

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

11

Countries

75

Positions

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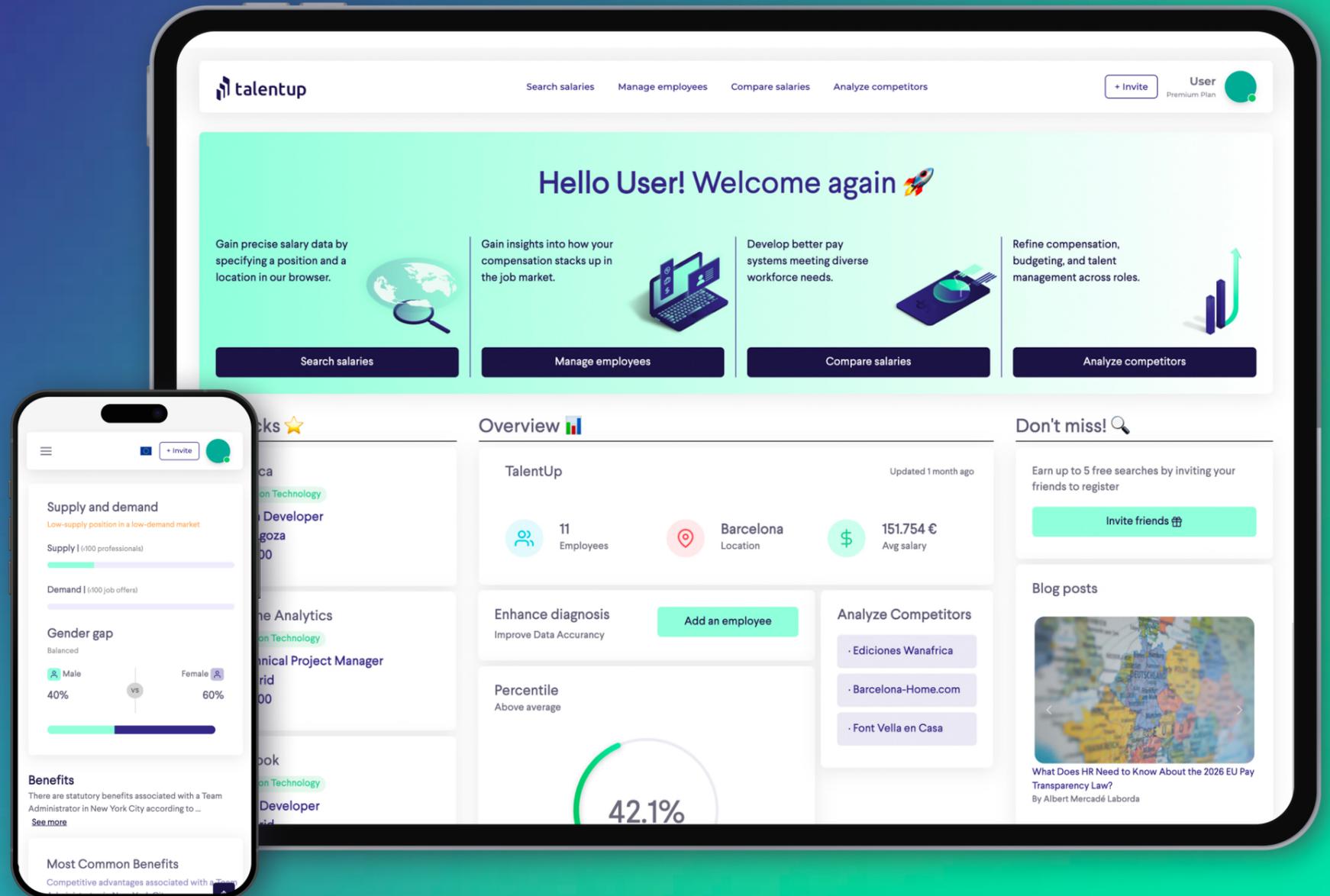
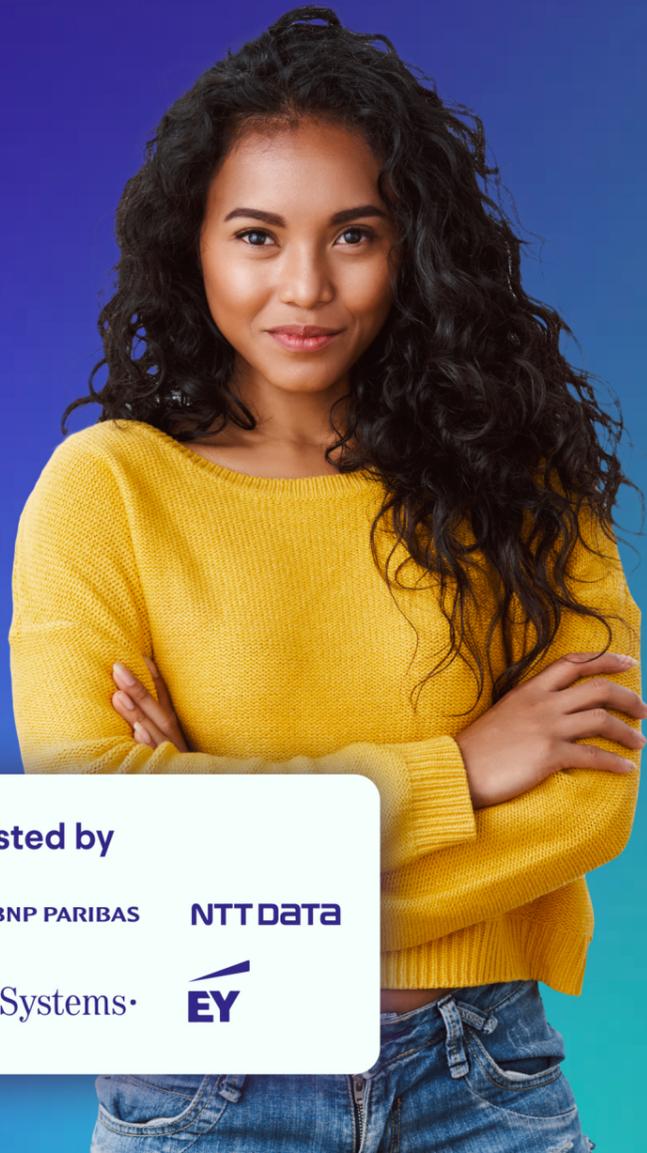
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TalentUp.io

Salary Benchmarking Platform

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

Start now from \$70



Trusted by



+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**

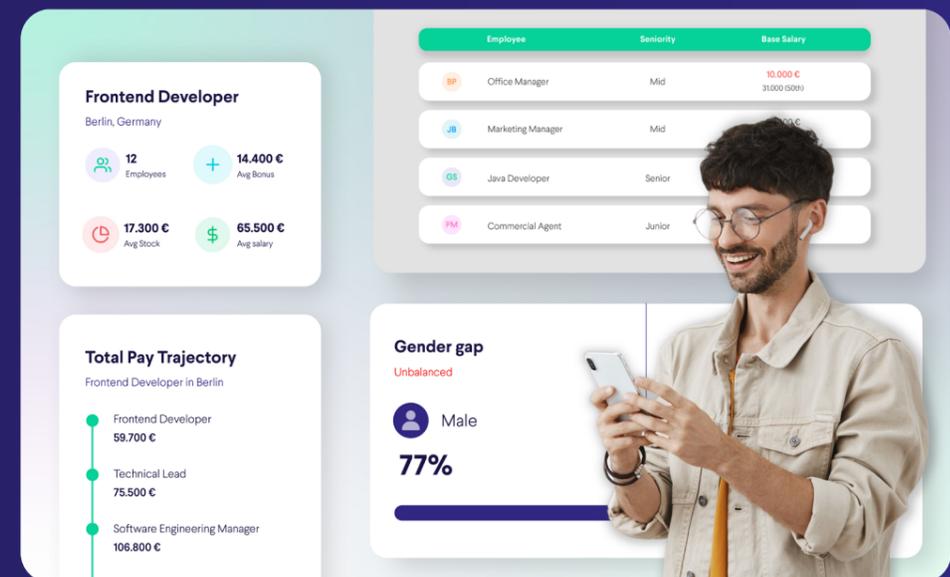
More than 650 positions are covered by our Salary Platform, which includes salary and strategic data.

 **+ 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.

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.

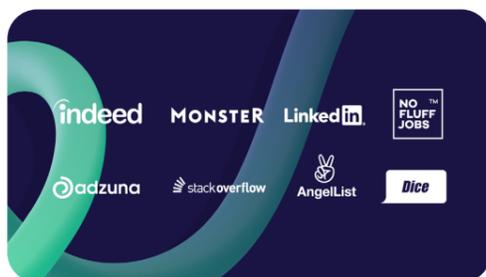
1

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.



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.



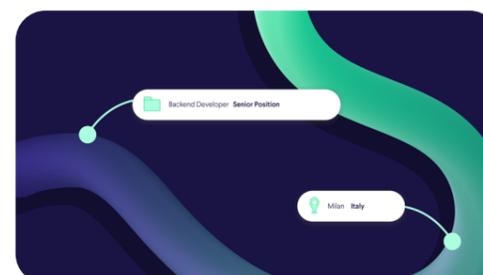
3

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.



