <a href="#">🔗</a> |
| Quality Assurance Engineer    | 73k -91k CAD (53k-66kUSD)     | Medium               | 92.50%                         | <a href="#">🔗</a> |
| Quality Assurance Manager     | 125k -152k CAD (90k-110kUSD)  | Low                  | 89.50%                         | <a href="#">🔗</a> |
| Scrum Master                  | 69k -88k CAD (50k-64kUSD)     | High                 | 90.50%                         | <a href="#">🔗</a> |
| Security Engineer             | 70k -87k CAD (51k-63kUSD)     | High                 | 84.50%                         | <a href="#">🔗</a> |
| Software Developer            | 94k -111k CAD (68k-80kUSD)    | High                 | 92.50%                         | <a href="#">🔗</a> |
| Software Engineer             | 90k -105k CAD (65k-76kUSD)    | High                 | 92.50%                         | <a href="#">🔗</a> |
| Software Engineering Manager  | 152k -169k CAD (110k-122kUSD) | High                 | 79.50%                         | <a href="#">🔗</a> |
| Systems Engineer              | 90k -122k CAD (65k-88kUSD)    | High                 | 80.50%                         | <a href="#">🔗</a> |
| Test Automation Engineer      | 83k -100k CAD (60k-72kUSD)    | High                 | 70.50%                         | <a href="#">🔗</a> |

## Law, Compliance, And Public Safety

| Title         | Salary band <sup>10</sup>       | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|---------------|---------------------------------|----------------------|--------------------------------|-------------------|
| Consultant    | 77k -91k CAD<br>(56k-66kUSD)    | High                 | 92.50%                         | <a href="#">↗</a> |
| Lawyer        | 123k -154k CAD<br>(89k-111kUSD) | High                 | 76.50%                         | <a href="#">↗</a> |
| Legal Counsel | 105k -129k CAD<br>(76k-93kUSD)  | High                 | 71.50%                         | <a href="#">↗</a> |

## Marketing

| Title                   | Salary band <sup>10</sup>        | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-------------------------|----------------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager           | 75k -91k CAD<br>(54k-66kUSD)     | High                 | 92.50%                         | <a href="#">↗</a> |
| Marketing Assistant     | 58k -72k CAD<br>(42k-52kUSD)     | Low                  | 79.00%                         | <a href="#">↗</a> |
| Marketing Director      | 194k -212k CAD<br>(140k-153kUSD) | High                 | 86.50%                         | <a href="#">↗</a> |
| Marketing Manager       | 118k -139k CAD<br>(85k-100kUSD)  | Medium               | 73.00%                         | <a href="#">↗</a> |
| Marketing Specialist    | 63k -76k CAD<br>(46k-55kUSD)     | High                 | 90.50%                         | <a href="#">↗</a> |
| Search Engine Optimizer | 68k -93k CAD<br>(49k-67kUSD)     | Low                  | 92.50%                         | <a href="#">↗</a> |

## Operations

| Title                  | Salary band <sup>10</sup>        | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------------------|----------------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 69k -82k CAD<br>(50k-59kUSD)     | High                 | 89.50%                         | <a href="#">↗</a> |
| Operations Director    | 162k -179k CAD<br>(117k-129kUSD) | Low                  | 88.50%                         | <a href="#">↗</a> |
| Operations Manager     | 129k -144k CAD<br>(93k-104kUSD)  | Medium               | 84.00%                         | <a href="#">↗</a> |
| Project Manager        | 90k -118k CAD<br>(65k-85kUSD)    | Medium               | 90.50%                         | <a href="#">↗</a> |
| Supply Chain Manager   | 123k -139k CAD<br>(89k-100kUSD)  | High                 | 83.50%                         | <a href="#">↗</a> |

## Sales

| Title                               | Salary band <sup>10</sup>        | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-------------------------------------|----------------------------------|----------------------|--------------------------------|-------------------|
| Account Manager                     | 87k -109k CAD<br>(63k-79kUSD)    | High                 | 92.50%                         | <a href="#">↗</a> |
| Business Development Representative | 82k -101k CAD<br>(59k-73kUSD)    | High                 | 83.50%                         | <a href="#">↗</a> |
| Sales Assistant                     | 61k -72k CAD<br>(44k-52kUSD)     | Low                  | 79.50%                         | <a href="#">↗</a> |
| Sales Director                      | 168k -184k CAD<br>(121k-133kUSD) | Medium               | 88.50%                         | <a href="#">↗</a> |
| Sales Engineer                      | 72k -95k CAD<br>(52k-69kUSD)     | High                 | 92.50%                         | <a href="#">↗</a> |
| Sales Manager                       | 115k -136k CAD<br>(83k-98kUSD)   | Medium               | 76.00%                         | <a href="#">↗</a> |
| Sales Representative                | 70k -87k CAD<br>(51k-63kUSD)     | Low                  | 90.50%                         | <a href="#">↗</a> |

# Chile

Chile, stretching along the western edge of South America, masterfully balances natural beauty with a thriving and forward-thinking economy. Its labor market, agile and highly educated, fuels innovation across key sectors such as mining, renewable energy, and digital technologies.

Strategically positioned with strong Pacific trade links and robust infrastructure, Chile stands out as a gateway to both Latin American and Asia-Pacific markets. Through a seamless fusion of stability, openness, and modernity, Chile establishes itself as a dynamic nexus for global commerce and sustainable progress.

## Gender occupation<sup>1</sup>

58% men

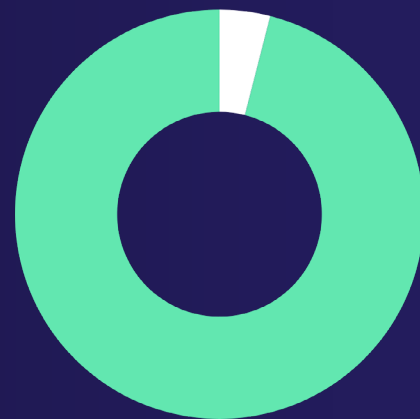
42% women



## Remote work<sup>2</sup>

96% in site

4% remote



x1.2

Local vs. International salaries<sup>3</sup>

2.7%

Salary Increase<sup>4</sup>

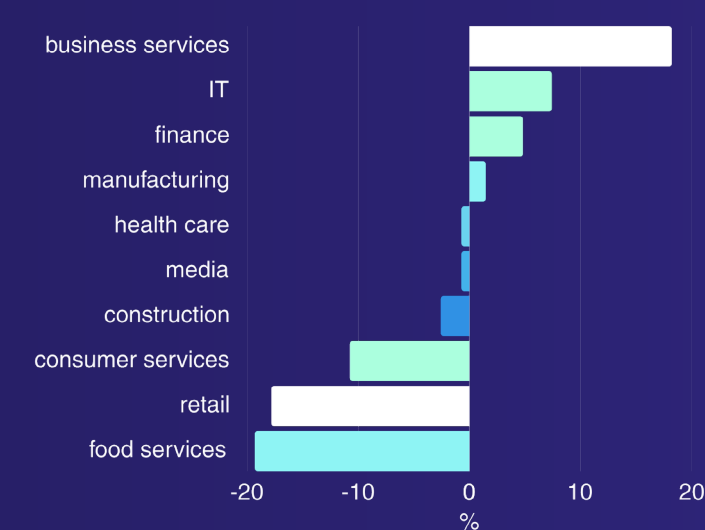
4.5%

Inflation rate<sup>5</sup>

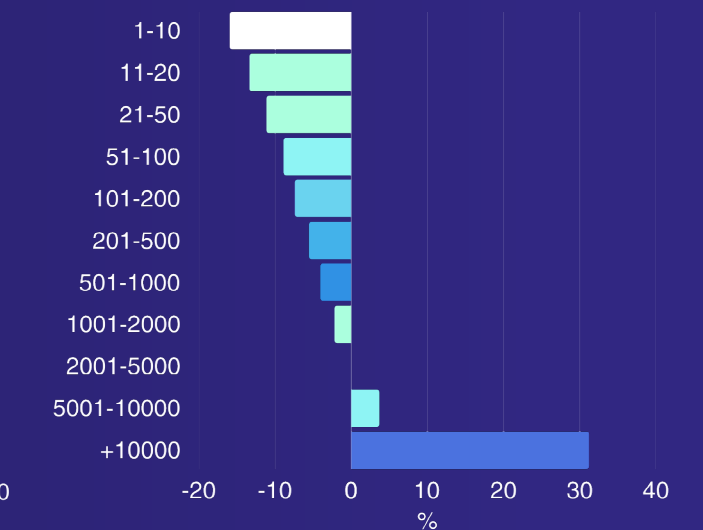
24.3

Cost of living + rent<sup>6</sup>

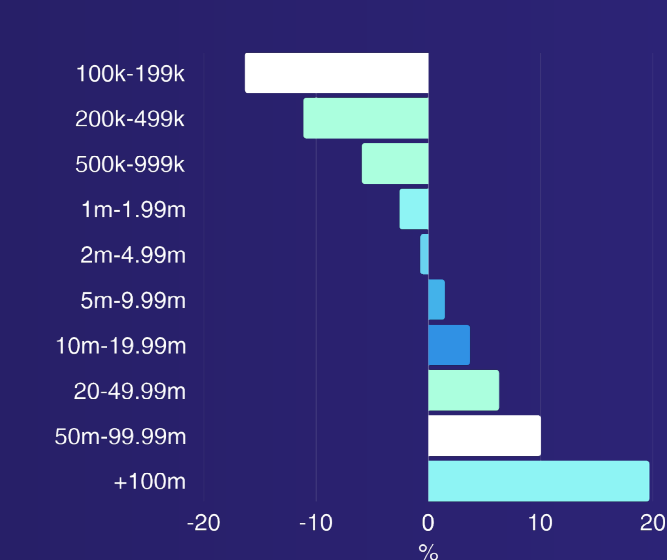
## Sector distribution<sup>7</sup>



## Company size distribution<sup>8</sup>



## Funding distribution<sup>9</sup> (\$)



\*For more country charts details, see annex on page 106.

# Chile

## Administrative Support

| Title                      | Salary band <sup>10</sup>   | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|----------------------------|-----------------------------|----------------------|--------------------------------|-------------------|
| Administrative Coordinator | 17M-26M CIP<br>(19k-28kUSD) | High                 | 79.50%                         | <a href="#">🔗</a> |
| Office Assistant           | 12M-15M CIP<br>(13k-16kUSD) | High                 | 73.50%                         | <a href="#">🔗</a> |
| Office Manager             | 15M-17M CIP<br>(16k-19kUSD) | High                 | 73.50%                         | <a href="#">🔗</a> |
| Payroll Consultant         | 28M-34M CIP<br>(30k-37kUSD) | High                 | 86.00%                         | <a href="#">🔗</a> |

## Customer Support

| Title                    | Salary band <sup>10</sup>   | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|--------------------------|-----------------------------|----------------------|--------------------------------|-------------------|
| Customer Success Manager | 43M-51M CIP<br>(46k-55kUSD) | High                 | 71.50%                         | <a href="#">🔗</a> |

## Design, Media, And Writing

| Title            | Salary band <sup>10</sup>   | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------------|-----------------------------|----------------------|--------------------------------|-------------------|
| Designer         | 31M-38M CIP<br>(33k-41kUSD) | High                 | 71.50%                         | <a href="#">🔗</a> |
| Product Designer | 18M-26M CIP<br>(20k-28kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Translator       | 14M-16M CIP<br>(15k-18kUSD) | High                 | 85.50%                         | <a href="#">🔗</a> |

## Engineering and Technical

| Title                | Salary band <sup>10</sup>   | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|----------------------|-----------------------------|----------------------|--------------------------------|-------------------|
| Civil Engineer       | 18M-23M CIP<br>(20k-25kUSD) | High                 | 89.50%                         | <a href="#">🔗</a> |
| Electrical Engineer  | 22M-32M CIP<br>(24k-34kUSD) | High                 | 76.50%                         | <a href="#">🔗</a> |
| Engineer             | 25M-32M CIP<br>(27k-34kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Engineering Director | 47M-59M CIP<br>(50k-63kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Mechanical Engineer  | 31M-38M CIP<br>(33k-41kUSD) | High                 | 75.50%                         | <a href="#">🔗</a> |

Finance

| Title                     | Salary band <sup>10</sup>   | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|---------------------------|-----------------------------|----------------------|--------------------------------|-------------------|
| Finance Analyst           | 17M-21M CIP<br>(19k-23kUSD) | High                 | 81.50%                         | <a href="#">🔗</a> |
| Finance Assistant         | 14M-18M CIP<br>(15k-20kUSD) | High                 | 71.00%                         | <a href="#">🔗</a> |
| Finance Manager           | 44M-49M CIP<br>(47k-52kUSD) | High                 | 88.50%                         | <a href="#">🔗</a> |
| Sustainability Consultant | 22M-30M CIP<br>(24k-32kUSD) | High                 | 84.00%                         | <a href="#">🔗</a> |
| Sustainability Director   | 47M-55M CIP<br>(50k-59kUSD) | High                 | 84.00%                         | <a href="#">🔗</a> |
| Sustainability Manager    | 39M-46M CIP<br>(42k-49kUSD) | High                 | 91.50%                         | <a href="#">🔗</a> |

Human Resources

| Title                            | Salary band <sup>10</sup>   | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|----------------------------------|-----------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 25M-30M CIP<br>(27k-32kUSD) | High                 | 75.50%                         | <a href="#">🔗</a> |
| Human Resources Generalist       | 16M-24M CIP<br>(18k-26kUSD) | High                 | 87.50%                         | <a href="#">🔗</a> |
| Human Resources Manager          | 38M-44M CIP<br>(41k-47kUSD) | High                 | 77.50%                         | <a href="#">🔗</a> |
| Recruiter                        | 20M-26M CIP<br>(22k-28kUSD) | High                 | 80.50%                         | <a href="#">🔗</a> |
| Talent Acquisition Manager       | 48M-60M CIP<br>(51k-64kUSD) | High                 | 73.50%                         | <a href="#">🔗</a> |