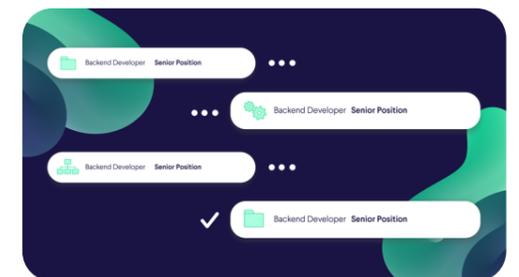
4

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 salaries³

4.5%

Salary Increase⁴

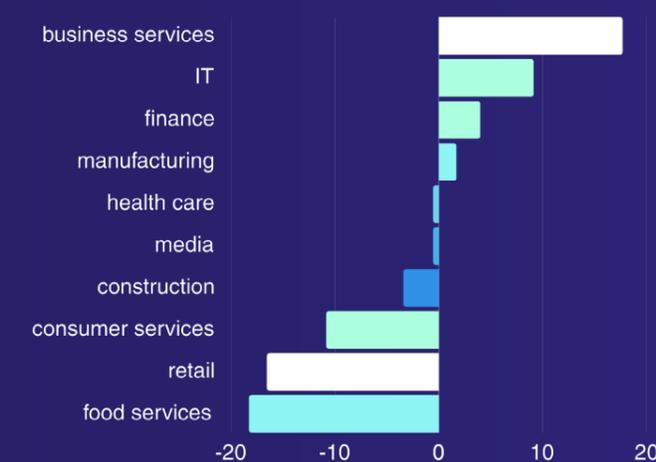
47.3%

Inflation rate⁵

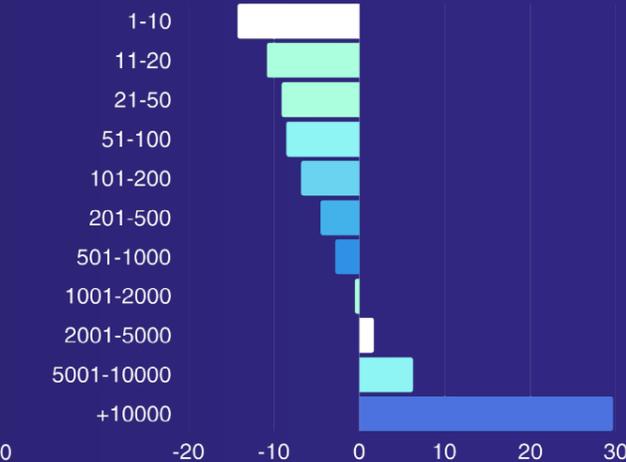
24.3

Cost of living + rent⁶

Sector distribution⁷



Company size distribution⁸



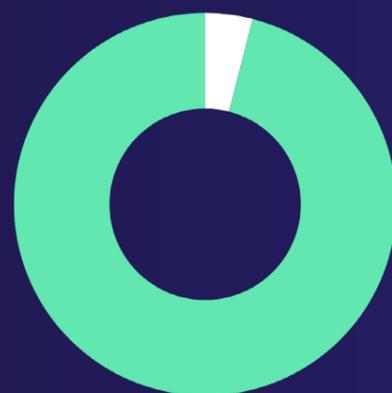
Gender occupation¹

58% men **42% women**

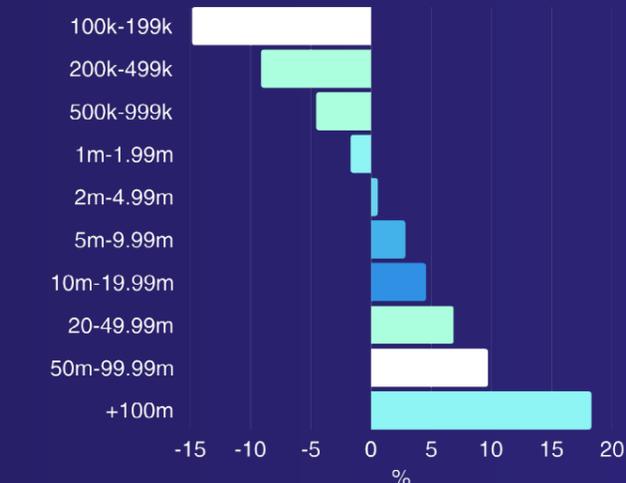


Remote work²

96% in site **4% remote**



Funding distribution⁹ (\$)



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

Argentina

Administrative Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Administrative Coordinator	13k-17kUSD	High	75.50%	🔗
Administrative Manager	28k-33kUSD	High	80.50%	🔗
Office Assistant	10k-12kUSD	Low	79.50%	🔗
Office Manager	11k-15kUSD	High	85.50%	🔗
Payroll Consultant	17k-21kUSD	High	89.00%	🔗
Payroll Manager	30k-35kUSD	High	76.50%	🔗

Customer Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Customer Service Representative	14k-16kUSD	High	77.50%	🔗
Customer Success Director	50k-55kUSD	High	88.50%	🔗
Customer Success Manager	28k-34kUSD	High	76.50%	🔗

Design, Media, And Writing

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Designer	17k-22kUSD	Low	83.50%	🔗
Product Designer	12k-16kUSD	High	90.50%	🔗

Engineering and Technical

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Architect	15k-19kUSD	High	72.50%	🔗
Engineer	16k-22kUSD	High	92.50%	🔗
Engineering Director	24k-37kUSD	Low	92.50%	🔗

Finance

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Finance Analyst	12k-17kUSD	High	92.50%	🔗
Finance Assistant	13k-14kUSD	Low	75.00%	🔗
Finance Director	33k-36kUSD	High	82.50%	🔗
Sustainability Consultant	12k-18kUSD	High	84.00%	🔗
Sustainability Director	35k-44kUSD	Low	84.00%	🔗
Sustainability Manager	30k-34kUSD	High	91.50%	🔗

Human Resources

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Human Resources Business Partner	20k-23kUSD	High	73.50%	🔗
Human Resources Generalist	13k-18kUSD	High	89.50%	🔗
Recruiter	15k-17kUSD	High	80.50%	🔗
Talent Acquisition Manager	33k-36kUSD	High	80.50%	🔗

Information Technology

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

Quality Assurance Manager	25k-31kUSD	High	78.50%	🔗
Scrum Master	14k-16kUSD	High	91.50%	🔗
Security Engineer	22k-24kUSD	High	70.50%	🔗
Software Developer	17k-24kUSD	High	90.50%	🔗
Software Engineer	20k-26kUSD	High	92.50%	🔗
Software Engineering Manager	31k-33kUSD	High	91.50%	🔗
Systems Engineer	17k-21kUSD	High	81.50%	🔗

Law, Compliance, And Public Safety

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Consultant	15k-18kUSD	High	87.50%	🔗
Lawyer	18k-22kUSD	High	78.50%	🔗

Marketing

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Brand Manager	18k-21kUSD	High	92.50%	🔗
Communications Specialist	13k-17kUSD	Low	71.50%	🔗
Community Manager	11k-13kUSD	High	71.50%	🔗
Marketing Assistant	11k-14kUSD	High	79.50%	🔗
Marketing Manager	31k-36kUSD	High	100.00%	🔗
Marketing Specialist	13k-15kUSD	High	86.50%	🔗
Search Engine Optimizer	12k-17kUSD	Low	92.50%	🔗

Operations

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Operations Coordinator	15k-16kUSD	High	91.50%	🔗
Operations Director	46k-52kUSD	High	74.50%	🔗
Operations Manager	21k-26kUSD	High	80.50%	🔗
Project Manager	14k-19kUSD	High	91.50%	🔗
Supply Chain Manager	24k-28kUSD	High	78.50%	🔗

Sales

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Account Manager	15k-20kUSD	High	92.50%	🔗
Business Development Representative	13k-16kUSD	High	85.50%	🔗
Sales Assistant	13k-15kUSD	Low	75.50%	🔗
Sales Director	30k-34kUSD	Medium	84.50%	🔗
Sales Engineer	13k-17kUSD	High	92.50%	🔗
Sales Representative	14k-19kUSD	High	84.50%	🔗

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 salaries³

4.1%

Salary Increase⁴

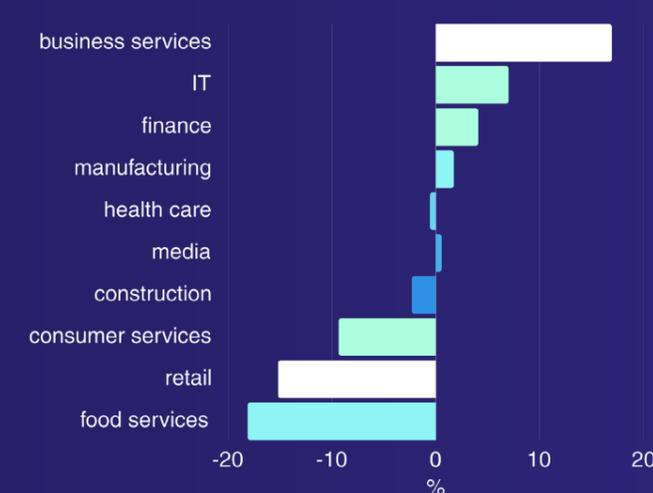
15%

Inflation rate⁵

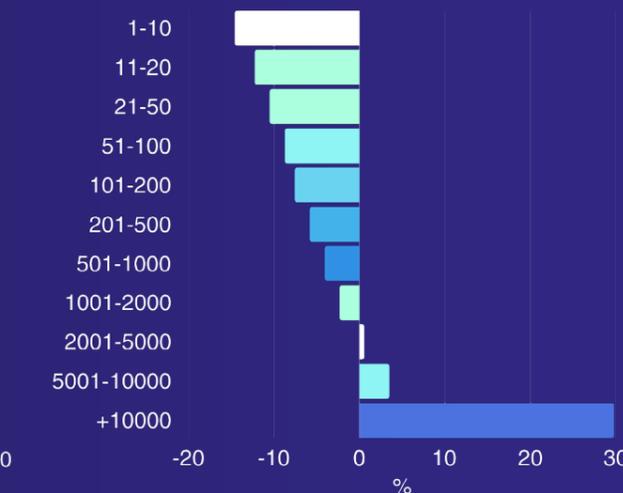
17.7

Cost of living + rent⁶

Sector distribution⁷



Company size distribution⁸



Gender occupation¹

62% men **38% women**

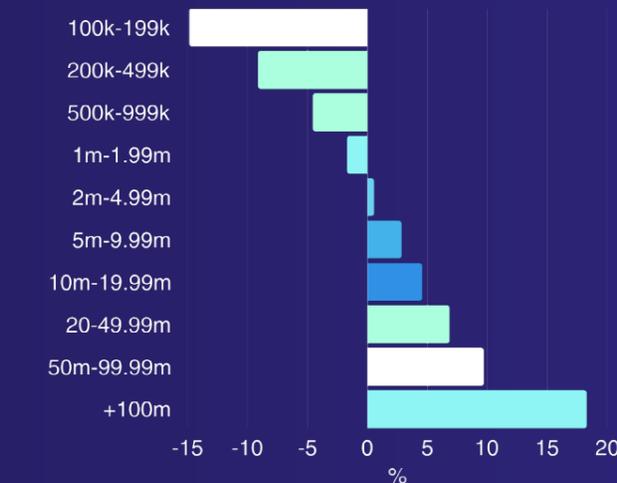


Remote work²

94% in site **6% remote**



Funding distribution⁹ (\$)



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

Bolivia

Administrative Support

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

Customer Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Customer Success Director	186k-213k BOB (27k-31kUSD)	Low	84.00%	🔗

Design, Media, And Writing

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Designer	117k-151k BOB (17k-22kUSD)	Low	80.50%	🔗
Graphic Designer	110k-124k BOB (16k-18kUSD)	High	83.50%	🔗
Product Designer	144k-186k BOB (21k-27kUSD)	High	84.50%	🔗
Translator	117k-138k BOB (17k-20kUSD)	Low	85.50%	🔗

Engineering and Technical

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

Finance

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

Human Resources

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

Information Technology

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

Law, Compliance, And Public Safety

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Consultant	96k-131k BOB (14k-19kUSD)	High	90.50%	🔗
Lawyer	179k-200k BOB (26k-29kUSD)	High	77.50%	🔗

Marketing

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

Operations

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Operations Coordinator	96k-103k BOB (14k-15kUSD)	High	92.50%	🔗
Operations Director	207k-262k BOB (30k-38kUSD)	Low	83.50%	🔗
Project Manager	103k-138k BOB (15k-20kUSD)	High	92.50%	🔗

Sales

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

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.

x1.7

Local vs. International salaries³

3.4%

Salary Increase⁴

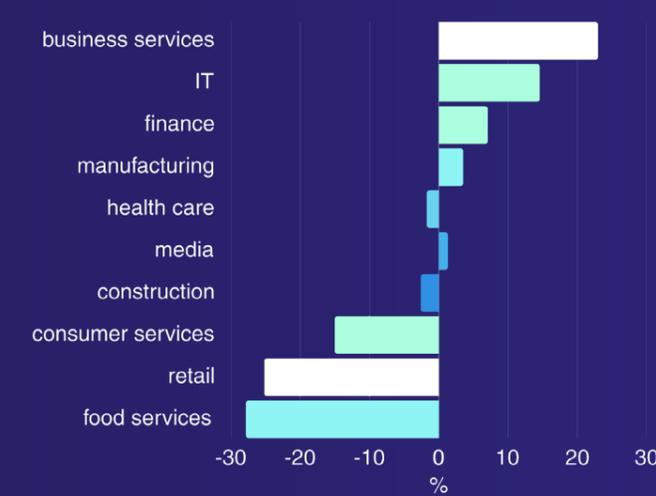
5.5%

Inflation rate⁵

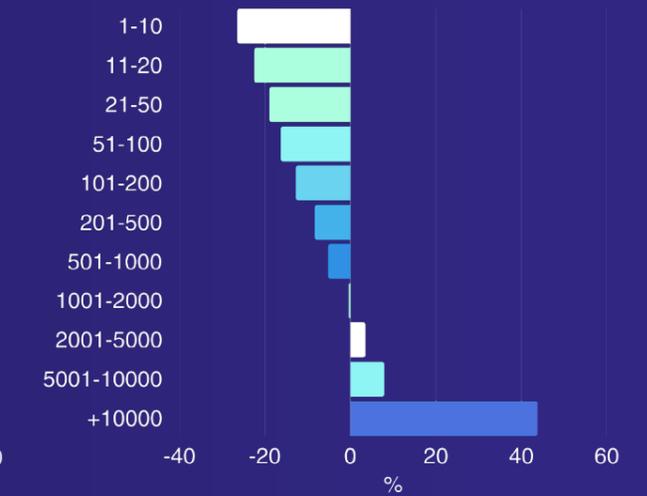
17.4

Cost of living + rent⁶

Sector distribution⁷



Company size distribution⁸



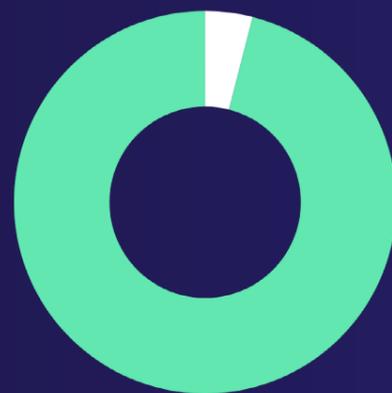
Gender occupation¹

58% men **42% women**

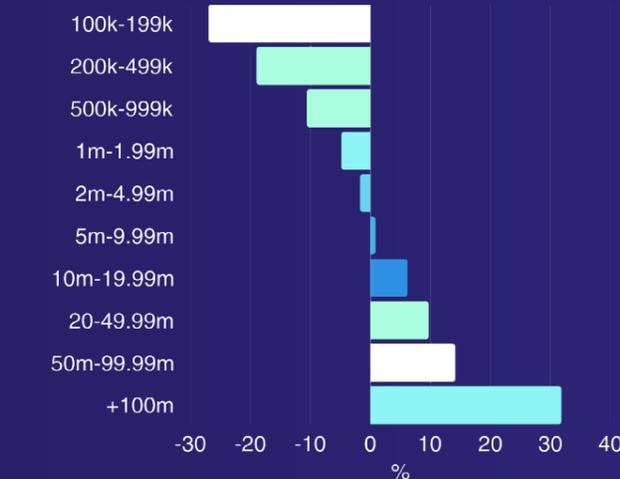


Remote work²

96% in site **4% remote**



Funding distribution⁹ (\$)



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

Brazil

Administrative Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Office Assistant	56k-73k BRL (10k-13kUSD)	Low	76.50%	🔗
Office Manager	67k-84k BRL (12k-15kUSD)	High	92.50%	🔗
Payroll Consultant	112k-141k BRL (20k-25kUSD)	Low	88.00%	🔗

Customer Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Customer Service Representative	78k-95k BRL (14k-17kUSD)	High	72.50%	🔗
Customer Success Director	242k-298k BRL (43k-53kUSD)	High	75.00%	🔗
Customer Success Manager	157k-186k BRL (28k-33kUSD)	High	84.00%	🔗

Design, Media, And Writing

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Designer	107k-141k BRL (19k-25kUSD)	Low	76.50%	🔗
Graphic Designer	107k-118k BRL (19k-21kUSD)	High	78.50%	🔗
Product Designer	90k-95k BRL (16k-17kUSD)	High	92.50%	🔗
Translator	78k-118k BRL (14k-21kUSD)	Low	90.50%	🔗

Engineering and Technical

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Civil Engineer	73k-101k BRL (13k-18kUSD)	High	89.50%	🔗
Electrical Engineer	129k-152k BRL (23k-27kUSD)	Low	85.50%	🔗
Engineer	101k-124k BRL (18k-22kUSD)	Low	92.50%	🔗
Engineering Director	276k-355k BRL (49k-63kUSD)	Low	92.50%	🔗
Mechanical Engineer	135k-163k BRL (24k-29kUSD)	Low	82.50%	🔗

Finance

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Accounting Specialist	73k-84k BRL (13k-15kUSD)	High	70.50%	🔗
Finance Analyst	73k-90k BRL (13k-16kUSD)	Medium	86.50%	🔗
Sustainability Consultant	101k-129k BRL (18k-23kUSD)	Low	84.00%	🔗
Sustainability Director	248k-259k BRL (44k-46kUSD)	Low	84.00%	🔗

Human Resources

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

Information Technology

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

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

Law, Compliance, And Public Safety

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Consultant	90k-118k BRL (16k-21kUSD)	High	92.50%	🔗

Marketing

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

Operations

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Operations Coordinator	101k-112k BRL (18k-20kUSD)	High	92.50%	🔗
Operations Director	315k-349k BRL (56k-62kUSD)	Low	82.00%	🔗
Project Manager	101k-129k BRL (18k-23kUSD)	Medium	92.50%	🔗
Supply Chain Manager	191k-203k BRL (34k-36kUSD)	High	84.00%	🔗

Sales

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Account Manager	107k-141k BRL (19k-25kUSD)	High	92.50%	🔗
Business Development Representative	107k-141k BRL (19k-25kUSD)	High	73.50%	🔗
Sales Assistant	73k-84k BRL (13k-15kUSD)	High	73.50%	🔗
Sales Director	236k-270k BRL (42k-48kUSD)	High	84.50%	🔗
Sales Engineer	84k-107k BRL (15k-19kUSD)	High	87.50%	🔗
Sales Representative	78k-107k BRL (14k-19kUSD)	Low	80.50%	🔗

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.