Information Technology

| Title                         | Salary band <sup>10</sup>   | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-------------------------------|-----------------------------|----------------------|--------------------------------|-------------------|
| Applications Developer        | 27M-28M CIP<br>(29k-30kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Backend Developer             | 26M-33M CIP<br>(28k-35kUSD) | High                 | 74.50%                         | <a href="#">🔗</a> |
| Business Intelligence Analyst | 26M-31M CIP<br>(28k-33kUSD) | High                 | 80.50%                         | <a href="#">🔗</a> |
| Data Engineer                 | 26M-30M CIP<br>(28k-32kUSD) | High                 | 80.50%                         | <a href="#">🔗</a> |
| Data Scientist                | 20M-26M CIP<br>(22k-28kUSD) | High                 | 82.50%                         | <a href="#">🔗</a> |
| DevOps Engineer               | 27M-33M CIP<br>(29k-35kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Frontend Developer            | 25M-31M CIP<br>(27k-33kUSD) | High                 | 81.50%                         | <a href="#">🔗</a> |
| Full Stack Developer          | 24M-30M CIP<br>(26k-32kUSD) | High                 | 72.50%                         | <a href="#">🔗</a> |
| IT Manager                    | 41M-44M CIP<br>(44k-47kUSD) | High                 | 72.50%                         | <a href="#">🔗</a> |
| Machine Learning Engineer     | 33M-38M CIP<br>(36k-41kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Python Developer              | 18M-25M CIP<br>(20k-27kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Quality Assurance Engineer    | 15M-23M CIP<br>(16k-25kUSD) | High                 | 90.50%                         | <a href="#">🔗</a> |
| Quality Assurance Manager     | 36M-44M CIP<br>(39k-47kUSD) | Low                  | 73.50%                         | <a href="#">🔗</a> |
| Security Engineer             | 17M-23M CIP<br>(19k-25kUSD) | High                 | 88.50%                         | <a href="#">🔗</a> |
| Software Developer            | 25M-33M CIP<br>(27k-35kUSD) | High                 | 80.50%                         | <a href="#">🔗</a> |
| Software Engineer             | 31M-42M CIP<br>(33k-45kUSD) | High                 | 75.50%                         | <a href="#">🔗</a> |
| Software Engineering Manager  | 55M-59M CIP<br>(59k-63kUSD) | High                 | 77.50%                         | <a href="#">🔗</a> |
| Systems Engineer              | 22M-29M CIP<br>(24k-31kUSD) | High                 | 75.50%                         | <a href="#">🔗</a> |
| Test Automation Engineer      | 20M-23M CIP<br>(22k-25kUSD) | High                 | 72.50%                         | <a href="#">🔗</a> |

Law, Compliance, And Public Safety

| Title         | Salary band <sup>10</sup>   | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|---------------|-----------------------------|----------------------|--------------------------------|-------------------|
| Consultant    | 24M-33M CIP<br>(26k-35kUSD) | High                 | 80.50%                         | <a href="#">🔗</a> |
| Legal Counsel | 29M-35M CIP<br>(31k-38kUSD) | High                 | 70.50%                         | <a href="#">🔗</a> |

Marketing

| Title                        | Salary band <sup>10</sup>   | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------------------------|-----------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager                | 38M-40M CIP<br>(41k-43kUSD) | High                 | 79.50%                         | <a href="#">🔗</a> |
| Community Manager            | 17M-19M CIP<br>(19k-21kUSD) | High                 | 77.00%                         | <a href="#">🔗</a> |
| Digital Marketing Strategist | 25M-31M CIP<br>(27k-33kUSD) | High                 | 74.50%                         | <a href="#">🔗</a> |
| Marketing Assistant          | 13M-17M CIP<br>(14k-19kUSD) | High                 | 77.50%                         | <a href="#">🔗</a> |
| Marketing Director           | 56M-62M CIP<br>(60k-66kUSD) | High                 | 75.50%                         | <a href="#">🔗</a> |
| Marketing Manager            | 43M-49M CIP<br>(46k-52kUSD) | High                 | 75.00%                         | <a href="#">🔗</a> |
| Marketing Specialist         | 16M-20M CIP<br>(18k-22kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Search Engine Optimizer      | 15M-16M CIP<br>(16k-18kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |

Operations

| Title                  | Salary band <sup>10</sup>   | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------------------|-----------------------------|----------------------|--------------------------------|-------------------|
| Logistician            | 19M-25M CIP<br>(21k-27kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Operations Coordinator | 15M-18M CIP<br>(16k-20kUSD) | High                 | 79.00%                         | <a href="#">🔗</a> |
| Operations Director    | 48M-57M CIP<br>(51k-61kUSD) | High                 | 78.50%                         | <a href="#">🔗</a> |
| Operations Manager     | 40M-47M CIP<br>(43k-50kUSD) | High                 | 76.50%                         | <a href="#">🔗</a> |
| Project Manager        | 26M-32M CIP<br>(28k-34kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Supply Chain Manager   | 45M-50M CIP<br>(48k-54kUSD) | High                 | 72.50%                         | <a href="#">🔗</a> |

Sales

| Title                               | Salary band <sup>10</sup>   | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-------------------------------------|-----------------------------|----------------------|--------------------------------|-------------------|
| Account Manager                     | 29M-37M CIP<br>(31k-40kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Business Development Representative | 15M-22M CIP<br>(16k-24kUSD) | High                 | 80.50%                         | <a href="#">🔗</a> |
| Sales Assistant                     | 14M-16M CIP<br>(15k-17kUSD) | High                 | 73.50%                         | <a href="#">🔗</a> |
| Sales Director                      | 54M-62M CIP<br>(58k-66kUSD) | High                 | 75.50%                         | <a href="#">🔗</a> |
| Sales Engineer                      | 17M-26M CIP<br>(19k-28kUSD) | High                 | 87.50%                         | <a href="#">🔗</a> |
| Sales Representative                | 28M-35M CIP<br>(30k-38kUSD) | High                 | 75.50%                         | <a href="#">🔗</a> |

# Colombia

Colombia, at the crossroads of Central and South America, blends dynamic growth with a vibrant cultural landscape. Its labor market, agile and increasingly tech-savvy, fuels expanding industries from logistics and digital services to agriculture and creative economies.

With enhanced connectivity, business-friendly reforms, and a growing entrepreneurial ecosystem, Colombia offers strategic advantages for companies aiming to scale in the region. In this synergy of innovation and cultural dynamism, Colombia emerges as a key gateway to Latin American opportunity.

## Gender occupation<sup>1</sup>

54% men

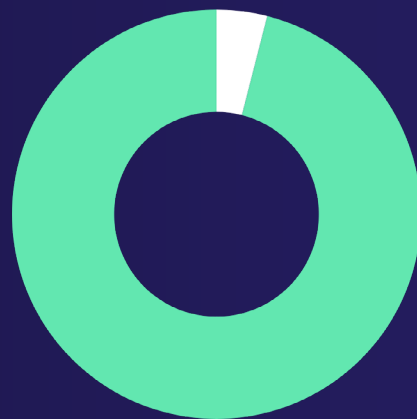
46% women



## Remote work<sup>2</sup>

96% in site

4% remote



x2.9

Local vs. International salaries<sup>3</sup>

4.1%

Salary Increase<sup>4</sup>

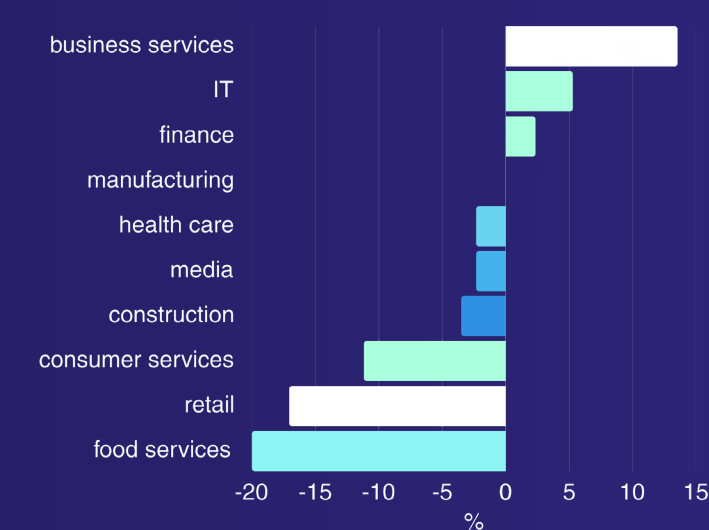
5.2%

Inflation rate<sup>5</sup>

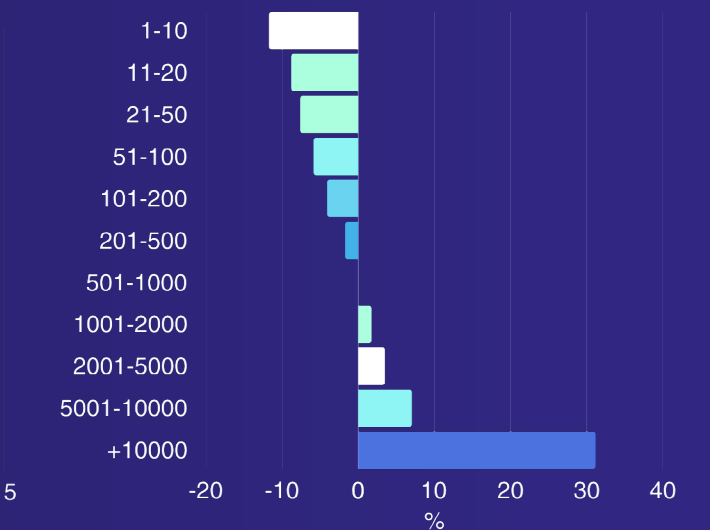
18.1

Cost of living + rent<sup>6</sup>

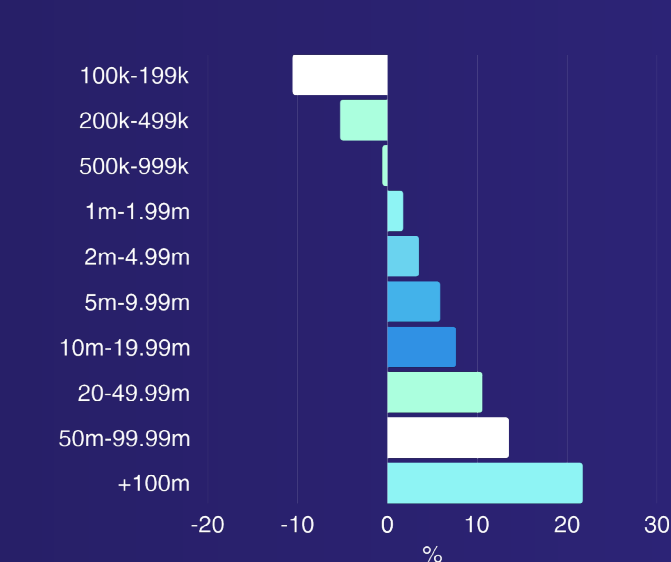
## Sector distribution<sup>7</sup>



## Company size distribution<sup>8</sup>



## Funding distribution<sup>9</sup> (\$)



\*For more country charts details, see annex on page 106.

# Colombia

## Administrative Support

| Title                      | Salary band <sup>10</sup>  | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|----------------------------|----------------------------|----------------------|--------------------------------|-------------------|
| Administrative Coordinator | 45M-58M COP (11k-14kUSD)   | High                 | 79.50%                         | <a href="#">↗</a> |
| Office Assistant           | 37M-45M COP (9k-11kUSD)    | Low                  | 80.50%                         | <a href="#">↗</a> |
| Office Manager             | 41M-50M COP (10k-12kUSD)   | High                 | 87.50%                         | <a href="#">↗</a> |
| Payroll Consultant         | 62M-83M COP (15k-20kUSD)   | Low                  | 86.00%                         | <a href="#">↗</a> |
| Payroll Manager            | 112M-121M COP (27k-29kUSD) | High                 | 76.50%                         | <a href="#">↗</a> |

## Customer Support

| Title                           | Salary band <sup>10</sup>  | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|---------------------------------|----------------------------|----------------------|--------------------------------|-------------------|
| Customer Service Representative | 50M-70M COP (12k-17kUSD)   | High                 | 75.50%                         | <a href="#">↗</a> |
| Customer Success Director       | 121M-141M COP (29k-34kUSD) | High                 | 91.50%                         | <a href="#">↗</a> |
| Customer Success Manager        | 91M-108M COP (22k-26kUSD)  | High                 | 89.50%                         | <a href="#">↗</a> |

## Design, Media, And Writing

| Title            | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Designer         | 54M-75M COP (13k-18kUSD)  | Medium               | 86.50%                         | <a href="#">↗</a> |
| Graphic Designer | 62M-70M COP (15k-17kUSD)  | High                 | 82.50%                         | <a href="#">↗</a> |
| Product Designer | 45M-62M COP (11k-15kUSD)  | High                 | 81.50%                         | <a href="#">↗</a> |
| Translator       | 58M-83M COP (14k-20kUSD)  | High                 | 92.50%                         | <a href="#">↗</a> |

## Engineering and Technical

| Title                | Salary band <sup>10</sup>  | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|----------------------|----------------------------|----------------------|--------------------------------|-------------------|
| Architect            | 58M-70M COP (14k-17kUSD)   | High                 | 74.50%                         | <a href="#">↗</a> |
| Civil Engineer       | 45M-58M COP (11k-14kUSD)   | High                 | 71.50%                         | <a href="#">↗</a> |
| Electrical Engineer  | 83M-104M COP (20k-25kUSD)  | High                 | 85.50%                         | <a href="#">↗</a> |
| Engineer             | 58M-83M COP (14k-20kUSD)   | High                 | 92.50%                         | <a href="#">↗</a> |
| Engineering Director | 141M-196M COP (34k-47kUSD) | High                 | 92.50%                         | <a href="#">↗</a> |
| Mechanical Engineer  | 70M-108M COP (17k-26kUSD)  | High                 | 84.50%                         | <a href="#">↗</a> |

Finance

| Title                     | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|---------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Finance Analyst           | 33M-41M COP<br>(8k-10kUSD)    | High                 | 82.50%                         | <a href="#">🔗</a> |
| Finance Director          | 158M-166M COP<br>(38k-40kUSD) | High                 | 86.50%                         | <a href="#">🔗</a> |
| Sustainability Consultant | 54M-79M COP<br>(13k-19kUSD)   | High                 | 84.00%                         | <a href="#">🔗</a> |
| Sustainability Director   | 137M-158M COP<br>(33k-38kUSD) | High                 | 84.00%                         | <a href="#">🔗</a> |
| Sustainability Manager    | 116M-133M COP<br>(28k-32kUSD) | High                 | 91.50%                         | <a href="#">🔗</a> |

Human Resources

| Title                            | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|----------------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 58M-70M COP<br>(14k-17kUSD)   | High                 | 73.50%                         | <a href="#">🔗</a> |
| Human Resources Generalist       | 54M-75M COP<br>(13k-18kUSD)   | High                 | 89.50%                         | <a href="#">🔗</a> |
| Human Resources Manager          | 104M-150M COP<br>(25k-36kUSD) | High                 | 79.50%                         | <a href="#">🔗</a> |
| Human Resources Specialist       | 45M-62M COP<br>(11k-15kUSD)   | High                 | 70.50%                         | <a href="#">🔗</a> |
| Recruiter                        | 50M-70M COP<br>(12k-17kUSD)   | High                 | 86.50%                         | <a href="#">🔗</a> |
| Talent Acquisition Manager       | 100M-112M COP<br>(24k-27kUSD) | High                 | 84.50%                         | <a href="#">🔗</a> |