x1.3

Local vs. International salaries³

3.4%

Salary Increase⁴

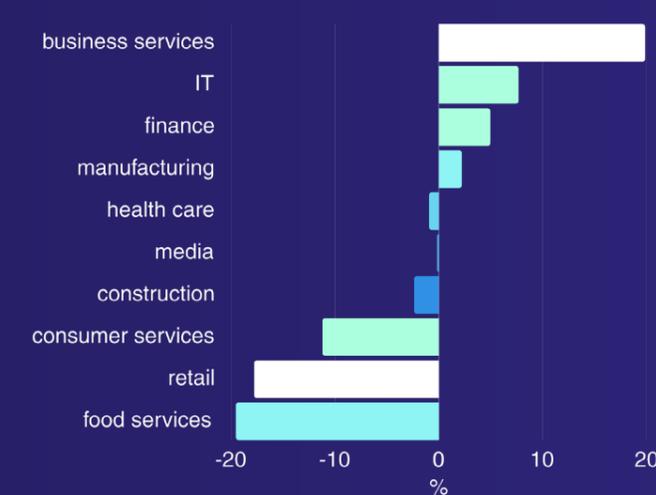
2.3%

Inflation rate⁵

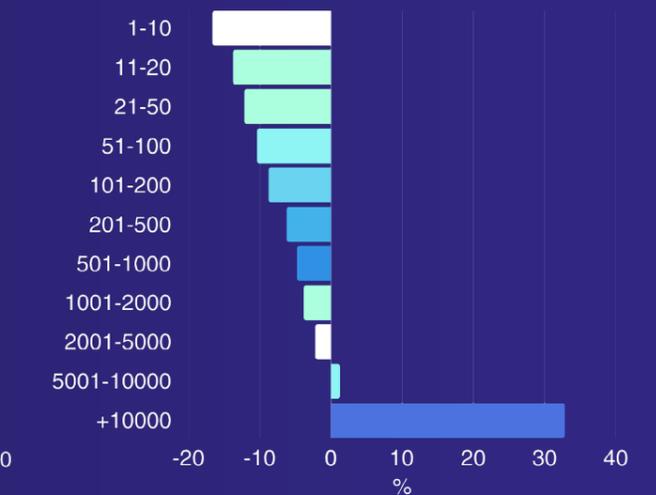
46.1

Cost of living + rent⁶

Sector distribution⁷



Company size distribution⁸



Gender occupation¹

57% men **43% women**

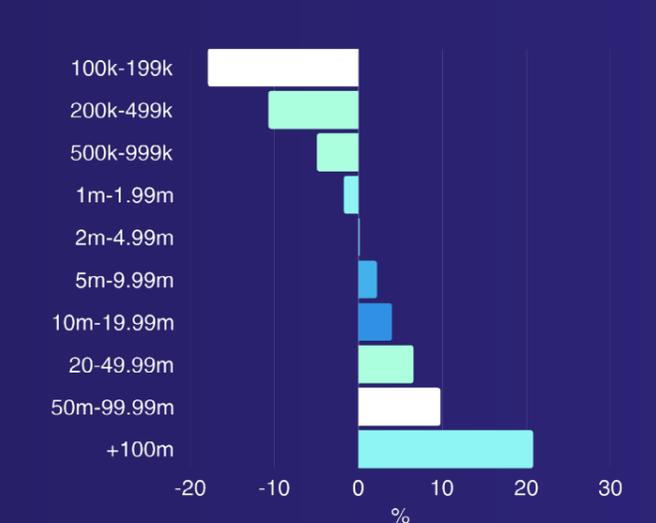


Remote work²

95% in site **5% remote**



Funding distribution⁹ (\$)



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

Canada

Administrative Support

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

Customer Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Customer Service Manager	116k -125k CAD (84k-90kUSD)	High	79.50%	🔗
Customer Service Representative	61k -72k CAD (44k-52kUSD)	High	84.50%	🔗
Customer Service Specialist	58k -68k CAD (42k-49kUSD)	Medium	71.50%	🔗
Customer Success Manager	122k -143k CAD (88k-103kUSD)	High	70.00%	🔗

Design, Media, And Writing

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

Engineering and Technical

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

Finance

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

Human Resources

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

Information Technology

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

Law, Compliance, And Public Safety

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Consultant	77k -91k CAD (56k-66kUSD)	High	92.50%	🔗
Lawyer	123k -154k CAD (89k-111kUSD)	High	76.50%	🔗
Legal Counsel	105k -129k CAD (76k-93kUSD)	High	71.50%	🔗

Marketing

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

Operations

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

Sales

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

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.

x1.2

Local vs. International salaries³

2.7%

Salary Increase⁴

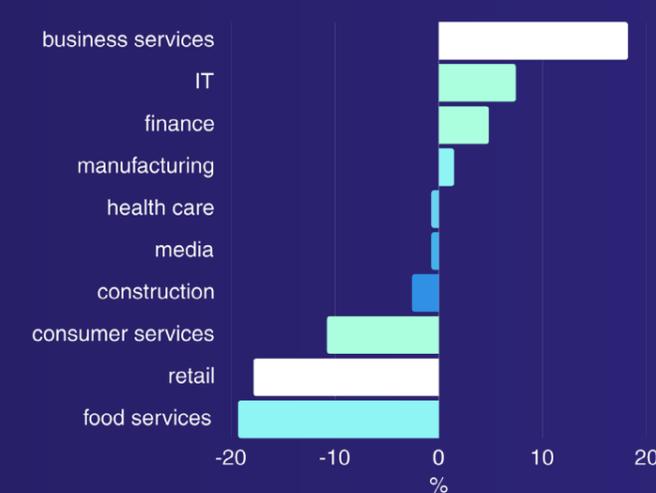
4.5%

Inflation rate⁵

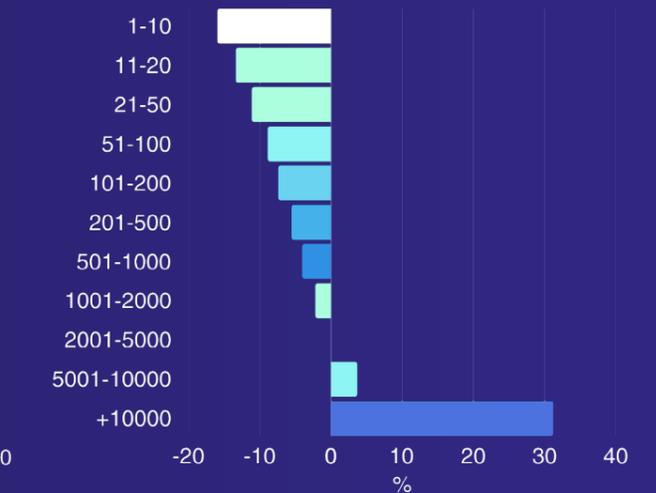
24.3

Cost of living + rent⁶

Sector distribution⁷



Company size distribution⁸



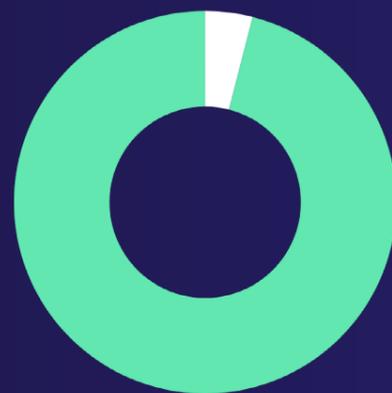
Gender occupation¹

58% men **42% women**

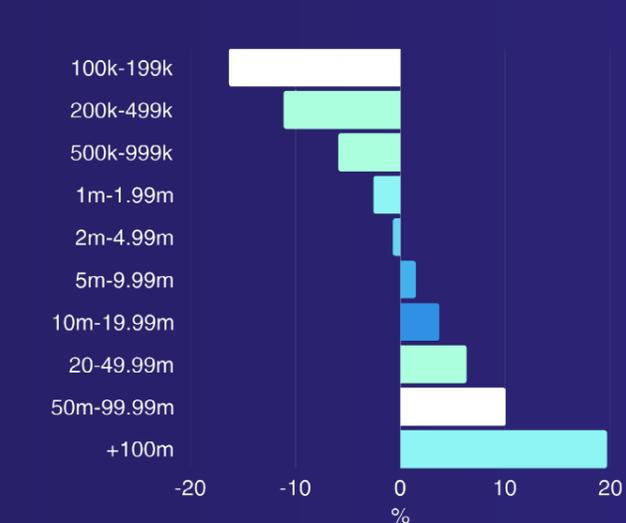


Remote work²

96% in site **4% remote**



Funding distribution⁹ (\$)



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

Chile

Administrative Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Administrative Coordinator	17M-26M CIP (19k-28kUSD)	High	79.50%	🔗
Office Assistant	12M-15M CIP (13k-16kUSD)	High	73.50%	🔗
Office Manager	15M-17M CIP (16k-19kUSD)	High	73.50%	🔗
Payroll Consultant	28M-34M CIP (30k-37kUSD)	High	86.00%	🔗

Customer Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Customer Success Manager	43M-51M CIP (46k-55kUSD)	High	71.50%	🔗

Design, Media, And Writing

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Designer	31M-38M CIP (33k-41kUSD)	High	71.50%	🔗
Product Designer	18M-26M CIP (20k-28kUSD)	High	92.50%	🔗
Translator	14M-16M CIP (15k-18kUSD)	High	85.50%	🔗

Engineering and Technical

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

Finance

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

Human Resources

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

Information Technology

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

Law, Compliance, And Public Safety

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Consultant	24M-33M CIP (26k-35kUSD)	High	80.50%	🔗
Legal Counsel	29M-35M CIP (31k-38kUSD)	High	70.50%	🔗

Marketing

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

Operations

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

Sales

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

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.

x2.9

Local vs. International salaries³

4.1%

Salary Increase⁴

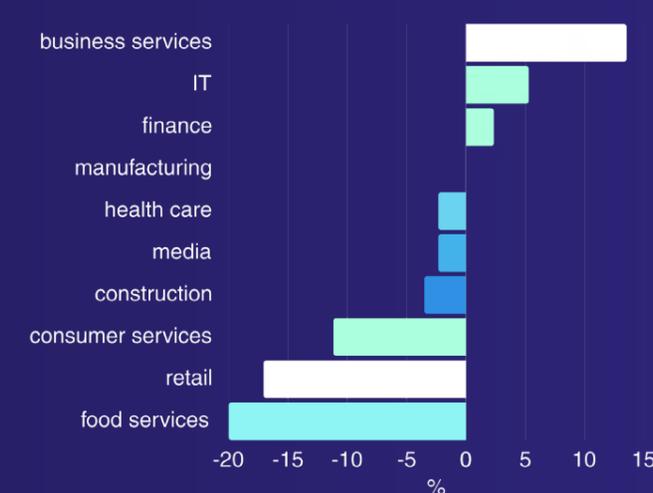
5.2%

Inflation rate⁵

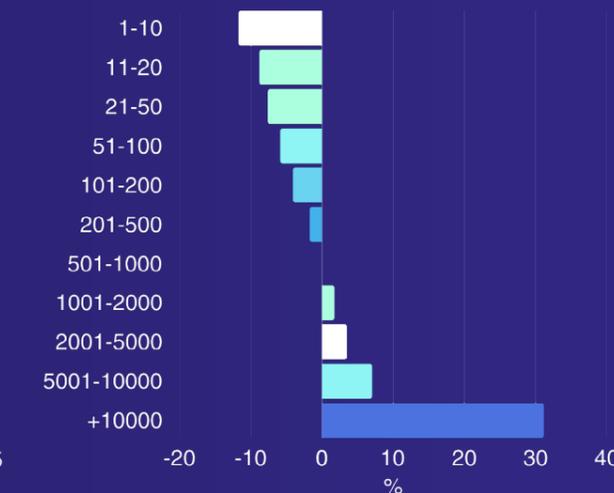
18.1

Cost of living + rent⁶

Sector distribution⁷

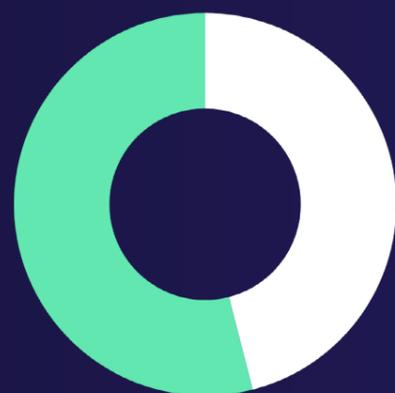


Company size distribution⁸



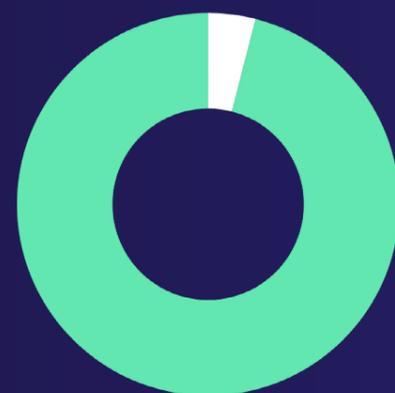
Gender occupation¹

54% men **46% women**

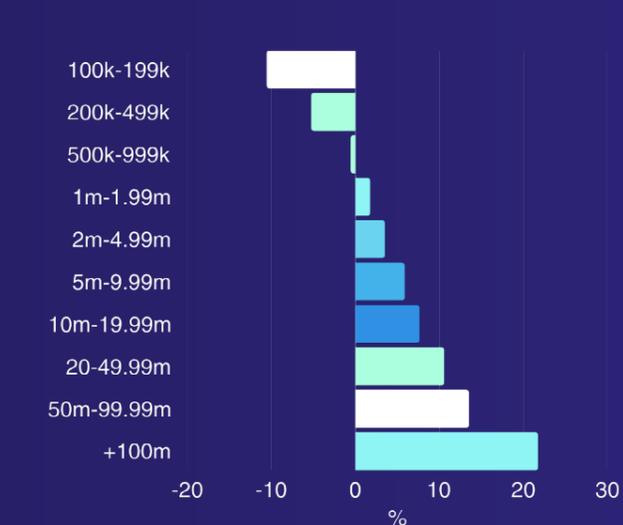


Remote work²

96% in site **4% remote**



Funding distribution⁹ (\$)



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

Colombia

Administrative Support

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

Customer Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Customer Service Representative	50M-70M COP (12k-17kUSD)	High	75.50%	🔗
Customer Success Director	121M-141M COP (29k-34kUSD)	High	91.50%	🔗
Customer Success Manager	91M-108M COP (22k-26kUSD)	High	89.50%	🔗

Design, Media, And Writing

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Designer	54M-75M COP (13k-18kUSD)	Medium	86.50%	🔗
Graphic Designer	62M-70M COP (15k-17kUSD)	High	82.50%	🔗
Product Designer	45M-62M COP (11k-15kUSD)	High	81.50%	🔗
Translator	58M-83M COP (14k-20kUSD)	High	92.50%	🔗

Engineering and Technical

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Architect	58M-70M COP (14k-17kUSD)	High	74.50%	🔗
Civil Engineer	45M-58M COP (11k-14kUSD)	High	71.50%	🔗
Electrical Engineer	83M-104M COP (20k-25kUSD)	High	85.50%	🔗
Engineer	58M-83M COP (14k-20kUSD)	High	92.50%	🔗
Engineering Director	141M-196M COP (34k-47kUSD)	High	92.50%	🔗
Mechanical Engineer	70M-108M COP (17k-26kUSD)	High	84.50%	🔗

Finance

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

Human Resources

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

Information Technology

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

Law, Compliance, And Public Safety

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Consultant	62M-79M COP (15k-19kUSD)	High	86.50%	🔗
Lawyer	70M-83M COP (17k-20kUSD)	High	77.50%	🔗
Legal Assistant	25M-33M COP (6k-8kUSD)	High	86.50%	🔗

Marketing

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

Operations

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Operations Coordinator	45M-58M COP (11k-14kUSD)	High	90.50%	🔗
Operations Director	121M-137M COP (29k-33kUSD)	High	92.50%	🔗
Operations Manager	58M-87M COP (14k-21kUSD)	High	77.50%	🔗
Project Manager	62M-79M COP (15k-19kUSD)	High	92.50%	🔗
Supply Chain Manager	91M-108M COP (22k-26kUSD)	High	70.50%	🔗

Sales

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

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 salaries³

2.8%

Salary Increase⁴

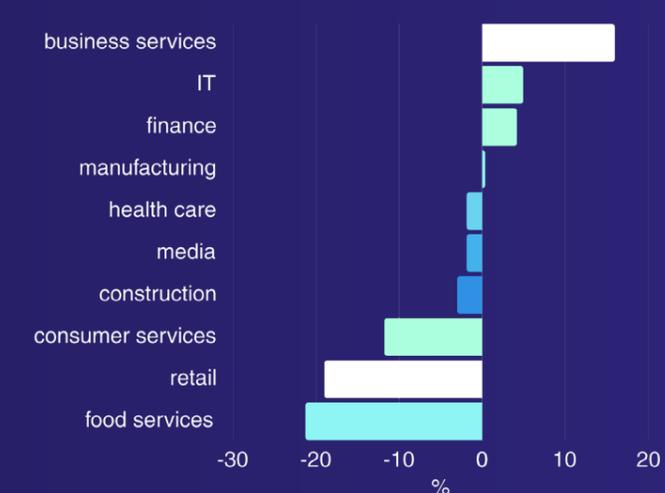
3.7%

Inflation rate⁵

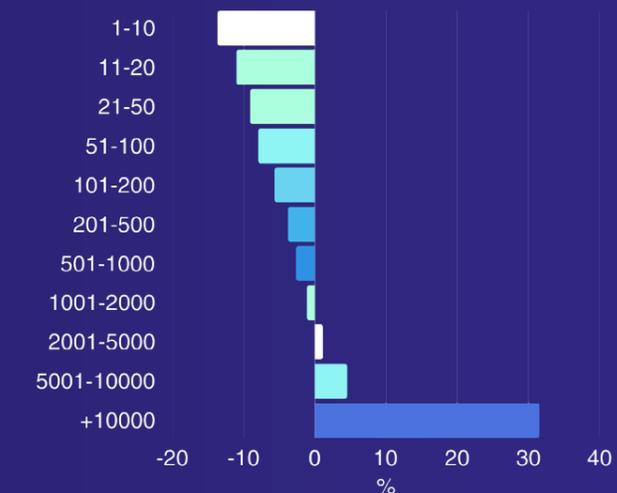
23.5

Cost of living + rent⁶

Sector distribution⁷



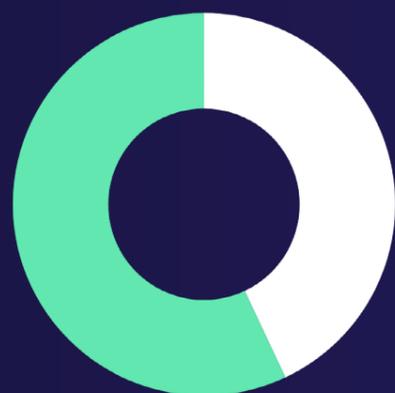
Company size distribution⁸



Gender occupation¹

57% men

43% women



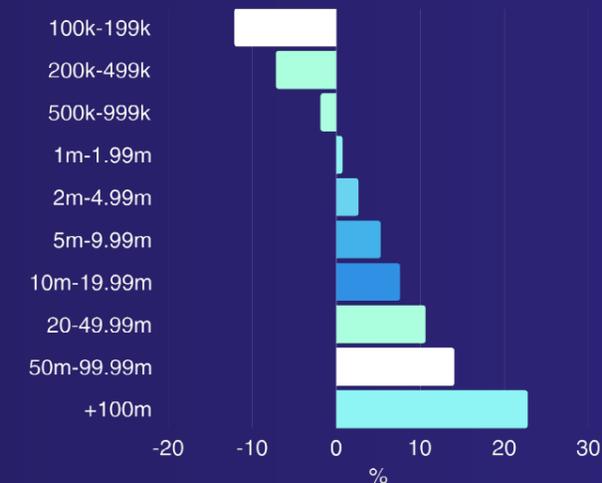
Remote work²

98% in site

2% remote



Funding distribution⁹ (\$)



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

Dominican Republic

Administrative Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Administrative Coordinator	648k-825k DOP (11k-14kUSD)	High	90.50%	🔗
Office Manager	884k-1120k DOP (15k-19kUSD)	High	77.50%	🔗
Payroll Consultant	1297k-1650k DOP (22k-28kUSD)	Low	89.00%	🔗

Customer Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Customer Service Specialist	943k-1120k DOP (16k-19kUSD)	High	72.50%	🔗
Customer Success Director	1945k-2299k DOP (33k-39kUSD)	Low	81.00%	🔗
Customer Success Manager	1297k-1474k DOP (22k-25kUSD)	High	87.50%	🔗

Design, Media, And Writing

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

Engineering and Technical

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Civil Engineer	825k-1120k DOP (14k-19kUSD)	High	71.50%	🔗
Electrical Engineer	1415k-1827k DOP (24k-31kUSD)	High	82.50%	🔗
Engineer	1120k-1650k DOP (19k-28kUSD)	High	92.50%	🔗
Engineering Director	2358k-3124k DOP (40k-53kUSD)	Low	92.50%	🔗
Mechanical Engineer	1415k-1709k DOP (24k-29kUSD)	High	80.50%	🔗

Finance

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

Human Resources

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

Information Technology

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

Law, Compliance, And Public Safety

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Consultant	1238k-1532k DOP (21k-26kUSD)	High	82.50%	🔗
Lawyer	2594k-2889k DOP (44k-49kUSD)	High	82.50%	🔗
Legal Counsel	1356k-1474k DOP (23k-25kUSD)	Low	70.50%	🔗

Marketing

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

Operations

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

Sales

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

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.