Information Technology

| Title                         | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-------------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Applications Developer        | 54M-70M COP<br>(13k-17kUSD)   | High                 | 75.50%                         | <a href="#">🔗</a> |
| Backend Developer             | 58M-75M COP<br>(14k-18kUSD)   | High                 | 75.50%                         | <a href="#">🔗</a> |
| Business Intelligence Analyst | 50M-62M COP<br>(12k-15kUSD)   | High                 | 86.50%                         | <a href="#">🔗</a> |
| Cyber Security Analyst        | 70M-83M COP<br>(17k-20kUSD)   | Low                  | 78.50%                         | <a href="#">🔗</a> |
| Data Analyst                  | 50M-58M COP<br>(12k-14kUSD)   | High                 | 87.50%                         | <a href="#">🔗</a> |
| Data Engineer                 | 62M-79M COP<br>(15k-19kUSD)   | High                 | 84.50%                         | <a href="#">🔗</a> |
| Data Scientist                | 50M-75M COP<br>(12k-18kUSD)   | High                 | 78.50%                         | <a href="#">🔗</a> |
| DevOps Engineer               | 70M-87M COP<br>(17k-21kUSD)   | High                 | 88.50%                         | <a href="#">🔗</a> |
| Frontend Developer            | 66M-83M COP<br>(16k-20kUSD)   | High                 | 92.50%                         | <a href="#">🔗</a> |
| Full Stack Developer          | 58M-75M COP<br>(14k-18kUSD)   | High                 | 92.50%                         | <a href="#">🔗</a> |
| IT Manager                    | 91M-104M COP<br>(22k-25kUSD)  | High                 | 91.50%                         | <a href="#">🔗</a> |
| Machine Learning Engineer     | 54M-70M COP<br>(13k-17kUSD)   | High                 | 92.50%                         | <a href="#">🔗</a> |
| Python Developer              | 37M-58M COP<br>(9k-14kUSD)    | High                 | 92.50%                         | <a href="#">🔗</a> |
| Quality Assurance Engineer    | 41M-58M COP<br>(10k-14kUSD)   | High                 | 79.50%                         | <a href="#">🔗</a> |
| Quality Assurance Manager     | 95M-116M COP<br>(23k-28kUSD)  | High                 | 77.50%                         | <a href="#">🔗</a> |
| Scrum Master                  | 41M-66M COP<br>(10k-16kUSD)   | High                 | 91.50%                         | <a href="#">🔗</a> |
| Security Engineer             | 79M-100M COP<br>(19k-24kUSD)  | High                 | 84.50%                         | <a href="#">🔗</a> |
| Software Developer            | 66M-87M COP<br>(16k-21kUSD)   | High                 | 70.50%                         | <a href="#">🔗</a> |
| Software Engineer             | 58M-79M COP<br>(14k-19kUSD)   | High                 | 88.50%                         | <a href="#">🔗</a> |
| Software Engineering Manager  | 108M-116M COP<br>(26k-28kUSD) | High                 | 91.50%                         | <a href="#">🔗</a> |

## Law, Compliance, And Public Safety

| Title           | Salary band <sup>10</sup>   | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-----------------|-----------------------------|----------------------|--------------------------------|-------------------|
| Consultant      | 62M-79M COP<br>(15k-19kUSD) | High                 | 86.50%                         | <a href="#">↗</a> |
| Lawyer          | 70M-83M COP<br>(17k-20kUSD) | High                 | 77.50%                         | <a href="#">↗</a> |
| Legal Assistant | 25M-33M COP<br>(6k-8kUSD)   | High                 | 86.50%                         | <a href="#">↗</a> |

## Marketing

| Title                     | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|---------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager             | 58M-70M COP<br>(14k-17kUSD)   | High                 | 90.50%                         | <a href="#">↗</a> |
| Communications Specialist | 58M-66M COP<br>(14k-16kUSD)   | High                 | 71.50%                         | <a href="#">↗</a> |
| Community Manager         | 45M-54M COP<br>(11k-13kUSD)   | High                 | 87.00%                         | <a href="#">↗</a> |
| Marketing Assistant       | 37M-50M COP<br>(9k-12kUSD)    | High                 | 79.50%                         | <a href="#">↗</a> |
| Marketing Director        | 125M-137M COP<br>(30k-33kUSD) | High                 | 89.50%                         | <a href="#">↗</a> |
| Marketing Manager         | 104M-121M COP<br>(25k-29kUSD) | High                 | 83.00%                         | <a href="#">↗</a> |
| Marketing Specialist      | 41M-66M COP<br>(10k-16kUSD)   | High                 | 92.50%                         | <a href="#">↗</a> |
| Search Engine Optimizer   | 50M-58M COP<br>(12k-14kUSD)   | Low                  | 92.50%                         | <a href="#">↗</a> |

## Operations

| Title                  | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 45M-58M COP<br>(11k-14kUSD)   | High                 | 90.50%                         | <a href="#">↗</a> |
| Operations Director    | 121M-137M COP<br>(29k-33kUSD) | High                 | 92.50%                         | <a href="#">↗</a> |
| Operations Manager     | 58M-87M COP<br>(14k-21kUSD)   | High                 | 77.50%                         | <a href="#">↗</a> |
| Project Manager        | 62M-79M COP<br>(15k-19kUSD)   | High                 | 92.50%                         | <a href="#">↗</a> |
| Supply Chain Manager   | 91M-108M COP<br>(22k-26kUSD)  | High                 | 70.50%                         | <a href="#">↗</a> |

## Sales

| Title                               | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-------------------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Account Manager                     | 58M-79M COP<br>(14k-19kUSD)   | High                 | 79.00%                         | <a href="#">↗</a> |
| Business Development Manager        | 91M-104M COP<br>(22k-25kUSD)  | High                 | 79.50%                         | <a href="#">↗</a> |
| Business Development Representative | 45M-62M COP<br>(11k-15kUSD)   | High                 | 89.50%                         | <a href="#">↗</a> |
| Sales Assistant                     | 50M-58M COP<br>(12k-14kUSD)   | Medium               | 74.50%                         | <a href="#">↗</a> |
| Sales Director                      | 146M-162M COP<br>(35k-39kUSD) | High                 | 85.50%                         | <a href="#">↗</a> |
| Sales Engineer                      | 50M-66M COP<br>(12k-16kUSD)   | High                 | 86.50%                         | <a href="#">↗</a> |
| Sales Manager                       | 108M-133M COP<br>(26k-32kUSD) | High                 | 71.00%                         | <a href="#">↗</a> |
| Sales Representative                | 58M-83M COP<br>(14k-20kUSD)   | High                 | 84.50%                         | <a href="#">↗</a> |

# Dominican Republic

The Dominican Republic, at the heart of the Caribbean, harmonizes its touristic appeal with a rapidly expanding and diversified economy. Its workforce, driven and adaptable, supports key sectors such as tourism, manufacturing, renewable energy, and services.

With strong trade links, competitive infrastructure, and an open investment climate, the country serves as a strategic platform for businesses targeting both the Caribbean and the Americas. In this convergence of natural beauty and economic ambition, the Dominican Republic stands as a dynamic hub of regional growth and connectivity.

## x1.8

Local vs. International salaries<sup>3</sup>

## 2.8%

Salary Increase<sup>4</sup>

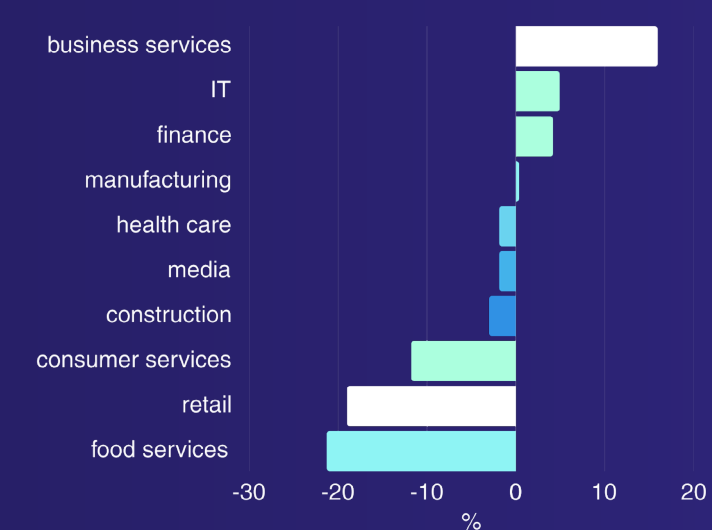
## 3.7%

Inflation rate<sup>5</sup>

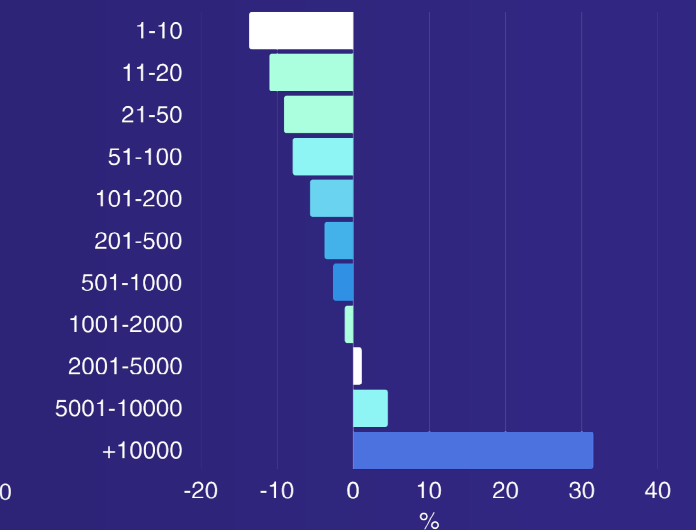
## 23.5

Cost of living + rent<sup>6</sup>

Sector distribution<sup>7</sup>



Company size distribution<sup>8</sup>



Gender occupation<sup>1</sup>

57% men

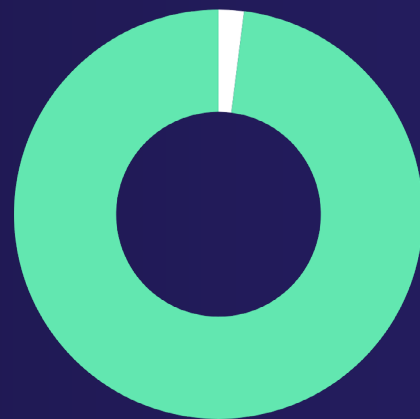
43% women



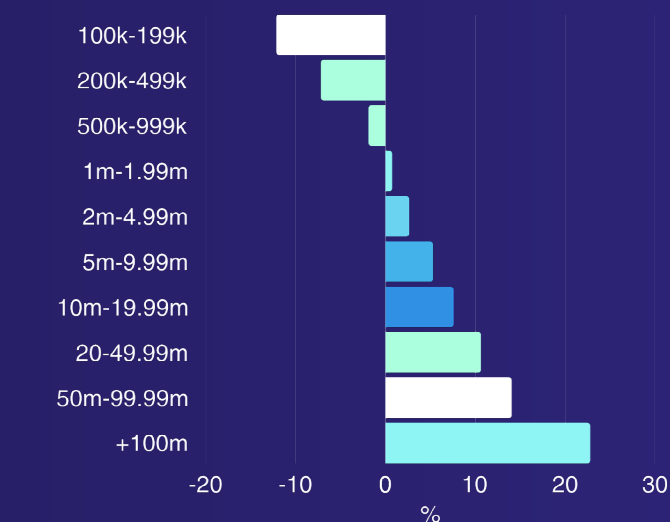
Remote work<sup>2</sup>

98% in site

2% remote



Funding distribution<sup>9</sup> (\$)



\*For more country charts details, see annex on page 106.

# Dominican Republic

## Administrative Support

| Title                      | Salary band <sup>10</sup>    | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|----------------------------|------------------------------|----------------------|--------------------------------|-------------------|
| Administrative Coordinator | 648k-825k DOP (11k-14kUSD)   | High                 | 90.50%                         | <a href="#">↗</a> |
| Office Manager             | 884k-1120k DOP (15k-19kUSD)  | High                 | 77.50%                         | <a href="#">↗</a> |
| Payroll Consultant         | 1297k-1650k DOP (22k-28kUSD) | Low                  | 89.00%                         | <a href="#">↗</a> |

## Customer Support

| Title                       | Salary band <sup>10</sup>    | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-----------------------------|------------------------------|----------------------|--------------------------------|-------------------|
| Customer Service Specialist | 943k-1120k DOP (16k-19kUSD)  | High                 | 72.50%                         | <a href="#">↗</a> |
| Customer Success Director   | 1945k-2299k DOP (33k-39kUSD) | Low                  | 81.00%                         | <a href="#">↗</a> |
| Customer Success Manager    | 1297k-1474k DOP (22k-25kUSD) | High                 | 87.50%                         | <a href="#">↗</a> |

## Design, Media, And Writing

| Title            | Salary band <sup>10</sup>    | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------------|------------------------------|----------------------|--------------------------------|-------------------|
| Copy Writer      | 1297k-1356k DOP (22k-23kUSD) | High                 | 91.50%                         | <a href="#">↗</a> |
| Designer         | 1120k-1474k DOP (19k-25kUSD) | High                 | 79.50%                         | <a href="#">↗</a> |
| Graphic Designer | 943k-1061k DOP (16k-18kUSD)  | High                 | 74.50%                         | <a href="#">↗</a> |
| Product Designer | 1179k-1650k DOP (20k-28kUSD) | High                 | 92.50%                         | <a href="#">↗</a> |
| Translator       | 825k-884k DOP (14k-15kUSD)   | High                 | 85.50%                         | <a href="#">↗</a> |

## Engineering and Technical

| Title                | Salary band <sup>10</sup>    | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|----------------------|------------------------------|----------------------|--------------------------------|-------------------|
| Civil Engineer       | 825k-1120k DOP (14k-19kUSD)  | High                 | 71.50%                         | <a href="#">↗</a> |
| Electrical Engineer  | 1415k-1827k DOP (24k-31kUSD) | High                 | 82.50%                         | <a href="#">↗</a> |
| Engineer             | 1120k-1650k DOP (19k-28kUSD) | High                 | 92.50%                         | <a href="#">↗</a> |
| Engineering Director | 2358k-3124k DOP (40k-53kUSD) | Low                  | 92.50%                         | <a href="#">↗</a> |
| Mechanical Engineer  | 1415k-1709k DOP (24k-29kUSD) | High                 | 80.50%                         | <a href="#">↗</a> |

Finance

| Title                     | Salary band <sup>10</sup>    | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|---------------------------|------------------------------|----------------------|--------------------------------|-------------------|
| Finance Analyst           | 1415k-1532k DOP (24k-26kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Finance Assistant         | 943k-1002k DOP (16k-17kUSD)  | Low                  | 72.00%                         | <a href="#">🔗</a> |
| Finance Director          | 2889k-3183k DOP (49k-54kUSD) | Low                  | 81.50%                         | <a href="#">🔗</a> |
| Finance Manager           | 1945k-2181k DOP (33k-37kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Sustainability Consultant | 1238k-1591k DOP (21k-27kUSD) | Low                  | 84.00%                         | <a href="#">🔗</a> |
| Sustainability Director   | 2122k-2535k DOP (36k-43kUSD) | Low                  | 83.00%                         | <a href="#">🔗</a> |
| Sustainability Manager    | 1474k-1650k DOP (25k-28kUSD) | Low                  | 87.50%                         | <a href="#">🔗</a> |

Human Resources

| Title                            | Salary band <sup>10</sup>    | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|----------------------------------|------------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 1356k-1768k DOP (23k-30kUSD) | High                 | 74.50%                         | <a href="#">🔗</a> |
| Human Resources Generalist       | 884k-1120k DOP (15k-19kUSD)  | High                 | 88.50%                         | <a href="#">🔗</a> |
| Human Resources Manager          | 1061k-1356k DOP (18k-23kUSD) | High                 | 71.50%                         | <a href="#">🔗</a> |
| Recruiter                        | 766k-1061k DOP (13k-18kUSD)  | High                 | 86.50%                         | <a href="#">🔗</a> |
| Talent Acquisition Manager       | 2299k-2771k DOP (39k-47kUSD) | High                 | 82.50%                         | <a href="#">🔗</a> |

Information Technology

| Title                         | Salary band <sup>10</sup>    | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-------------------------------|------------------------------|----------------------|--------------------------------|-------------------|
| Applications Developer        | 1827k-1886k DOP (31k-32kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Backend Developer             | 1415k-1886k DOP (24k-32kUSD) | High                 | 75.50%                         | <a href="#">🔗</a> |
| Business Intelligence Analyst | 1120k-1474k DOP (19k-25kUSD) | High                 | 85.50%                         | <a href="#">🔗</a> |
| Cyber Security Analyst        | 1297k-1709k DOP (22k-29kUSD) | Low                  | 71.50%                         | <a href="#">🔗</a> |
| Data Analyst                  | 943k-1179k DOP (16k-20kUSD)  | High                 | 80.50%                         | <a href="#">🔗</a> |
| Data Engineer                 | 1474k-1650k DOP (25k-28kUSD) | High                 | 89.50%                         | <a href="#">🔗</a> |
| Data Scientist                | 1238k-1532k DOP (21k-26kUSD) | High                 | 91.50%                         | <a href="#">🔗</a> |
| DevOps Engineer               | 2712k-3006k DOP (46k-51kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Frontend Developer            | 1297k-1591k DOP (22k-27kUSD) | High                 | 86.50%                         | <a href="#">🔗</a> |
| Full Stack Developer          | 1650k-2240k DOP (28k-38kUSD) | High                 | 81.50%                         | <a href="#">🔗</a> |
| Machine Learning Engineer     | 1945k-2417k DOP (33k-41kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Python Developer              | 1179k-1474k DOP (20k-25kUSD) | High                 | 88.50%                         | <a href="#">🔗</a> |
| Quality Assurance Engineer    | 1179k-1591k DOP (20k-27kUSD) | High                 | 85.50%                         | <a href="#">🔗</a> |
| Quality Assurance Manager     | 1827k-2122k DOP (31k-36kUSD) | Low                  | 76.50%                         | <a href="#">🔗</a> |
| Security Engineer             | 1179k-1474k DOP (20k-25kUSD) | High                 | 89.50%                         | <a href="#">🔗</a> |
| Software Developer            | 2240k-2712k DOP (38k-46kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Software Engineering          | 1886k-2535k DOP (32k-43kUSD) | Low                  | 71.50%                         | <a href="#">🔗</a> |
| Software Engineer Manager     | 2240k-3006k DOP (38k-51kUSD) | High                 | 82.50%                         | <a href="#">🔗</a> |
| Systems Engineer              | 1238k-1709k DOP (21k-29kUSD) | High                 | 75.50%                         | <a href="#">🔗</a> |
| Test Automation Engineer      | 1179k-1356k DOP (20k-23kUSD) | Low                  | 72.50%                         | <a href="#">🔗</a> |

## Law, Compliance, And Public Safety

| Title         | Salary band <sup>10</sup>    | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|---------------|------------------------------|----------------------|--------------------------------|-------------------|
| Consultant    | 1238k-1532k DOP (21k-26kUSD) | High                 | 82.50%                         | <a href="#">🔗</a> |
| Lawyer        | 2594k-2889k DOP (44k-49kUSD) | High                 | 82.50%                         | <a href="#">🔗</a> |
| Legal Counsel | 1356k-1474k DOP (23k-25kUSD) | Low                  | 70.50%                         | <a href="#">🔗</a> |

## Marketing

| Title                        | Salary band <sup>10</sup>    | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------------------------|------------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager                | 2122k-2358k DOP (36k-40kUSD) | High                 | 85.50%                         | <a href="#">🔗</a> |
| Digital Marketing Strategist | 1415k-1709k DOP (24k-29kUSD) | High                 | 74.50%                         | <a href="#">🔗</a> |
| Marketing Assistant          | 589k-825k DOP (10k-14kUSD)   | High                 | 79.50%                         | <a href="#">🔗</a> |
| Marketing Director           | 3301k-4245k DOP (56k-72kUSD) | High                 | 79.50%                         | <a href="#">🔗</a> |
| Marketing Manager            | 2358k-2535k DOP (40k-43kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Marketing Specialist         | 1061k-1238k DOP (18k-21kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Search Engine Optimizer      | 1179k-1415k DOP (20k-24kUSD) | Low                  | 92.50%                         | <a href="#">🔗</a> |

## Operations

| Title                  | Salary band <sup>10</sup>    | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------------------|------------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 1002k-1179k DOP (17k-20kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Operations Director    | 2299k-2653k DOP (39k-45kUSD) | High                 | 90.50%                         | <a href="#">🔗</a> |
| Operations Manager     | 1709k-2004k DOP (29k-34kUSD) | High                 | 78.50%                         | <a href="#">🔗</a> |
| Project Manager        | 1238k-1532k DOP (21k-26kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |

## Sales

| Title                               | Salary band <sup>10</sup>    | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-------------------------------------|------------------------------|----------------------|--------------------------------|-------------------|
| Account Manager                     | 1356k-1827k DOP (23k-31kUSD) | High                 | 80.50%                         | <a href="#">🔗</a> |
| Business Development Manager        | 3714k-4480k DOP (63k-76kUSD) | High                 | 87.50%                         | <a href="#">🔗</a> |
| Business Development Representative | 1356k-1709k DOP (23k-29kUSD) | High                 | 73.50%                         | <a href="#">🔗</a> |
| Sales Director                      | 2240k-2830k DOP (38k-48kUSD) | High                 | 82.50%                         | <a href="#">🔗</a> |
| Sales Engineer                      | 1061k-1415k DOP (18k-24kUSD) | High                 | 87.50%                         | <a href="#">🔗</a> |
| Sales Manager                       | 2122k-2299k DOP (36k-39kUSD) | High                 | 74.50%                         | <a href="#">🔗</a> |
| Sales Representative                | 1002k-1297k DOP (17k-22kUSD) | High                 | 81.50%                         | <a href="#">🔗</a> |

# Mexico

Mexico, bridging North and Latin America, masterfully integrates its deep-rooted cultural heritage with a modern, export-driven economy. Its labor force, large and increasingly specialized, powers key sectors such as automotive, electronics, aerospace, and digital services.

With a strategic geographic position, robust trade agreements, and advanced logistics networks, Mexico serves as a pivotal hub for global commerce and regional manufacturing. In this convergence of tradition, talent, and trade, Mexico asserts itself as a vital engine of growth and international collaboration.

## Gender occupation<sup>1</sup>

60% men

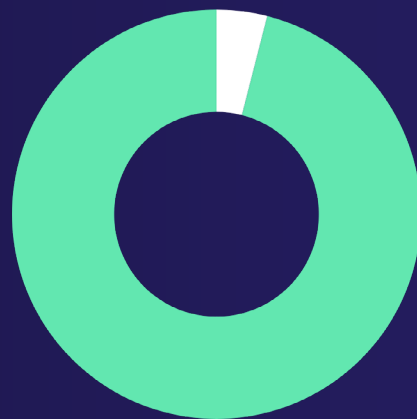
40% women



## Remote work<sup>2</sup>

96% in site

4% remote



x1.9

Local vs. International salaries<sup>3</sup>

3.6%

Salary Increase<sup>4</sup>

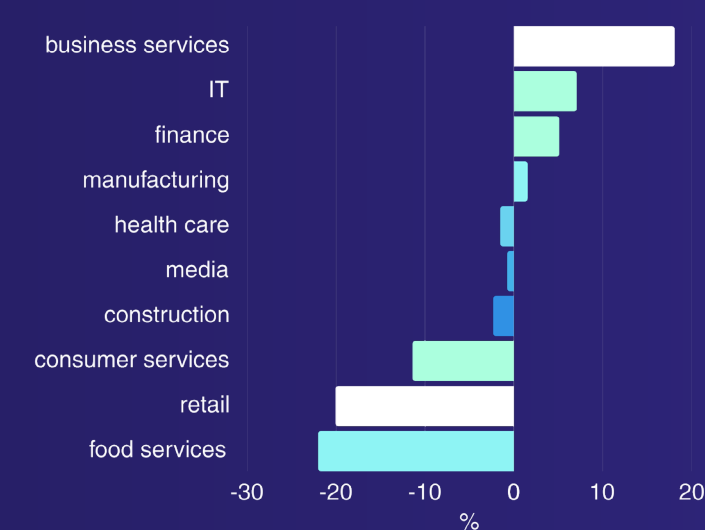
3.9%

Inflation rate<sup>5</sup>

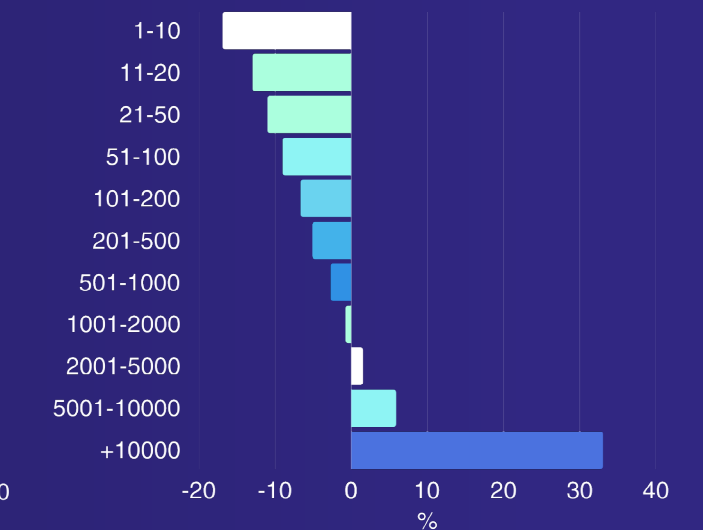
25.4

Cost of living + rent<sup>6</sup>

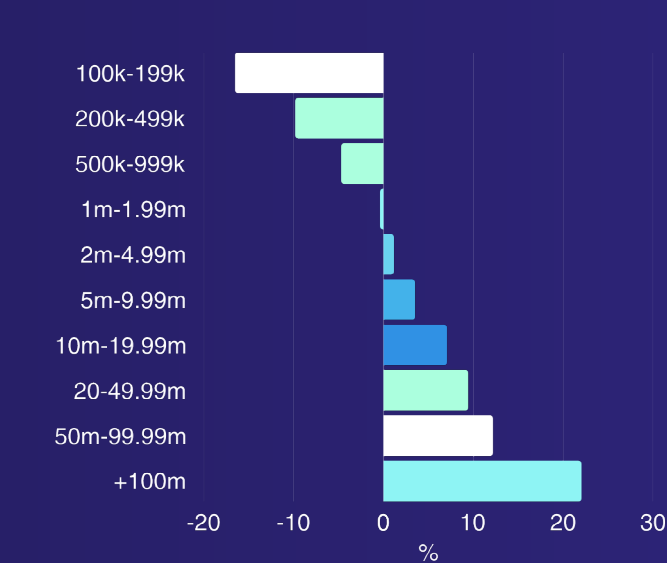
## Sector distribution<sup>7</sup>



## Company size distribution<sup>8</sup>



## Funding distribution<sup>9</sup> (\$)



\*For more country charts details, see annex on page 106.

# Mexico

## Administrative Support

| Title              | Salary band <sup>10</sup>    | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|--------------------|------------------------------|----------------------|--------------------------------|-------------------|
| Office Assistant   | 212k-232MXN<br>(11k-12kUSD)  | High                 | 74.50%                         | <a href="#">↗</a> |
| Office Manager     | 232k-251MXN<br>(12k-13kUSD)  | High                 | 82.50%                         | <a href="#">↗</a> |
| Payroll Consultant | 445k-561MXN<br>(23k-29kUSD)  | High                 | 89.00%                         | <a href="#">↗</a> |
| Payroll Manager    | 832k-1044MXN<br>(43k-54kUSD) | High                 | 82.50%                         | <a href="#">↗</a> |

## Customer Support

| Title                           | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|---------------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Customer Service Manager        | 367k-445MXN<br>(19k-23kUSD)   | High                 | 87.50%                         | <a href="#">↗</a> |
| Customer Service Representative | 348k-367MXN<br>(18k-19kUSD)   | High                 | 88.50%                         | <a href="#">↗</a> |
| Customer Service Specialist     | 328k-445MXN<br>(17k-23kUSD)   | High                 | 71.50%                         | <a href="#">↗</a> |
| Customer Success Director       | 1315k-1509MXN<br>(68k-78kUSD) | High                 | 91.50%                         | <a href="#">↗</a> |
| Customer Success Manager        | 541k-715MXN<br>(28k-37kUSD)   | High                 | 70.00%                         | <a href="#">↗</a> |

## Design, Media, And Writing

| Title            | Salary band <sup>10</sup>   | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------------|-----------------------------|----------------------|--------------------------------|-------------------|
| Designer         | 328k-406MXN<br>(17k-21kUSD) | Low                  | 85.50%                         | <a href="#">↗</a> |
| Graphic Designer | 309k-328MXN<br>(16k-17kUSD) | High                 | 88.00%                         | <a href="#">↗</a> |
| Product Designer | 367k-425MXN<br>(19k-22kUSD) | High                 | 91.50%                         | <a href="#">↗</a> |
| Translator       | 348k-464MXN<br>(18k-24kUSD) | Low                  | 91.50%                         | <a href="#">↗</a> |

## Engineering and Technical

| Title                | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|----------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Architect            | 406k-483MXN<br>(21k-25kUSD)   | Low                  | 73.50%                         | <a href="#">↗</a> |
| Civil Engineer       | 251k-328MXN<br>(13k-17kUSD)   | High                 | 86.50%                         | <a href="#">↗</a> |
| Electrical Engineer  | 387k-503MXN<br>(20k-26kUSD)   | High                 | 70.50%                         | <a href="#">↗</a> |
| Engineer             | 445k-561MXN<br>(23k-29kUSD)   | High                 | 92.50%                         | <a href="#">↗</a> |
| Engineering Director | 1025k-1296MXN<br>(53k-67kUSD) | High                 | 92.50%                         | <a href="#">↗</a> |
| Mechanical Engineer  | 387k-522MXN<br>(20k-27kUSD)   | High                 | 79.50%                         | <a href="#">↗</a> |