x1.9

Local vs. International salaries³

3.6%

Salary Increase⁴

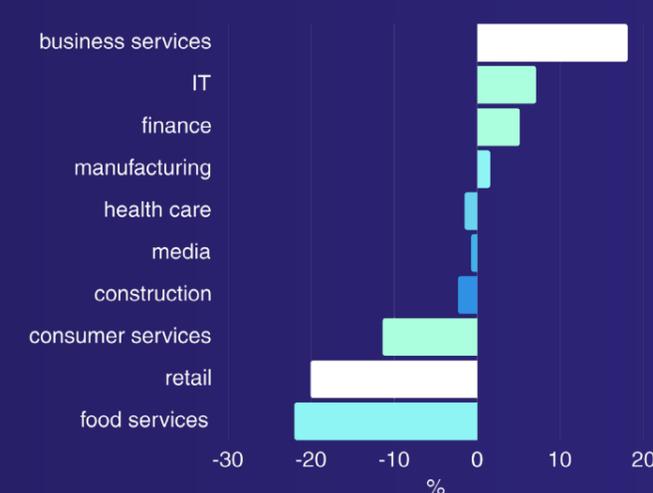
3.9%

Inflation rate⁵

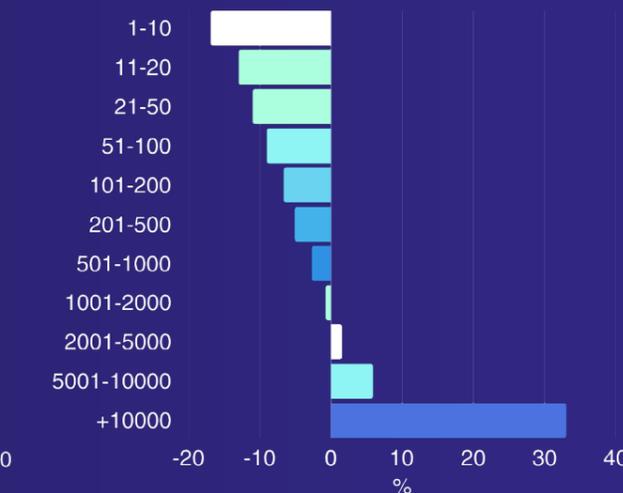
25.4

Cost of living + rent⁶

Sector distribution⁷

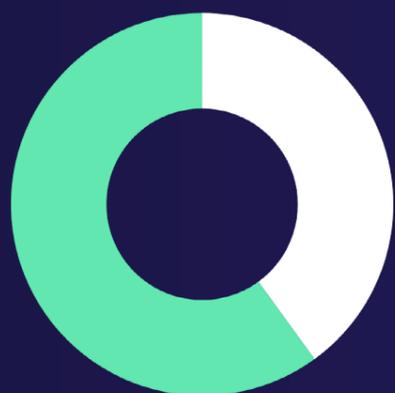


Company size distribution⁸



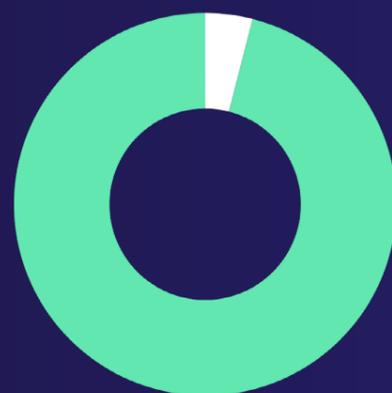
Gender occupation¹

60% men 40% women

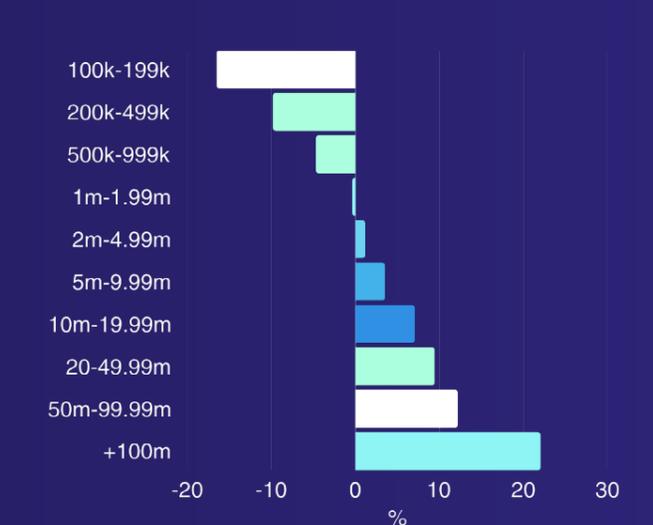


Remote work²

96% in site 4% remote



Funding distribution⁹ (\$)



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

Mexico

Administrative Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Office Assistant	212k-232MXN (11k-12kUSD)	High	74.50%	🔗
Office Manager	232k-251MXN (12k-13kUSD)	High	82.50%	🔗
Payroll Consultant	445k-561MXN (23k-29kUSD)	High	89.00%	🔗
Payroll Manager	832k-1044MXN (43k-54kUSD)	High	82.50%	🔗

Customer Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Customer Service Manager	367k-445MXN (19k-23kUSD)	High	87.50%	🔗
Customer Service Representative	348k-367MXN (18k-19kUSD)	High	88.50%	🔗
Customer Service Specialist	328k-445MXN (17k-23kUSD)	High	71.50%	🔗
Customer Success Director	1315k-1509MXN (68k-78kUSD)	High	91.50%	🔗
Customer Success Manager	541k-715MXN (28k-37kUSD)	High	70.00%	🔗

Design, Media, And Writing

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Designer	328k-406MXN (17k-21kUSD)	Low	85.50%	🔗
Graphic Designer	309k-328MXN (16k-17kUSD)	High	88.00%	🔗
Product Designer	367k-425MXN (19k-22kUSD)	High	91.50%	🔗
Translator	348k-464MXN (18k-24kUSD)	Low	91.50%	🔗

Engineering and Technical

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

Finance

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

Human Resources

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

Information Technology

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

Law, Compliance, And Public Safety

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Consultant	425k-580MXN (22k-30kUSD)	High	90.50%	🔗
Lawyer	619k-657MXN (32k-34kUSD)	High	91.50%	🔗
Legal Assistant	290k-328MXN (15k-17kUSD)	High	83.00%	🔗

Marketing

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

Operations

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Operations Coordinator	328k-425MXN (17k-22kUSD)	High	81.00%	🔗
Operations Director	928k-1064MXN (48k-55kUSD)	Medium	92.50%	🔗
Operations Manager	735k-986MXN (38k-51kUSD)	High	77.00%	🔗
Project Manager	406k-541MXN (21k-28kUSD)	High	86.50%	🔗
Supply Chain Manager	754k-851MXN (39k-44kUSD)	High	81.00%	🔗

Sales

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

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.

x1.3

Local vs. International salaries³

4.5%

Salary Increase⁴

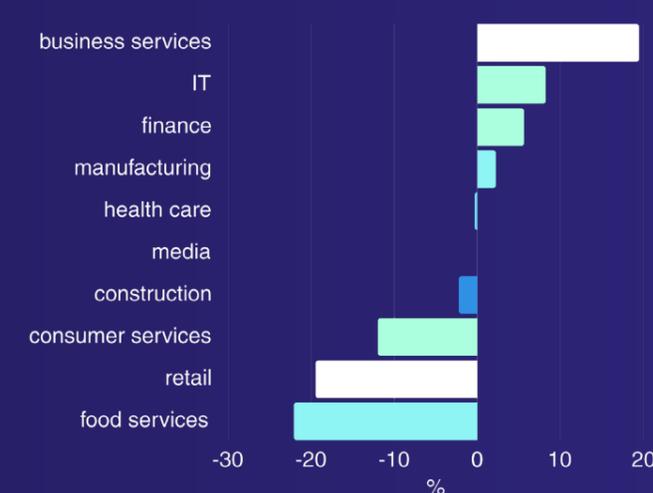
1.7%

Inflation rate⁵

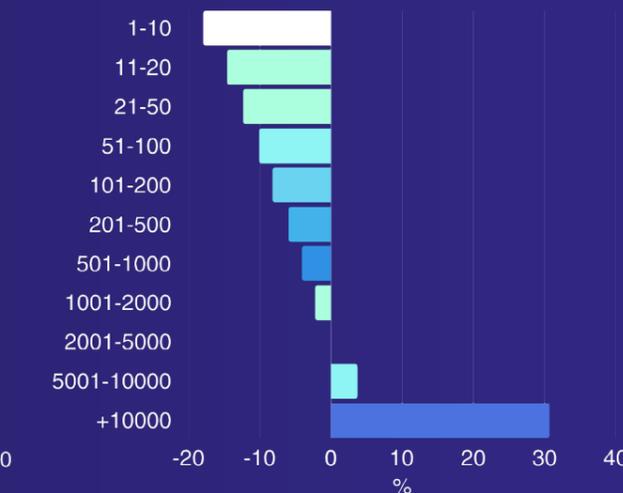
20.5

Cost of living + rent⁶

Sector distribution⁷



Company size distribution⁸



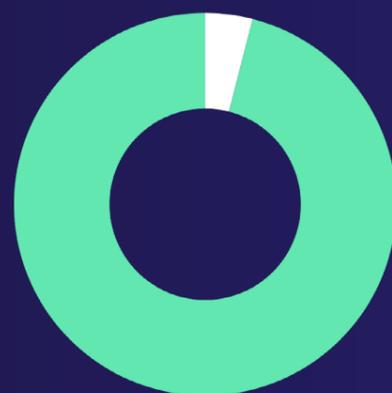
Gender occupation¹

59% men **41% women**

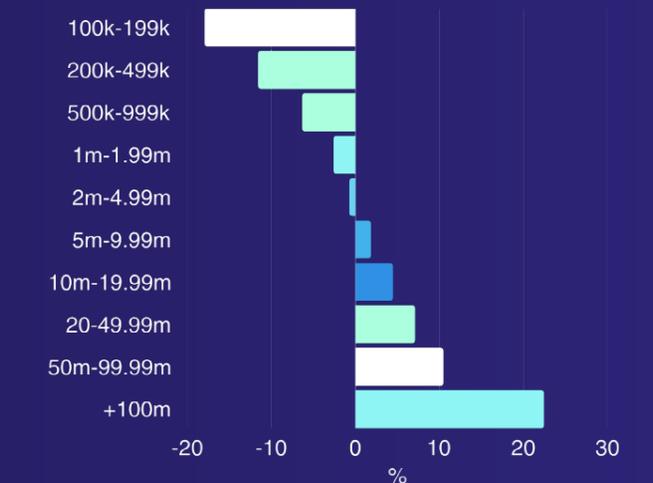


Remote work²

96% in site **4% remote**



Funding distribution⁹ (\$)



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

Peru

Administrative Support

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

Customer Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Customer Service Representative	106k-121k PEN (29k-33kUSD)	High	80.50%	🔗
Customer Success Director	209k-245k PEN (57k-67kUSD)	High	84.00%	🔗
Customer Success Manager	179k-209k PEN (49k-57kUSD)	High	78.50%	🔗

Design, Media, And Writing

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Designer	88k-106k PEN (24k-29kUSD)	High	92.50%	🔗
Graphic Designer	51k-58k PEN (14k-16kUSD)	High	79.50%	🔗
Product Designer	84k-132k PEN (23k-36kUSD)	High	88.50%	🔗
Translator	95k-128k PEN (26k-35kUSD)	High	90.50%	🔗

Engineering and Technical

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Architect	84k-110k PEN (23k-30kUSD)	High	70.50%	🔗
Electrical Engineer	88k-128k PEN (24k-35kUSD)	High	81.50%	🔗
Engineer	88k-117k PEN (24k-32kUSD)	High	92.50%	🔗
Engineering Director	223k-264k PEN (61k-72kUSD)	Low	92.50%	🔗
Mechanical Engineer	117k-146k PEN (32k-40kUSD)	High	84.50%	🔗

Finance

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

Human Resources

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

Information Technology

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

Law, Compliance, And Public Safety

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Consultant	84k-124k PEN (23k-34kUSD)	High	82.50%	🔗
Lawyer	124k-139k PEN (34k-38kUSD)	High	82.50%	🔗
Legal Assistant	47k-58k PEN (13k-16kUSD)	High	70.50%	🔗

Marketing

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

Operations

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Operations Coordinator	58k-73k PEN (16k-20kUSD)	High	86.50%	🔗
Operations Director	183k-209k PEN (50k-57kUSD)	High	92.50%	🔗
Project Manager	88k-102k PEN (24k-28kUSD)	High	86.50%	🔗
Supply Chain Manager	143k-157k PEN (39k-43kUSD)	High	78.00%	🔗

Sales

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

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 salaries³

3.4%

Salary Increase⁴

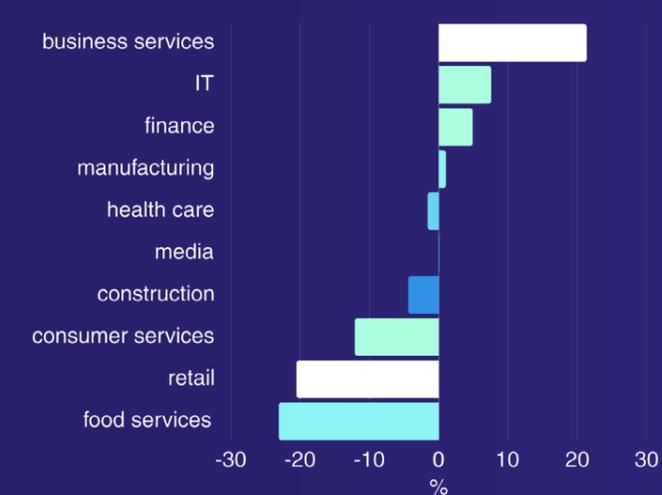
2.3%

Inflation rate⁵

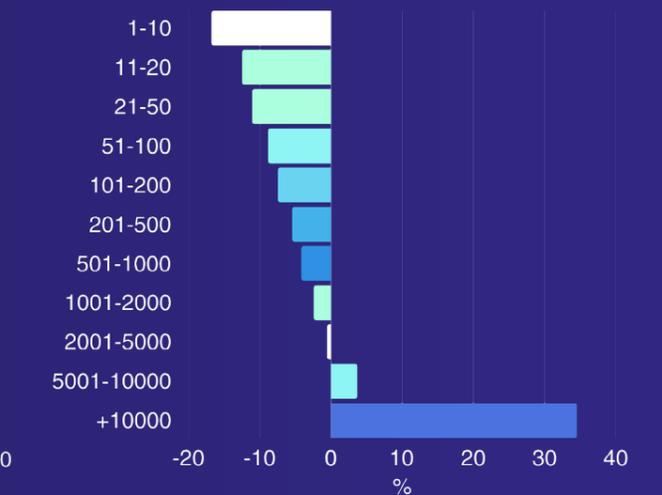
54.3

Cost of living + rent⁶

Sector distribution⁷



Company size distribution⁸



Gender occupation¹

57% men **43% women**

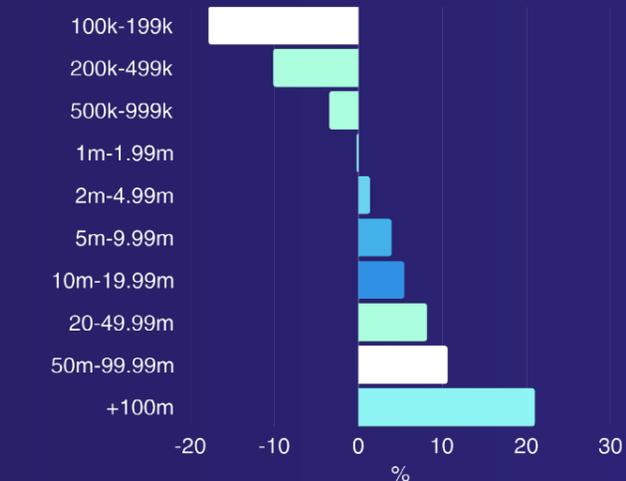


Remote work²

94% in site **6% remote**



Funding distribution⁹ (\$)



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

United States

Administrative Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Administrative Coordinator	56k-71kUSD	Medium	93.00%	🔗
Administrative Manager	82k-102kUSD	Low	77.00%	🔗
Office Assistant	44k-51kUSD	Low	98.00%	🔗
Office Manager	68k-73kUSD	High	71.00%	🔗
Payroll Consultant	75k-87kUSD	High	96.50%	🔗
Payroll Manager	99k-114kUSD	Low	100.00%	🔗

Customer Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Customer Service Manager	62k-67kUSD	High	74.50%	🔗
Customer Service Representative	52k-60kUSD	Low	84.00%	🔗
Customer Service Specialist	42k-49kUSD	Low	100.00%	🔗
Customer Success Manager	99k-108kUSD	High	91.50%	🔗
Customer Success Director	100k-123kUSD	High	100.00%	🔗

Design, Media, And Writing

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Copy Writer	65k-82kUSD	Medium	77.00%	🔗
Designer	72k-93kUSD	Low	100.00%	🔗
Graphic Designer	89k-105kUSD	High	94.00%	🔗
Product Designer	72k-93kUSD	High	75.00%	🔗
Translator	83k-107kUSD	Low	93.00%	🔗
User Experience Designer	96k-112kUSD	Medium	75.00%	🔗

Engineering and Technical

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Architect	102k-128kUSD	Low	76.00%	🔗
Civil Engineer	91k-107kUSD	Medium	91.00%	🔗
Electrical Engineer	108k-133kUSD	High	84.00%	🔗
Engineer	78k-99kUSD	Low	100.00%	🔗
Engineering Director	161k-178kUSD	Low	100.00%	🔗
Mechanical Engineer	71k-91kUSD	Medium	90.00%	🔗

Finance

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

Human Resources

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

Information Technology

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

Law, Compliance, And Public Safety

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Consultant	70k-82kUSD	Low	99.00%	🔗
Lawyer	113k-137kUSD	Low	86.00%	🔗
Legal Assistant	61k-81kUSD	Low	91.00%	🔗
Legal Counsel	89k-107kUSD	Low	73.00%	🔗

Marketing

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

Operations

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Logistician	78k-98kUSD	High	93.00%	🔗
Operations Coordinator	41k-50kUSD	High	73.00%	🔗
Operations Director	148k-169kUSD	Low	98.00%	🔗
Operations Manager	108k-129kUSD	Low	81.00%	🔗
Project Manager	77k-93kUSD	Low	95.00%	🔗
Supply Chain Manager	132k-145kUSD	Low	100.00%	🔗

Sales

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Account Manager	81k-96kUSD	Low	100.00%	🔗
Business Development Manager	140k-161kUSD	Low	74.00%	🔗
Business Development Representative	62k-78kUSD	High	100.00%	🔗
Sales Assistant	39k-49kUSD	Low	94.00%	🔗
Sales Director	147k-164kUSD	Low	79.00%	🔗
Sales Engineer	74k-97kUSD	High	100.00%	🔗
Sales Manager	109k-125kUSD	Low	85.00%	🔗
Sales Representative	67k-80kUSD	Low	100.00%	🔗