Finance

| Title                     | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info            |
|---------------------------|-------------------------------|----------------------|--------------------------------|----------------------|
| Accounting Specialist     | 387k-406MXN<br>(20k-21kUSD)   | High                 | 96.50%                         | <a href="#">Link</a> |
| Finance Analyst           | 348k-483MXN<br>(18k-25kUSD)   | High                 | 89.50%                         | <a href="#">Link</a> |
| Finance Assistant         | 290k-348MXN<br>(15k-18kUSD)   | High                 | 91.50%                         | <a href="#">Link</a> |
| Finance Director          | 1219k-1315MXN<br>(63k-68kUSD) | High                 | 92.50%                         | <a href="#">Link</a> |
| Finance Manager           | 677k-870MXN<br>(35k-45kUSD)   | High                 | 81.00%                         | <a href="#">Link</a> |
| Sustainability Consultant | 367k-503MXN<br>(19k-26kUSD)   | High                 | 84.00%                         | <a href="#">Link</a> |
| Sustainability Director   | 1006k-1122MXN<br>(52k-58kUSD) | High                 | 84.00%                         | <a href="#">Link</a> |
| Sustainability Manager    | 638k-812MXN<br>(33k-42kUSD)   | High                 | 91.50%                         | <a href="#">Link</a> |

Human Resources

| Title                            | Salary band <sup>10</sup>    | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info            |
|----------------------------------|------------------------------|----------------------|--------------------------------|----------------------|
| Human Resources Business Partner | 483k-638MXN<br>(25k-33kUSD)  | High                 | 70.50%                         | <a href="#">Link</a> |
| Human Resources Generalist       | 348k-464MXN<br>(18k-24kUSD)  | High                 | 90.50%                         | <a href="#">Link</a> |
| Human Resources Manager          | 638k-754MXN<br>(33k-39kUSD)  | High                 | 91.50%                         | <a href="#">Link</a> |
| Human Resources Specialist       | 387k-503MXN<br>(20k-26kUSD)  | High                 | 74.50%                         | <a href="#">Link</a> |
| Recruiter                        | 328k-406MXN<br>(17k-21kUSD)  | High                 | 90.50%                         | <a href="#">Link</a> |
| Talent Acquisition Manager       | 812k-1025MXN<br>(42k-53kUSD) | High                 | 89.50%                         | <a href="#">Link</a> |
| Talent Acquisition Partner       | 425k-464MXN<br>(22k-24kUSD)  | High                 | 96.50%                         | <a href="#">Link</a> |

Information Technology

| Title                         | Salary band <sup>10</sup>   | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info            |
|-------------------------------|-----------------------------|----------------------|--------------------------------|----------------------|
| Applications Developer        | 270k-406MXN<br>(14k-21kUSD) | High                 | 82.50%                         | <a href="#">Link</a> |
| Backend Developer             | 348k-445MXN<br>(18k-23kUSD) | High                 | 76.50%                         | <a href="#">Link</a> |
| Business Intelligence Analyst | 387k-503MXN<br>(20k-26kUSD) | High                 | 92.50%                         | <a href="#">Link</a> |
| Cyber Security Analyst        | 406k-580MXN<br>(21k-30kUSD) | Low                  | 72.50%                         | <a href="#">Link</a> |
| Data Analyst                  | 309k-445MXN<br>(16k-23kUSD) | High                 | 92.50%                         | <a href="#">Link</a> |
| Data Engineer                 | 406k-580MXN<br>(21k-30kUSD) | High                 | 92.50%                         | <a href="#">Link</a> |
| Data Scientist                | 387k-464MXN<br>(20k-24kUSD) | High                 | 92.50%                         | <a href="#">Link</a> |
| DevOps Engineer               | 406k-503MXN<br>(21k-26kUSD) | High                 | 86.50%                         | <a href="#">Link</a> |
| Frontend Developer            | 367k-503MXN<br>(19k-26kUSD) | High                 | 92.50%                         | <a href="#">Link</a> |
| Full Stack Developer          | 367k-503MXN<br>(19k-26kUSD) | High                 | 92.50%                         | <a href="#">Link</a> |
| Machine Learning Engineer     | 367k-483MXN<br>(19k-25kUSD) | High                 | 91.50%                         | <a href="#">Link</a> |
| Python Developer              | 290k-406MXN<br>(15k-21kUSD) | High                 | 92.50%                         | <a href="#">Link</a> |
| Quality Assurance Engineer    | 328k-483MXN<br>(17k-25kUSD) | High                 | 84.50%                         | <a href="#">Link</a> |
| Quality Assurance Manager     | 657k-812MXN<br>(34k-42kUSD) | High                 | 91.50%                         | <a href="#">Link</a> |
| Scrum Master                  | 251k-367MXN<br>(13k-19kUSD) | High                 | 84.50%                         | <a href="#">Link</a> |
| Security Engineer             | 503k-522MXN<br>(26k-27kUSD) | High                 | 92.50%                         | <a href="#">Link</a> |
| Software Developer            | 425k-561MXN<br>(22k-29kUSD) | High                 | 92.50%                         | <a href="#">Link</a> |
| Software Engineer             | 445k-503MXN<br>(23k-26kUSD) | High                 | 92.50%                         | <a href="#">Link</a> |
| Software Engineering Manager  | 754k-812MXN<br>(39k-42kUSD) | High                 | 90.50%                         | <a href="#">Link</a> |
| Systems Engineer              | 367k-503MXN<br>(19k-26kUSD) | High                 | 77.50%                         | <a href="#">Link</a> |

## Law, Compliance, And Public Safety

| Title           | Salary band <sup>10</sup>   | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-----------------|-----------------------------|----------------------|--------------------------------|-------------------|
| Consultant      | 425k-580MXN<br>(22k-30kUSD) | High                 | 90.50%                         | <a href="#">↗</a> |
| Lawyer          | 619k-657MXN<br>(32k-34kUSD) | High                 | 91.50%                         | <a href="#">↗</a> |
| Legal Assistant | 290k-328MXN<br>(15k-17kUSD) | High                 | 83.00%                         | <a href="#">↗</a> |

## Marketing

| Title                     | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|---------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager             | 580k-599MXN<br>(30k-31kUSD)   | High                 | 89.50%                         | <a href="#">↗</a> |
| Communications Specialist | 328k-425MXN<br>(17k-22kUSD)   | High                 | 71.50%                         | <a href="#">↗</a> |
| Community Manager         | 328k-348MXN<br>(17k-18kUSD)   | High                 | 73.00%                         | <a href="#">↗</a> |
| Marketing Director        | 1257k-1335MXN<br>(65k-69kUSD) | High                 | 81.50%                         | <a href="#">↗</a> |
| Marketing Manager         | 812k-890MXN<br>(42k-46kUSD)   | High                 | 95.00%                         | <a href="#">↗</a> |
| Marketing Specialist      | 348k-464MXN<br>(18k-24kUSD)   | High                 | 74.50%                         | <a href="#">↗</a> |
| Search Engine Optimizer   | 290k-406MXN<br>(15k-21kUSD)   | High                 | 92.50%                         | <a href="#">↗</a> |

## Operations

| Title                  | Salary band <sup>10</sup>    | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------------------|------------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 328k-425MXN<br>(17k-22kUSD)  | High                 | 81.00%                         | <a href="#">↗</a> |
| Operations Director    | 928k-1064MXN<br>(48k-55kUSD) | Medium               | 92.50%                         | <a href="#">↗</a> |
| Operations Manager     | 735k-986MXN<br>(38k-51kUSD)  | High                 | 77.00%                         | <a href="#">↗</a> |
| Project Manager        | 406k-541MXN<br>(21k-28kUSD)  | High                 | 86.50%                         | <a href="#">↗</a> |
| Supply Chain Manager   | 754k-851MXN<br>(39k-44kUSD)  | High                 | 81.00%                         | <a href="#">↗</a> |

## Sales

| Title                               | Salary band <sup>10</sup>   | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-------------------------------------|-----------------------------|----------------------|--------------------------------|-------------------|
| Account Manager                     | 406k-503MXN<br>(21k-26kUSD) | High                 | 100.00%                        | <a href="#">↗</a> |
| Business Development Representative | 270k-348MXN<br>(14k-18kUSD) | High                 | 91.50%                         | <a href="#">↗</a> |
| Sales Assistant                     | 290k-348MXN<br>(15k-18kUSD) | Low                  | 79.00%                         | <a href="#">↗</a> |
| Sales Engineer                      | 251k-367MXN<br>(13k-19kUSD) | High                 | 76.50%                         | <a href="#">↗</a> |
| Sales Manager                       | 696k-890MXN<br>(36k-46kUSD) | High                 | 88.00%                         | <a href="#">↗</a> |
| Sales Representative                | 387k-541MXN<br>(20k-28kUSD) | High                 | 92.50%                         | <a href="#">↗</a> |

# Peru

Peru, rich in history and natural resources, blends ancestral legacy with a steadily modernizing economy. Its labor market, resilient and enterprising, underpins sectors like mining, agribusiness, tourism, and emerging technologies.

Strategically located on the Pacific coast with growing infrastructure and investment-friendly reforms, Peru offers unique access to regional and global markets. In this union of cultural depth and economic agility, Peru rises as a promising center for sustainable development and regional integration.

## Gender occupation<sup>1</sup>

59% men

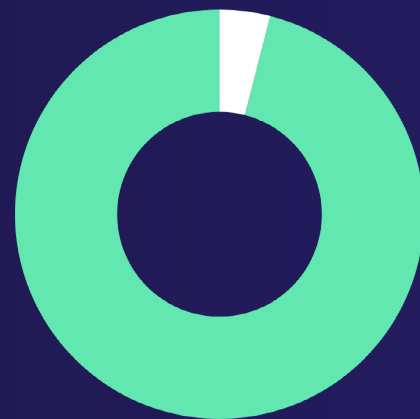
41% women



## Remote work<sup>2</sup>

96% in site

4% remote



x1.3

Local vs. International salaries<sup>3</sup>

4.5%

Salary Increase<sup>4</sup>

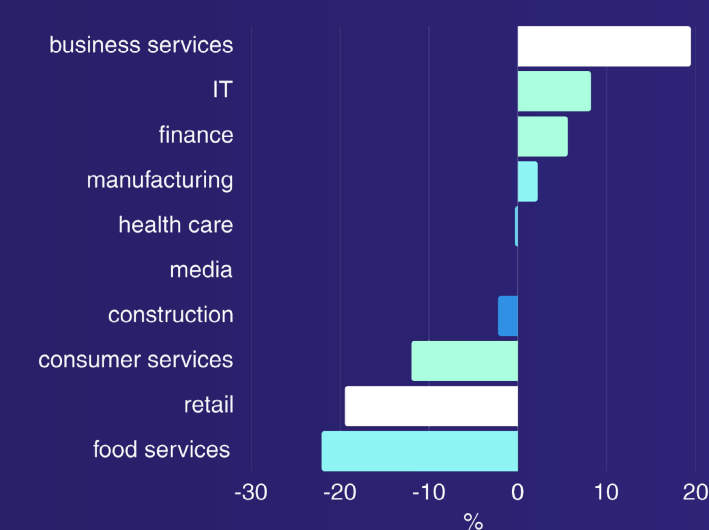
1.7%

Inflation rate<sup>5</sup>

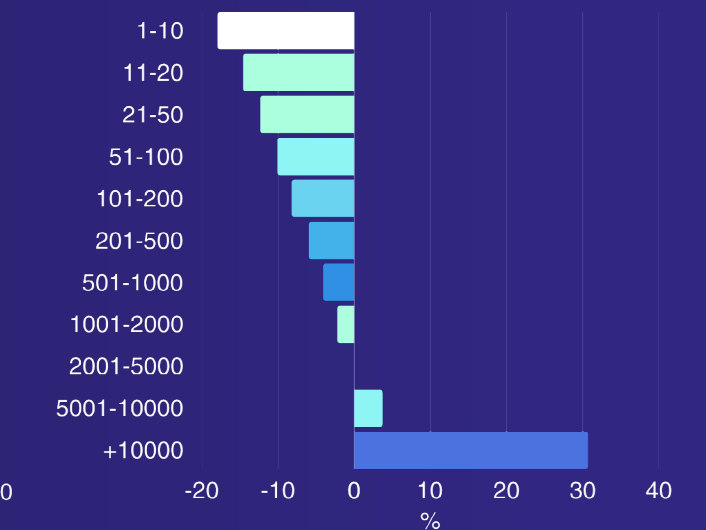
20.5

Cost of living + rent<sup>6</sup>

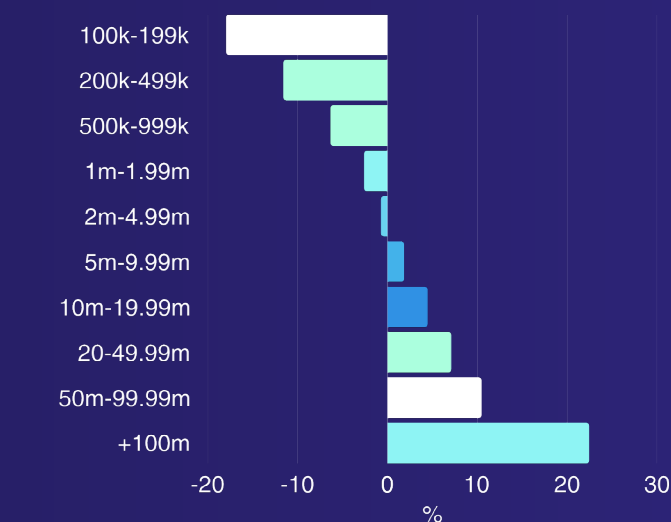
## Sector distribution<sup>7</sup>



## Company size distribution<sup>8</sup>



## Funding distribution<sup>9</sup> (\$)



\*For more country charts details, see annex on page 106.