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 salaries³

2.1%

Salary Increase⁴

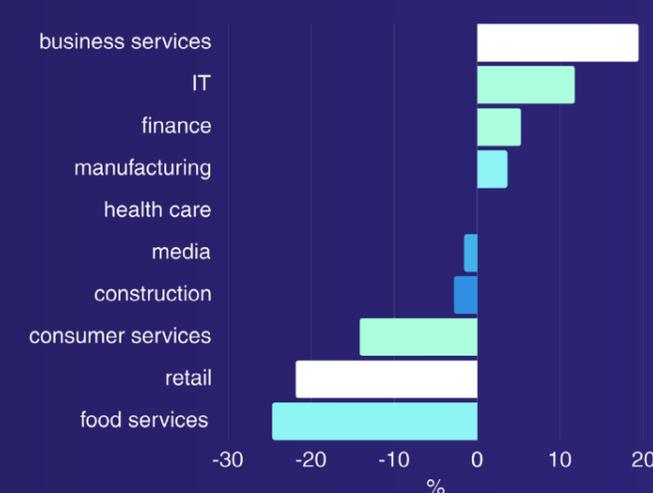
5.4%

Inflation rate⁵

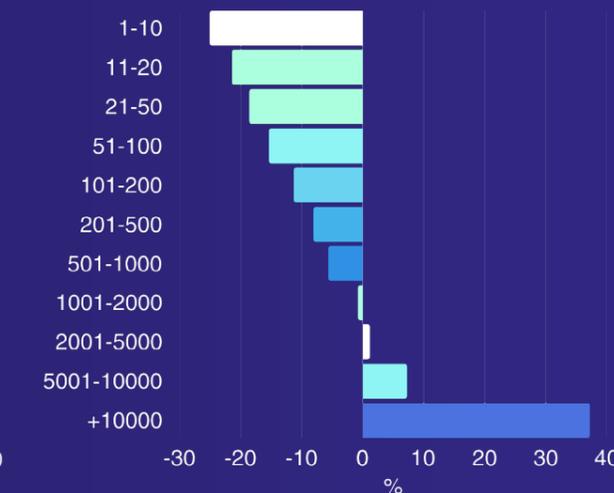
31.3

Cost of living + rent⁶

Sector distribution⁷



Company size distribution⁸



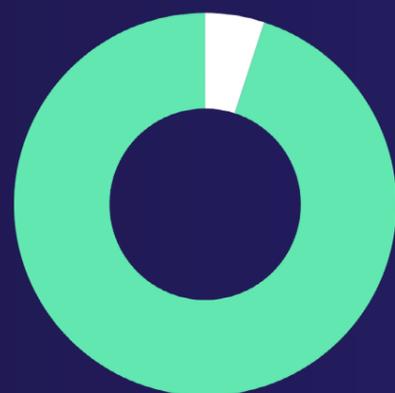
Gender occupation¹

57% men **43% women**

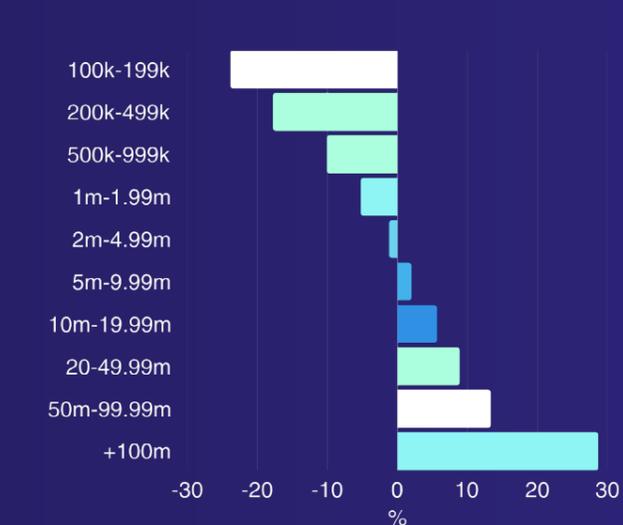


Remote work²

95% in site **5% remote**



Funding distribution⁹ (\$)



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

Uruguay

Administrative Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Office Assistant	540k-747k UYU (13k-18kUSD)	Low	85.50%	🔗
Payroll Consultant	872k-1080k UYU (21k-26kUSD)	Low	89.00%	🔗
Payroll Manager	1537k-1786k UYU (37k-43kUSD)	High	79.50%	🔗

Customer Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Customer Success Manager	1288k-1495k UYU (31k-36kUSD)	High	92.50%	🔗

Design, Media, And Writing

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Designer	914k-1080k UYU (22k-26kUSD)	High	92.50%	🔗
Product Designer	664k-914k UYU (16k-22kUSD)	High	84.50%	🔗
Translator	872k-1038k UYU (21k-25kUSD)	Low	92.50%	🔗

Engineering and Technical

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

Finance

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

Human Resources

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

Information Technology

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

Law, Compliance, And Public Safety

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Consultant	789k-955k UYU (19k-23kUSD)	High	86.50%	🔗
Lawyer	1038k-1163k UYU (25k-28kUSD)	High	71.50%	🔗

Marketing

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

Operations

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

Sales

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

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.

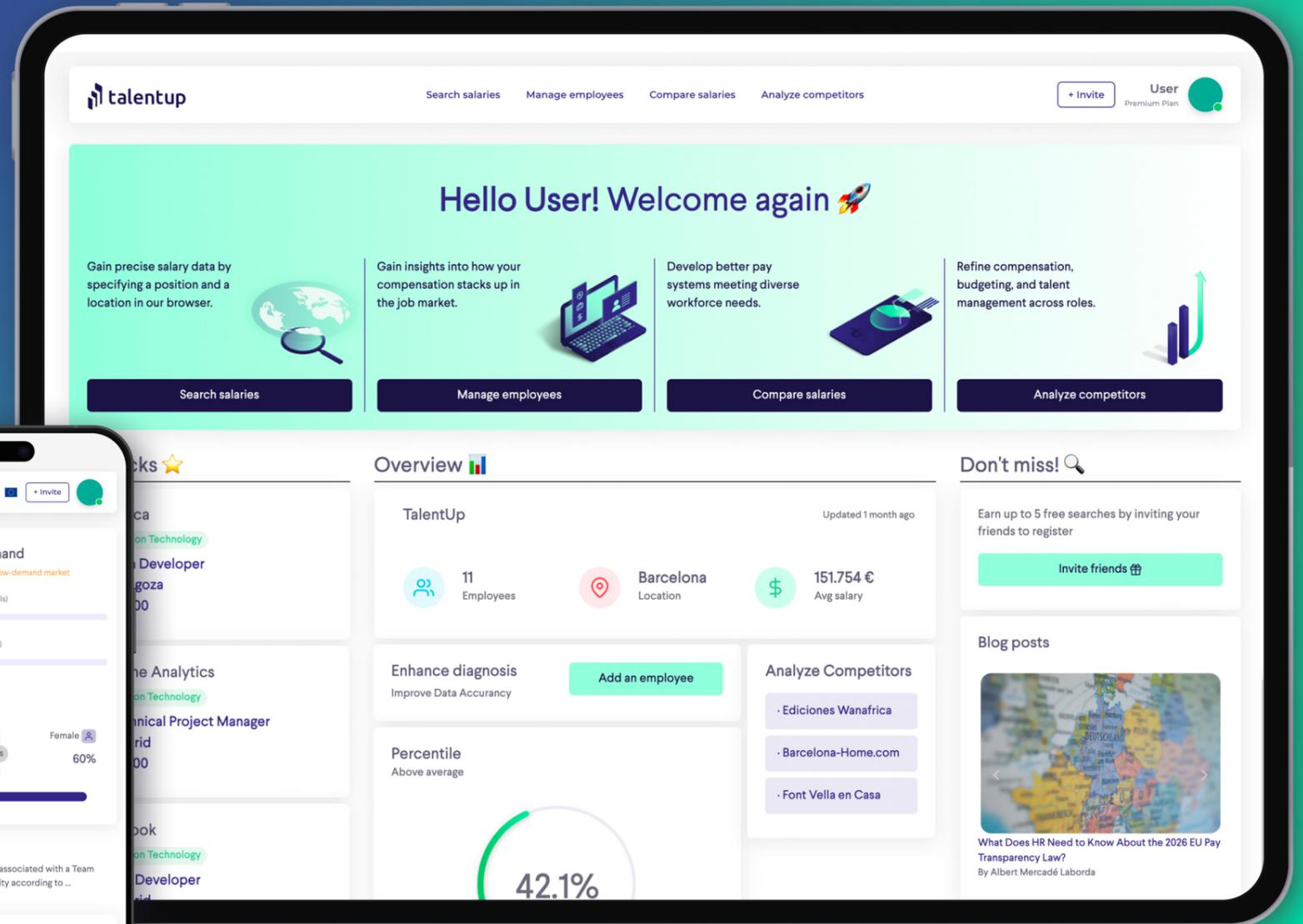
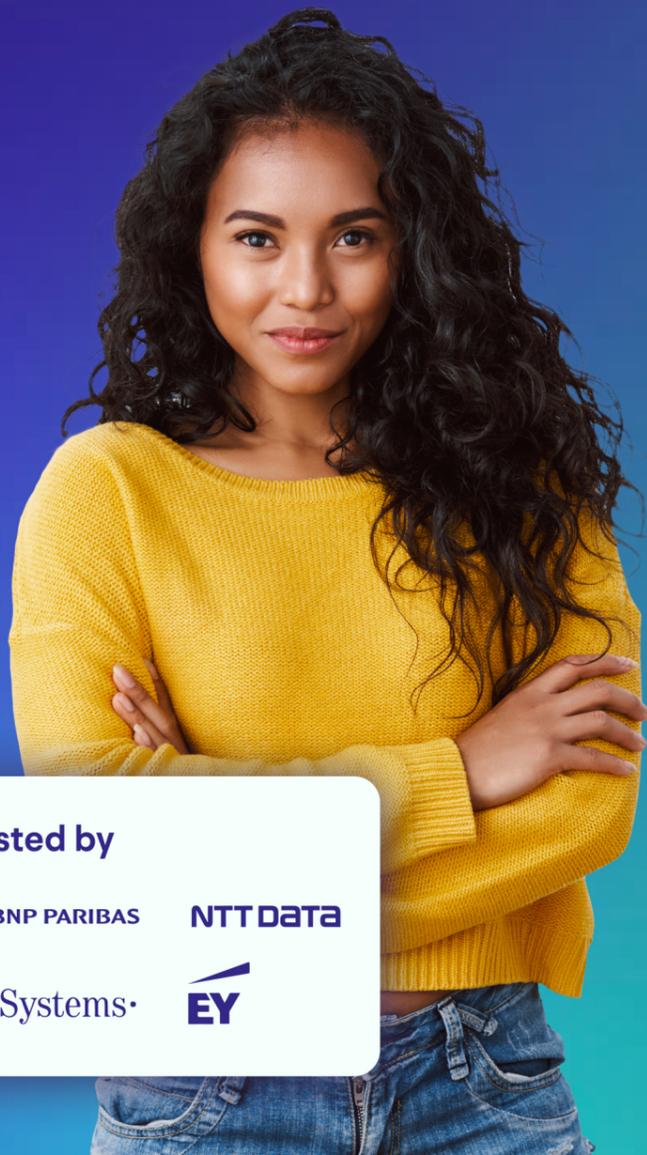
13. Confidence ratio: To calculate the confidence ratio, we begin by examining the number of salaries we have utilized. Next, we compare this figure to the salaries available in our database as well as those of our competitors. Additionally, we consider salaries from positions similar to the one in question. 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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