# Peru

## Administrative Support

| Title                      | Salary band <sup>10</sup>  | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info            |
|----------------------------|----------------------------|----------------------|--------------------------------|----------------------|
| Administrative Coordinator | 88k-102k PEN (24k-28kUSD)  | High                 | 80.50%                         | <a href="#">Link</a> |
| Administrative Manager     | 132k-161k PEN (36k-44kUSD) | High                 | 84.00%                         | <a href="#">Link</a> |
| Office Assistant           | 55k-73k PEN (15k-20kUSD)   | High                 | 90.50%                         | <a href="#">Link</a> |
| Office Manager             | 73k-84k PEN (20k-23kUSD)   | High                 | 90.50%                         | <a href="#">Link</a> |
| Payroll Consultant         | 106k-124k PEN (29k-34kUSD) | Low                  | 89.00%                         | <a href="#">Link</a> |
| Payroll Manager            | 135k-161k PEN (37k-44kUSD) | High                 | 84.00%                         | <a href="#">Link</a> |

## Customer Support

| Title                           | Salary band <sup>10</sup>  | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info            |
|---------------------------------|----------------------------|----------------------|--------------------------------|----------------------|
| Customer Service Representative | 106k-121k PEN (29k-33kUSD) | High                 | 80.50%                         | <a href="#">Link</a> |
| Customer Success Director       | 209k-245k PEN (57k-67kUSD) | High                 | 84.00%                         | <a href="#">Link</a> |
| Customer Success Manager        | 179k-209k PEN (49k-57kUSD) | High                 | 78.50%                         | <a href="#">Link</a> |

## Design, Media, And Writing

| Title            | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info            |
|------------------|---------------------------|----------------------|--------------------------------|----------------------|
| Designer         | 88k-106k PEN (24k-29kUSD) | High                 | 92.50%                         | <a href="#">Link</a> |
| Graphic Designer | 51k-58k PEN (14k-16kUSD)  | High                 | 79.50%                         | <a href="#">Link</a> |
| Product Designer | 84k-132k PEN (23k-36kUSD) | High                 | 88.50%                         | <a href="#">Link</a> |
| Translator       | 95k-128k PEN (26k-35kUSD) | High                 | 90.50%                         | <a href="#">Link</a> |

## Engineering and Technical

| Title                | Salary band <sup>10</sup>  | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info            |
|----------------------|----------------------------|----------------------|--------------------------------|----------------------|
| Architect            | 84k-110k PEN (23k-30kUSD)  | High                 | 70.50%                         | <a href="#">Link</a> |
| Electrical Engineer  | 88k-128k PEN (24k-35kUSD)  | High                 | 81.50%                         | <a href="#">Link</a> |
| Engineer             | 88k-117k PEN (24k-32kUSD)  | High                 | 92.50%                         | <a href="#">Link</a> |
| Engineering Director | 223k-264k PEN (61k-72kUSD) | Low                  | 92.50%                         | <a href="#">Link</a> |
| Mechanical Engineer  | 117k-146k PEN (32k-40kUSD) | High                 | 84.50%                         | <a href="#">Link</a> |

Finance

| Title                     | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|---------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Finance Analyst           | 88k-124k PEN<br>(24k-34kUSD)  | High                 | 92.50%                         | <a href="#">🔗</a> |
| Finance Assistant         | 58k-73k PEN<br>(16k-20kUSD)   | High                 | 84.00%                         | <a href="#">🔗</a> |
| Finance Director          | 227k-249k PEN<br>(62k-68kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Sustainability Consultant | 110k-135k PEN<br>(30k-37kUSD) | High                 | 84.00%                         | <a href="#">🔗</a> |
| Sustainability Director   | 187k-212k PEN<br>(51k-58kUSD) | High                 | 84.00%                         | <a href="#">🔗</a> |

Human Resources

| Title                            | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|----------------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 139k-150k PEN<br>(38k-41kUSD) | High                 | 72.50%                         | <a href="#">🔗</a> |
| Human Resources Director         | 238k-256k PEN<br>(65k-70kUSD) | High                 | 73.50%                         | <a href="#">🔗</a> |
| Human Resources Generalist       | 84k-102k PEN<br>(23k-28kUSD)  | High                 | 88.50%                         | <a href="#">🔗</a> |
| Human Resources Specialist       | 51k-73k PEN<br>(14k-20kUSD)   | High                 | 92.50%                         | <a href="#">🔗</a> |
| Recruiter                        | 80k-110k PEN<br>(22k-30kUSD)  | High                 | 92.50%                         | <a href="#">🔗</a> |
| Talent Acquisition Manager       | 154k-176k PEN<br>(42k-48kUSD) | Low                  | 84.00%                         | <a href="#">🔗</a> |

Information Technology

| Title                         | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-------------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Applications Developer        | 66k-95k PEN<br>(18k-26kUSD)   | High                 | 92.50%                         | <a href="#">🔗</a> |
| Backend Developer             | 95k-132k PEN<br>(26k-36kUSD)  | High                 | 75.50%                         | <a href="#">🔗</a> |
| Business Intelligence Analyst | 91k-117k PEN<br>(25k-32kUSD)  | High                 | 92.50%                         | <a href="#">🔗</a> |
| Cyber Security Analyst        | 84k-102k PEN<br>(23k-28kUSD)  | Medium               | 79.50%                         | <a href="#">🔗</a> |
| Data Engineer                 | 128k-161k PEN<br>(35k-44kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Data Scientist                | 106k-113k PEN<br>(29k-31kUSD) | High                 | 77.50%                         | <a href="#">🔗</a> |
| DevOps Engineer               | 91k-106k PEN<br>(25k-29kUSD)  | High                 | 92.50%                         | <a href="#">🔗</a> |
| Frontend Developer            | 80k-121k PEN<br>(22k-33kUSD)  | High                 | 74.50%                         | <a href="#">🔗</a> |
| Full Stack Developer          | 106k-139k PEN<br>(29k-38kUSD) | High                 | 72.50%                         | <a href="#">🔗</a> |
| Machine Learning Engineer     | 102k-128k PEN<br>(28k-35kUSD) | High                 | 92.50%                         | <a href="#">🔗</a> |
| Python Developer              | 80k-106k PEN<br>(22k-29kUSD)  | High                 | 92.50%                         | <a href="#">🔗</a> |
| Quality Assurance Engineer    | 88k-150k PEN<br>(24k-41kUSD)  | High                 | 92.50%                         | <a href="#">🔗</a> |
| Quality Assurance Manager     | 124k-150k PEN<br>(34k-41kUSD) | High                 | 84.00%                         | <a href="#">🔗</a> |
| Scrum Master                  | 62k-91k PEN<br>(17k-25kUSD)   | High                 | 86.50%                         | <a href="#">🔗</a> |
| Security Engineer             | 102k-117k PEN<br>(28k-32kUSD) | High                 | 82.50%                         | <a href="#">🔗</a> |
| Software Developer            | 99k-110k PEN<br>(27k-30kUSD)  | High                 | 70.50%                         | <a href="#">🔗</a> |
| Software Engineering Manager  | 135k-146k PEN<br>(37k-40kUSD) | High                 | 79.00%                         | <a href="#">🔗</a> |
| Systems Engineer              | 99k-128k PEN<br>(27k-35kUSD)  | High                 | 79.50%                         | <a href="#">🔗</a> |

## Law, Compliance, And Public Safety

| Title           | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-----------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Consultant      | 84k-124k PEN<br>(23k-34kUSD)  | High                 | 82.50%                         | <a href="#">↗</a> |
| Lawyer          | 124k-139k PEN<br>(34k-38kUSD) | High                 | 82.50%                         | <a href="#">↗</a> |
| Legal Assistant | 47k-58k PEN<br>(13k-16kUSD)   | High                 | 70.50%                         | <a href="#">↗</a> |

## Marketing

| Title                     | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|---------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager             | 124k-161k PEN<br>(34k-44kUSD) | High                 | 92.50%                         | <a href="#">↗</a> |
| Communications Specialist | 95k-110k PEN<br>(26k-30kUSD)  | High                 | 71.50%                         | <a href="#">↗</a> |
| Community Manager         | 73k-84k PEN<br>(20k-23kUSD)   | High                 | 77.00%                         | <a href="#">↗</a> |
| Marketing Assistant       | 40k-47k PEN<br>(11k-13kUSD)   | High                 | 92.50%                         | <a href="#">↗</a> |
| Marketing Director        | 176k-209k PEN<br>(48k-57kUSD) | High                 | 92.50%                         | <a href="#">↗</a> |
| Marketing Manager         | 80k-88k PEN<br>(22k-24kUSD)   | High                 | 92.50%                         | <a href="#">↗</a> |
| Marketing Specialist      | 55k-80k PEN<br>(15k-22kUSD)   | High                 | 88.50%                         | <a href="#">↗</a> |
| Search Engine Optimizer   | 84k-99k PEN<br>(23k-27kUSD)   | Low                  | 92.50%                         | <a href="#">↗</a> |

## Operations

| Title                  | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 58k-73k PEN<br>(16k-20kUSD)   | High                 | 86.50%                         | <a href="#">↗</a> |
| Operations Director    | 183k-209k PEN<br>(50k-57kUSD) | High                 | 92.50%                         | <a href="#">↗</a> |
| Project Manager        | 88k-102k PEN<br>(24k-28kUSD)  | High                 | 86.50%                         | <a href="#">↗</a> |
| Supply Chain Manager   | 143k-157k PEN<br>(39k-43kUSD) | High                 | 78.00%                         | <a href="#">↗</a> |

## Sales

| Title                               | Salary band <sup>10</sup>     | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-------------------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Account Manager                     | 91k-117k PEN<br>(25k-32kUSD)  | High                 | 92.50%                         | <a href="#">↗</a> |
| Business Development Representative | 84k-110k PEN<br>(23k-30kUSD)  | High                 | 92.50%                         | <a href="#">↗</a> |
| Sales Assistant                     | 51k-66k PEN<br>(14k-18kUSD)   | High                 | 90.50%                         | <a href="#">↗</a> |
| Sales Director                      | 201k-227k PEN<br>(55k-62kUSD) | High                 | 92.50%                         | <a href="#">↗</a> |
| Sales Engineer                      | 58k-77k PEN<br>(16k-21kUSD)   | High                 | 85.50%                         | <a href="#">↗</a> |
| Sales Manager                       | 128k-165k PEN<br>(35k-45kUSD) | High                 | 76.50%                         | <a href="#">↗</a> |
| Sales Representative                | 77k-124k PEN<br>(21k-34kUSD)  | High                 | 92.50%                         | <a href="#">↗</a> |

# United States

The United States, a global leader in innovation and economic influence, seamlessly merges entrepreneurial spirit with technological excellence. Its highly skilled and diverse labor force drives leadership in sectors such as advanced manufacturing, digital technology, finance, and healthcare.

With unmatched infrastructure, deep capital markets, and global trade reach, the U.S. provides an exceptional platform for international business and innovation. In this blend of ambition, scale, and adaptability, the United States remains a cornerstone of global economic progress and opportunity.

## x1.2

Local vs. International salaries<sup>3</sup>

## 3.4%

Salary Increase<sup>4</sup>

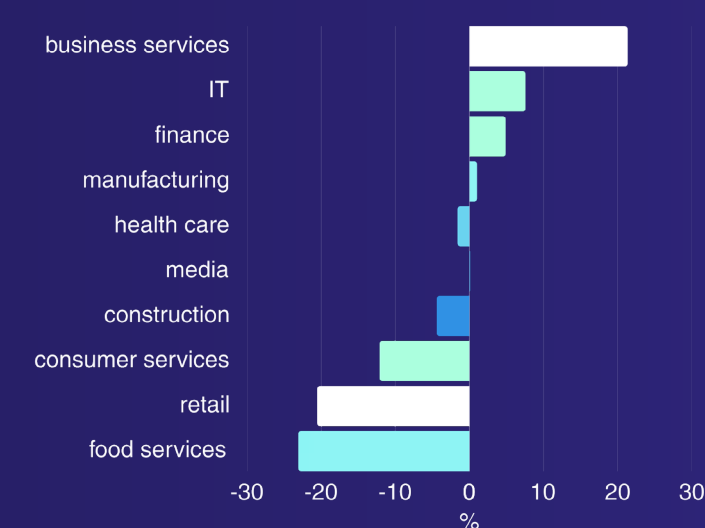
## 2.3%

Inflation rate<sup>5</sup>

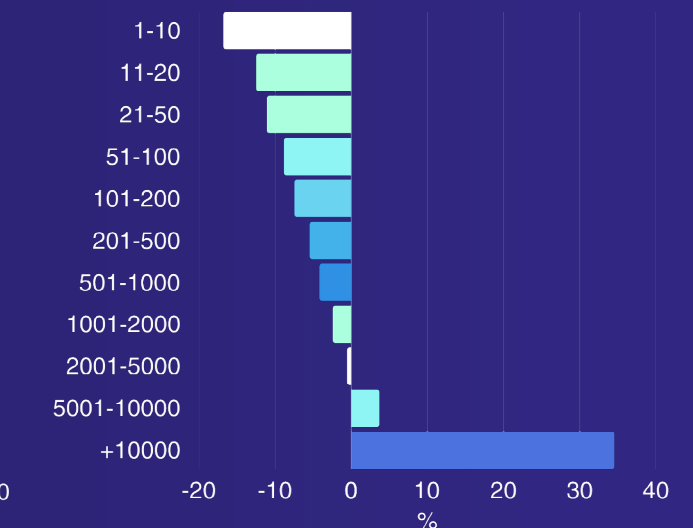
## 54.3

Cost of living + rent<sup>6</sup>

Sector distribution<sup>7</sup>



Company size distribution<sup>8</sup>



Gender occupation<sup>1</sup>

57% men

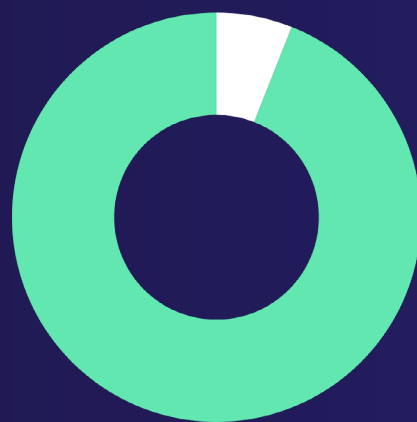
43% women



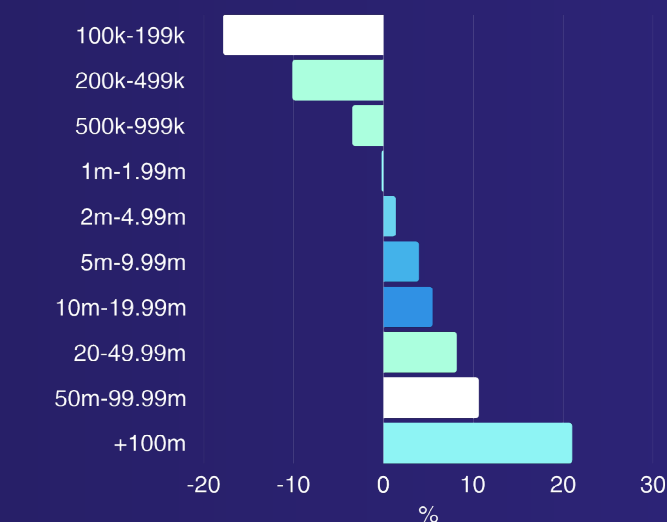
Remote work<sup>2</sup>

94% in site

6% remote



Funding distribution<sup>9</sup> (\$)



\*For more country charts details, see annex on page 106.

# United States

## Administrative Support

| Title                      | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info            |
|----------------------------|---------------------------|----------------------|--------------------------------|----------------------|
| Administrative Coordinator | 56k-71kUSD                | Medium               | 93.00%                         | <a href="#">Link</a> |
| Administrative Manager     | 82k-102kUSD               | Low                  | 77.00%                         | <a href="#">Link</a> |
| Office Assistant           | 44k-51kUSD                | Low                  | 98.00%                         | <a href="#">Link</a> |
| Office Manager             | 68k-73kUSD                | High                 | 71.00%                         | <a href="#">Link</a> |
| Payroll Consultant         | 75k-87kUSD                | High                 | 96.50%                         | <a href="#">Link</a> |
| Payroll Manager            | 99k-114kUSD               | Low                  | 100.00%                        | <a href="#">Link</a> |

## Customer Support

| Title                           | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info            |
|---------------------------------|---------------------------|----------------------|--------------------------------|----------------------|
| Customer Service Manager        | 62k-67kUSD                | High                 | 74.50%                         | <a href="#">Link</a> |
| Customer Service Representative | 52k-60kUSD                | Low                  | 84.00%                         | <a href="#">Link</a> |
| Customer Service Specialist     | 42k-49kUSD                | Low                  | 100.00%                        | <a href="#">Link</a> |
| Customer Success Manager        | 99k-108kUSD               | High                 | 91.50%                         | <a href="#">Link</a> |
| Customer Success Director       | 100k-123kUSD              | High                 | 100.00%                        | <a href="#">Link</a> |

## Design, Media, And Writing

| Title                    | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info            |
|--------------------------|---------------------------|----------------------|--------------------------------|----------------------|
| Copy Writer              | 65k-82kUSD                | Medium               | 77.00%                         | <a href="#">Link</a> |
| Designer                 | 72k-93kUSD                | Low                  | 100.00%                        | <a href="#">Link</a> |
| Graphic Designer         | 89k-105kUSD               | High                 | 94.00%                         | <a href="#">Link</a> |
| Product Designer         | 72k-93kUSD                | High                 | 75.00%                         | <a href="#">Link</a> |
| Translator               | 83k-107kUSD               | Low                  | 93.00%                         | <a href="#">Link</a> |
| User Experience Designer | 96k-112kUSD               | Medium               | 75.00%                         | <a href="#">Link</a> |

## Engineering and Technical

| Title                | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info            |
|----------------------|---------------------------|----------------------|--------------------------------|----------------------|
| Architect            | 102k-128kUSD              | Low                  | 76.00%                         | <a href="#">Link</a> |
| Civil Engineer       | 91k-107kUSD               | Medium               | 91.00%                         | <a href="#">Link</a> |
| Electrical Engineer  | 108k-133kUSD              | High                 | 84.00%                         | <a href="#">Link</a> |
| Engineer             | 78k-99kUSD                | Low                  | 100.00%                        | <a href="#">Link</a> |
| Engineering Director | 161k-178kUSD              | Low                  | 100.00%                        | <a href="#">Link</a> |
| Mechanical Engineer  | 71k-91kUSD                | Medium               | 90.00%                         | <a href="#">Link</a> |

Finance

| Title                     | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|---------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Accounting Specialist     | 65k-78kUSD                | Medium               | 98.00%                         | <a href="#">🔗</a> |
| Finance Analyst           | 66k-82kUSD                | High                 | 99.00%                         | <a href="#">🔗</a> |
| Finance Assistant         | 43k-51kUSD                | Low                  | 91.50%                         | <a href="#">🔗</a> |
| Finance Director          | 175k-190kUSD              | Low                  | 100.00%                        | <a href="#">🔗</a> |
| Finance Manager           | 104k-119kUSD              | Medium               | 77.00%                         | <a href="#">🔗</a> |
| Sustainability Consultant | 87k-89kUSD                | High                 | 72.00%                         | <a href="#">🔗</a> |
| Sustainability Director   | 146k-161kUSD              | Medium               | 91.50%                         | <a href="#">🔗</a> |
| Sustainability Manager    | 104k-123kUSD              | High                 | 91.50%                         | <a href="#">🔗</a> |

Human Resources

| Title                            | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|----------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 93k-102kUSD               | Low                  | 81.00%                         | <a href="#">🔗</a> |
| Human Resources Director         | 153k-179kUSD              | High                 | 79.00%                         | <a href="#">🔗</a> |
| Human Resources Generalist       | 74k-87kUSD                | High                 | 97.00%                         | <a href="#">🔗</a> |
| Human Resources Manager          | 99k-113kUSD               | High                 | 89.00%                         | <a href="#">🔗</a> |
| Human Resources Specialist       | 73k-86kUSD                | Medium               | 83.00%                         | <a href="#">🔗</a> |
| Recruiter                        | 61k-70kUSD                | Low                  | 100.00%                        | <a href="#">🔗</a> |
| Talent Acquisition Manager       | 107k-127kUSD              | Low                  | 81.00%                         | <a href="#">🔗</a> |
| Talent Acquisition Partner       | 69k-86kUSD                | Medium               | 96.50%                         | <a href="#">🔗</a> |

Information Technology

| Title                         | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Applications Developer        | 79k-97kUSD                | High                 | 76.00%                         | <a href="#">🔗</a> |
| Business Intelligence Analyst | 69k-81kUSD                | High                 | 99.00%                         | <a href="#">🔗</a> |
| Cyber Security Analyst        | 87k-102kUSD               | Low                  | 87.00%                         | <a href="#">🔗</a> |
| Data Analyst                  | 100k-122kUSD              | High                 | 98.00%                         | <a href="#">🔗</a> |
| Data Engineer                 | 93k-117kUSD               | High                 | 82.00%                         | <a href="#">🔗</a> |
| Data Scientist                | 89k-106kUSD               | High                 | 78.00%                         | <a href="#">🔗</a> |
| DevOps Engineer               | 128k-143kUSD              | High                 | 100.00%                        | <a href="#">🔗</a> |
| Frontend Developer            | 107k-127kUSD              | High                 | 100.00%                        | <a href="#">🔗</a> |
| Full Stack Developer          | 128k-142kUSD              | High                 | 97.00%                         | <a href="#">🔗</a> |
| IT Manager                    | 140k-164kUSD              | Medium               | 80.00%                         | <a href="#">🔗</a> |
| Machine Learning Engineer     | 106k-129kUSD              | High                 | 75.00%                         | <a href="#">🔗</a> |
| Python Developer              | 91k-107kUSD               | High                 | 100.00%                        | <a href="#">🔗</a> |
| Quality Assurance Engineer    | 67k-89kUSD                | Medium               | 100.00%                        | <a href="#">🔗</a> |
| Quality Assurance Manager     | 125k-133kUSD              | Low                  | 100.00%                        | <a href="#">🔗</a> |
| Scrum Master                  | 91k-110kUSD               | High                 | 98.00%                         | <a href="#">🔗</a> |
| Security Engineer             | 92k-107kUSD               | High                 | 97.00%                         | <a href="#">🔗</a> |
| Software Developer            | 107k-125kUSD              | High                 | 100.00%                        | <a href="#">🔗</a> |
| Software Engineer             | 93k-106kUSD               | High                 | 100.00%                        | <a href="#">🔗</a> |
| Software Engineering Manager  | 124k-138kUSD              | High                 | 97.00%                         | <a href="#">🔗</a> |
| Systems Engineer              | 101k-120kUSD              | High                 | 83.00%                         | <a href="#">🔗</a> |
| Test Automation Engineer      | 75k-90kUSD                | Medium               | 73.00%                         | <a href="#">🔗</a> |

Law, Compliance, And Public Safety

| Title           | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-----------------|---------------------------|----------------------|--------------------------------|-------------------|
| Consultant      | 70k-82kUSD                | Low                  | 99.00%                         | <a href="#">↗</a> |
| Lawyer          | 113k-137kUSD              | Low                  | 86.00%                         | <a href="#">↗</a> |
| Legal Assistant | 61k-81kUSD                | Low                  | 91.00%                         | <a href="#">↗</a> |
| Legal Counsel   | 89k-107kUSD               | Low                  | 73.00%                         | <a href="#">↗</a> |

Marketing

| Title                        | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager                | 76k-91kUSD                | Low                  | 100.00%                        | <a href="#">↗</a> |
| Communications Specialist    | 75k-87kUSD                | Medium               | 81.00%                         | <a href="#">↗</a> |
| Community Manager            | 62k-82kUSD                | High                 | 77.00%                         | <a href="#">↗</a> |
| Digital Marketing Strategist | 69k-90kUSD                | High                 | 75.00%                         | <a href="#">↗</a> |
| Marketing Assistant          | 58k-67kUSD                | Low                  | 95.00%                         | <a href="#">↗</a> |
| Marketing Director           | 146k-157kUSD              | Low                  | 94.00%                         | <a href="#">↗</a> |
| Marketing Manager            | 111k-130kUSD              | Low                  | 84.00%                         | <a href="#">↗</a> |
| Marketing Specialist         | 83k-95kUSD                | Medium               | 97.00%                         | <a href="#">↗</a> |
| Search Engine Optimizer      | 48k-65kUSD                | Low                  | 100.00%                        | <a href="#">↗</a> |

Operations

| Title                  | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Logistician            | 78k-98kUSD                | High                 | 93.00%                         | <a href="#">↗</a> |
| Operations Coordinator | 41k-50kUSD                | High                 | 73.00%                         | <a href="#">↗</a> |
| Operations Director    | 148k-169kUSD              | Low                  | 98.00%                         | <a href="#">↗</a> |
| Operations Manager     | 108k-129kUSD              | Low                  | 81.00%                         | <a href="#">↗</a> |
| Project Manager        | 77k-93kUSD                | Low                  | 95.00%                         | <a href="#">↗</a> |
| Supply Chain Manager   | 132k-145kUSD              | Low                  | 100.00%                        | <a href="#">↗</a> |

Sales

| Title                               | Salary band <sup>10</sup> | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-------------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Account Manager                     | 81k-96kUSD                | Low                  | 100.00%                        | <a href="#">↗</a> |
| Business Development Manager        | 140k-161kUSD              | Low                  | 74.00%                         | <a href="#">↗</a> |
| Business Development Representative | 62k-78kUSD                | High                 | 100.00%                        | <a href="#">↗</a> |
| Sales Assistant                     | 39k-49kUSD                | Low                  | 94.00%                         | <a href="#">↗</a> |
| Sales Director                      | 147k-164kUSD              | Low                  | 79.00%                         | <a href="#">↗</a> |
| Sales Engineer                      | 74k-97kUSD                | High                 | 100.00%                        | <a href="#">↗</a> |
| Sales Manager                       | 109k-125kUSD              | Low                  | 85.00%                         | <a href="#">↗</a> |
| Sales Representative                | 67k-80kUSD                | Low                  | 100.00%                        | <a href="#">↗</a> |

# Uruguay

Uruguay, nestled between regional giants, stands out for its stability, innovation, and forward-thinking governance. Its workforce—educated, digital-ready, and bilingual—fuels growth in industries like software development, agritech, renewable energy, and logistics.

With transparent institutions, a strong legal framework, and progressive social policies, Uruguay offers a secure and reliable environment for investment. In this synthesis of human capital and institutional strength, Uruguay emerges as a strategic and trustworthy hub for sustainable business in South America.

## x3.15

Local vs. International salaries<sup>3</sup>

## 2.1%

Salary Increase<sup>4</sup>

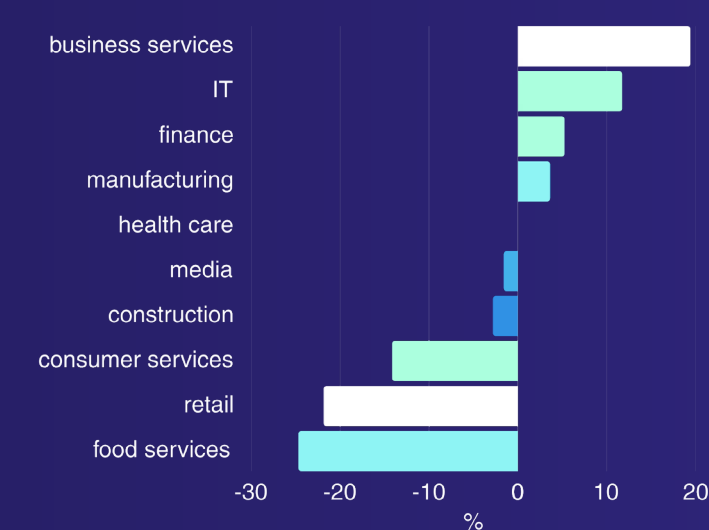
## 5.4%

Inflation rate<sup>5</sup>

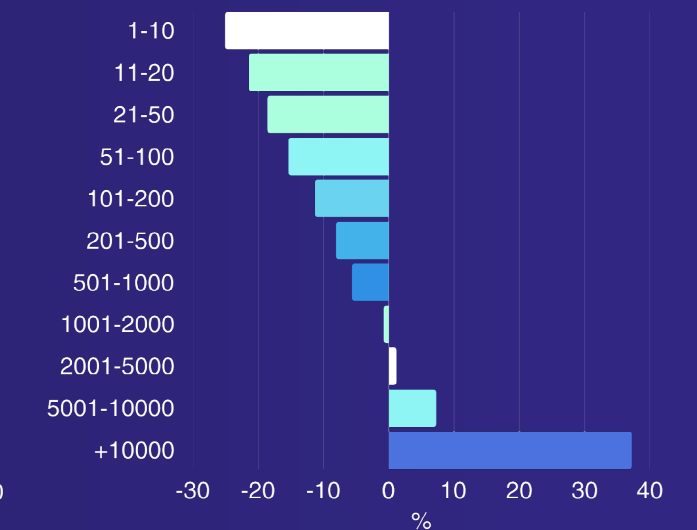
## 31.3

Cost of living + rent<sup>6</sup>

### Sector distribution<sup>7</sup>



### Company size distribution<sup>8</sup>



### Gender occupation<sup>1</sup>

57% men

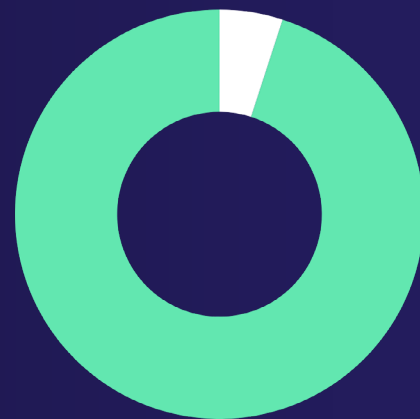
43% women



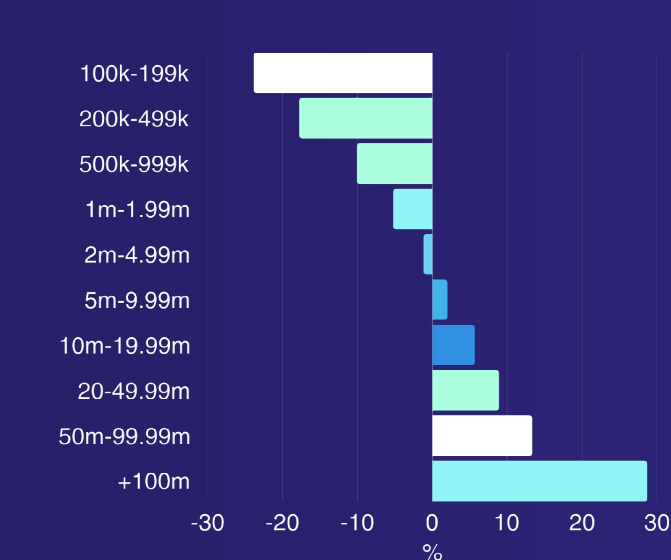
### Remote work<sup>2</sup>

95% in site

5% remote



### Funding distribution<sup>9</sup> (\$)



\*For more country charts details, see annex on page 106.

# Uruguay

## Administrative Support

| Title              | Salary band <sup>10</sup>    | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|--------------------|------------------------------|----------------------|--------------------------------|-------------------|
| Office Assistant   | 540k-747k UYU (13k-18kUSD)   | Low                  | 85.50%                         | <a href="#">↗</a> |
| Payroll Consultant | 872k-1080k UYU (21k-26kUSD)  | Low                  | 89.00%                         | <a href="#">↗</a> |
| Payroll Manager    | 1537k-1786k UYU (37k-43kUSD) | High                 | 79.50%                         | <a href="#">↗</a> |

## Customer Support

| Title                    | Salary band <sup>10</sup>    | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|--------------------------|------------------------------|----------------------|--------------------------------|-------------------|
| Customer Success Manager | 1288k-1495k UYU (31k-36kUSD) | High                 | 92.50%                         | <a href="#">↗</a> |

## Design, Media, And Writing

| Title            | Salary band <sup>10</sup>   | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------------|-----------------------------|----------------------|--------------------------------|-------------------|
| Designer         | 914k-1080k UYU (22k-26kUSD) | High                 | 92.50%                         | <a href="#">↗</a> |
| Product Designer | 664k-914k UYU (16k-22kUSD)  | High                 | 84.50%                         | <a href="#">↗</a> |
| Translator       | 872k-1038k UYU (21k-25kUSD) | Low                  | 92.50%                         | <a href="#">↗</a> |

## Engineering and Technical

| Title                | Salary band <sup>10</sup>    | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|----------------------|------------------------------|----------------------|--------------------------------|-------------------|
| Civil Engineer       | 664k-831k UYU (16k-20kUSD)   | High                 | 72.50%                         | <a href="#">↗</a> |
| Electrical Engineer  | 914k-1163k UYU (22k-28kUSD)  | High                 | 87.50%                         | <a href="#">↗</a> |
| Engineer             | 872k-1121k UYU (21k-27kUSD)  | High                 | 92.50%                         | <a href="#">↗</a> |
| Engineering Director | 2035k-2617k UYU (49k-63kUSD) | Low                  | 92.50%                         | <a href="#">↗</a> |
| Mechanical Engineer  | 872k-1288k UYU (21k-31kUSD)  | High                 | 76.50%                         | <a href="#">↗</a> |

Finance

| Title                     | Salary band <sup>10</sup>    | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|---------------------------|------------------------------|----------------------|--------------------------------|-------------------|
| Accounting Specialist     | 706k-789k UYU (17k-19kUSD)   | High                 | 75.50%                         | <a href="#">🔗</a> |
| Finance Analyst           | 706k-1080k UYU (17k-26kUSD)  | High                 | 86.50%                         | <a href="#">🔗</a> |
| Finance Assistant         | 789k-997k UYU (19k-24kUSD)   | Low                  | 75.00%                         | <a href="#">🔗</a> |
| Finance Director          | 2285k-2534k UYU (55k-61kUSD) | Low                  | 92.50%                         | <a href="#">🔗</a> |
| Sustainability Consultant | 747k-955k UYU (18k-23kUSD)   | Low                  | 84.00%                         | <a href="#">🔗</a> |
| Sustainability Director   | 2160k-2700k UYU (52k-65kUSD) | Low                  | 84.00%                         | <a href="#">🔗</a> |
| Sustainability Manager    | 1412k-1703k UYU (34k-41kUSD) | Low                  | 91.50%                         | <a href="#">🔗</a> |

Human Resources

| Title                            | Salary band <sup>10</sup>    | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|----------------------------------|------------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 997k-1080k UYU (24k-26kUSD)  | High                 | 72.50%                         | <a href="#">🔗</a> |
| Human Resources Director         | 1911k-2160k UYU (46k-52kUSD) | Low                  | 77.50%                         | <a href="#">🔗</a> |
| Human Resources Generalist       | 664k-872k UYU (16k-21kUSD)   | High                 | 85.50%                         | <a href="#">🔗</a> |
| Human Resources Manager          | 1288k-1662k UYU (31k-40kUSD) | High                 | 91.50%                         | <a href="#">🔗</a> |
| Human Resources Specialist       | 623k-831k UYU (15k-20kUSD)   | High                 | 73.50%                         | <a href="#">🔗</a> |
| Recruiter                        | 914k-1246k UYU (22k-30kUSD)  | High                 | 87.50%                         | <a href="#">🔗</a> |
| Talent Acquisition Manager       | 1620k-2035k UYU (39k-49kUSD) | High                 | 72.50%                         | <a href="#">🔗</a> |

Information Technology

| Title                         | Salary band <sup>10</sup>    | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-------------------------------|------------------------------|----------------------|--------------------------------|-------------------|
| Applications Developer        | 664k-872k UYU (16k-21kUSD)   | High                 | 77.50%                         | <a href="#">🔗</a> |
| Backend Developer             | 914k-1121k UYU (22k-27kUSD)  | High                 | 77.50%                         | <a href="#">🔗</a> |
| Business Intelligence Analyst | 789k-997k UYU (19k-24kUSD)   | High                 | 83.50%                         | <a href="#">🔗</a> |
| Data Engineer                 | 955k-1080k UYU (23k-26kUSD)  | High                 | 85.50%                         | <a href="#">🔗</a> |
| Data Scientist                | 623k-914k UYU (15k-22kUSD)   | High                 | 84.50%                         | <a href="#">🔗</a> |
| DevOps Engineer               | 872k-1163k UYU (21k-28kUSD)  | High                 | 86.50%                         | <a href="#">🔗</a> |
| Full Stack Developer          | 789k-1080k UYU (19k-26kUSD)  | High                 | 82.50%                         | <a href="#">🔗</a> |
| Machine Learning Engineer     | 747k-1080k UYU (18k-26kUSD)  | High                 | 92.50%                         | <a href="#">🔗</a> |
| Python Developer              | 706k-872k UYU (17k-21kUSD)   | High                 | 92.50%                         | <a href="#">🔗</a> |
| Quality Assurance Engineer    | 706k-1080k UYU (17k-26kUSD)  | High                 | 89.50%                         | <a href="#">🔗</a> |
| Quality Assurance Manager     | 1329k-1620k UYU (32k-39kUSD) | Low                  | 92.50%                         | <a href="#">🔗</a> |
| Scrum Master                  | 664k-997k UYU (16k-24kUSD)   | High                 | 89.50%                         | <a href="#">🔗</a> |
| Security Engineer             | 706k-914k UYU (17k-22kUSD)   | High                 | 80.50%                         | <a href="#">🔗</a> |
| Software Developer            | 1038k-1371k UYU (25k-33kUSD) | High                 | 86.50%                         | <a href="#">🔗</a> |
| Software Engineering Manager  | 1412k-1495k UYU (34k-36kUSD) | High                 | 71.50%                         | <a href="#">🔗</a> |
| Systems Engineer              | 789k-1121k UYU (19k-27kUSD)  | High                 | 77.50%                         | <a href="#">🔗</a> |

Law, Compliance, And Public Safety

| Title      | Salary band <sup>10</sup>    | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------|------------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 789k-955k UYU (19k-23kUSD)   | High                 | 86.50%                         | <a href="#">🔗</a> |
| Lawyer     | 1038k-1163k UYU (25k-28kUSD) | High                 | 71.50%                         | <a href="#">🔗</a> |

Marketing

| Title                   | Salary band <sup>10</sup>       | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-------------------------|---------------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager           | 955k-1121k UYU<br>(23k-27kUSD)  | High                 | 85.50%                         | <a href="#">🔗</a> |
| Marketing Assistant     | 581k-747k UYU<br>(14k-18kUSD)   | High                 | 86.50%                         | <a href="#">🔗</a> |
| Marketing Director      | 2243k-2409k UYU<br>(54k-58kUSD) | Low                  | 92.50%                         | <a href="#">🔗</a> |
| Marketing Manager       | 1412k-1620k UYU<br>(34k-39kUSD) | High                 | 91.50%                         | <a href="#">🔗</a> |
| Marketing Specialist    | 623k-789k UYU<br>(15k-19kUSD)   | High                 | 89.50%                         | <a href="#">🔗</a> |
| Search Engine Optimizer | 914k-1038k UYU<br>(22k-25kUSD)  | Low                  | 84.50%                         | <a href="#">🔗</a> |

Operations

| Title                  | Salary band <sup>10</sup>       | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|------------------------|---------------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 664k-747k UYU<br>(16k-18kUSD)   | High                 | 86.50%                         | <a href="#">🔗</a> |
| Operations Director    | 2035k-2326k UYU<br>(49k-56kUSD) | Low                  | 91.50%                         | <a href="#">🔗</a> |
| Operations Manager     | 1454k-1828k UYU<br>(35k-44kUSD) | High                 | 72.50%                         | <a href="#">🔗</a> |
| Project Manager        | 789k-1204k UYU<br>(19k-29kUSD)  | High                 | 83.50%                         | <a href="#">🔗</a> |
| Supply Chain Manager   | 1371k-1495k UYU<br>(33k-36kUSD) | High                 | 76.50%                         | <a href="#">🔗</a> |

Sales

| Title                               | Salary band <sup>10</sup>       | Demand <sup>11</sup> | Confidence ratio <sup>12</sup> | More info         |
|-------------------------------------|---------------------------------|----------------------|--------------------------------|-------------------|
| Account Manager                     | 706k-997k UYU<br>(17k-24kUSD)   | High                 | 88.50%                         | <a href="#">🔗</a> |
| Business Development Manager        | 1454k-1620k UYU<br>(35k-39kUSD) | High                 | 91.50%                         | <a href="#">🔗</a> |
| Business Development Representative | 747k-955k UYU<br>(18k-23kUSD)   | High                 | 92.50%                         | <a href="#">🔗</a> |
| Sales Assistant                     | 706k-831k UYU<br>(17k-20kUSD)   | Low                  | 79.50%                         | <a href="#">🔗</a> |
| Sales Director                      | 2409k-2700k UYU<br>(58k-65kUSD) | High                 | 91.50%                         | <a href="#">🔗</a> |
| Sales Engineer                      | 664k-1038k UYU<br>(16k-25kUSD)  | High                 | 84.50%                         | <a href="#">🔗</a> |
| Sales Manager                       | 1495k-1869k UYU<br>(36k-45kUSD) | High                 | 90.50%                         | <a href="#">🔗</a> |
| Sales Representative                | 1121k-1329k UYU<br>(27k-32kUSD) | High                 | 87.50%                         | <a href="#">🔗</a> |

# Annex

The country overviews provide a comprehensive set of insights to help you understand the dynamics and characteristics of each location. Here's a more detailed breakdown of each item:

- 1. Gender Share of Workers (Bar Chart):** This visual representation shows the proportion of white collar male and female workers in the country. It offers insights into the gender diversity of the workforce, which is crucial for diversity and inclusion initiatives.
- 2. Remote Share of Workers (Bar Chart):** This chart illustrates the percentage of white collar workers who are engaged in remote work arrangements. It helps you understand the extent to which remote work has been adopted in the country, which is especially relevant in today's flexible work environments.
- 3. Local vs.international salaries ratio:** Shows how many times more international companies pay than local ones. Helps assess compensation gaps between company origins. Useful for understanding global competitiveness in pay.
- 4. % Salary Increase:** This figure provides the percentage increase in average salaries within the country over the last year. It reflects salary growth trends and is crucial for assessing competitiveness in attracting talent.
- 5. Inflation Rate:** This figure represents the country's inflation rate, giving insights into the overall economic environment and the rising cost of goods and services.

- 6. Cost of living + rent:** This metric combines general living expenses and housing costs, including groceries, transportation, utilities, and rent. Compared to New York City (benchmark 100%), it provides a clear picture of the city's affordability, helping businesses and individuals assess living conditions and financial viability.
- 7. Sector distribution (Bar Chart):** Illustrates how each sector's salaries compare to the average. Highlights over- or under-paying industries. Supports sector-based compensation analysis.
- 8. Company size distribution (Bar Chart):** Displays salary levels by company size relative to the average. Reveals trends in pay across small, medium, and large firms. Useful for benchmarking by business scale.
- 9. Funding distribution (Bar Chart):** Shows salary differences based on company funding stage. Compares compensation across various investment levels. Provides insights into how funding impacts pay.
- 10. Partners:** TalentUp's exceptional partners are a curated group of creative HR, recruiting, and sourcing organizations that share our aim of changing talent acquisition. These companies combine cutting-edge technology, proven expertise, and a passion for connecting businesses with top talent. Our collaboration is raising HR standards to help firms attract, hire, and retain top talent.

**11. Salary Bands and Percentiles:** The salaries are showcased as salary bands that span from the 25th percentile to the 75th percentile.

- 25th Percentile:** This represents the salary level below which 25% of the professionals in the city earn. It gives you insight into the lower range of salaries in the local job market.
- 50th Percentile (Median):** While not explicitly mentioned, this is often the midpoint salary where half of the professionals earn more and half earn less. It serves as a reference point for the average salary.
- 75th Percentile:** This reflects the salary level below which 75% of professionals in the city earn. It provides a view of the higher end of salaries in the local job market.

These salary bands and percentiles offer a comprehensive view of the income distribution within the country, helping you understand the range and distribution of salaries for professionals. This information is crucial for making compensation decisions and benchmarking salary offers in the local job market.

**12. Demand:** A calculation or categorization process aimed at assessing the demand for different job roles. We evaluated the demand for specific roles based on the ratio of job offers to the number of job postings or positions available in the market. Then we assigned a category label to each role, indicating whether the demand for that role is low, medium, or high.

**13. Confidence ratio:** To calculate the confidence ratio, we begin by examining the number of salaries we have utilized. Next, we compare this figure to the salaries available in our database as well as those of our competitors. Additionally, we consider salaries from positions similar to the one in question. Finally, we penalize the ratio if we have had to rely on salaries from similar positions, parent positions, or from other locations or countries. This process helps us assess the reliability and accuracy of the salary data we are working with.



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