6 Reasons
to hire
Latam devs

From startups to small and medium businesses, most tech companies want to hire great developers at affordable prices. However, with the shortage of talent, hiring the best talent in the US has become nearly impossible. **So American companies now have a better alternative – Latin America.**

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Here are **6 reasons** for you to hire Latam Devs!

① Excellent Tech Ecosystem

- ✓ Significant progress in **developing some of the most advanced IT,** electrical and communications infrastructure in the world.

- ✓ Strong undergraduate and graduate **technology programs.**

- ✓ Engine for **new global startups.**

- ✓ Trusted region for quality **software development partnerships.**

Latin American countries have made significant progress in developing some of the most advanced IT, electrical and communications infrastructure in the world. And that's why it has become an engine for new global startups and a trusted region for quality software development partnerships, **with a large number of tech companies, unicorns and established startups.**

In addition, **the region has strong undergraduate and graduate technology programs.** Courses such as computer science and engineering are currently the trending areas of interest. **Latin America is an open field for innovation and technology.**

(2) Growing Talent Tech Pool

- ✓ Region with the **second highest growth in developers globally.**

- ✓ **High job satisfaction,** which leads to better retention rates.

- ✓ Top users reputation is **higher in some Latin American countries than in India and China** according to Stack Overflow.

Latin America is the region with the second highest growth in developers globally. In addition to qualified and experienced talent in the most diverse programming languages, software developers in Latin America are also known for their high job satisfaction, which leads to better retention rates when working with technology companies.

According to Stack Overflow, top users' reputation is higher in some Latin American countries **than in India and China.**

3 Culture Alignment

- Early and strong exposure to the **American way of life.**

- Latin American companies have a **proven track record of working with US companies.**

- **Will not face as many cultural conflicts in Latin America** compared to other regions of the world

Exposure to the American way of life through movies, television and entertainment from an early age makes **Latin American talent highly competent with the US regarding cultural alignment.**

In addition, many Latin American companies have a proven track record of working with North American companies. **As a result, Latam's talent is well acquainted with the work culture of American companies,** which will not face as many cultural conflicts in Latin America compared to other regions of the world.
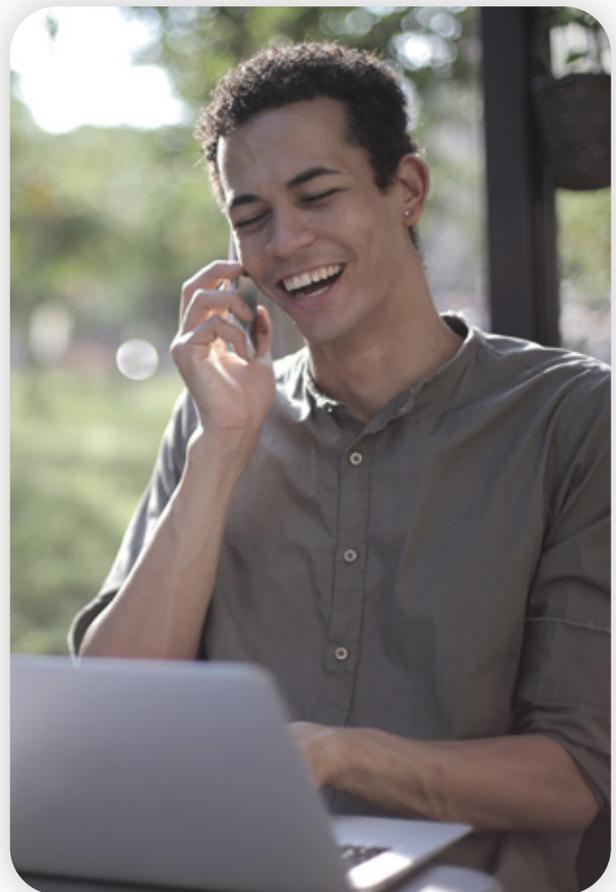
4 English Proficiency

- ✓ **English language** is included in the school curriculum from the primary stages.

- ✓ Latin American countries are **global leaders in English proficiency.**

- ✓ **Smooth communication** without having to face barriers or misunderstanding.

Early cultural exposure also significantly impacts the development of English as a second language. In most regions of Latin America, the English language is included in the school curriculum from the primary stages. This has greatly helped to place many Latin American countries as global leaders in English proficiency.

Because of this, **Latam devs are highly proficient in English** and US companies can enjoy smooth communication without having to face barriers or misunderstanding.
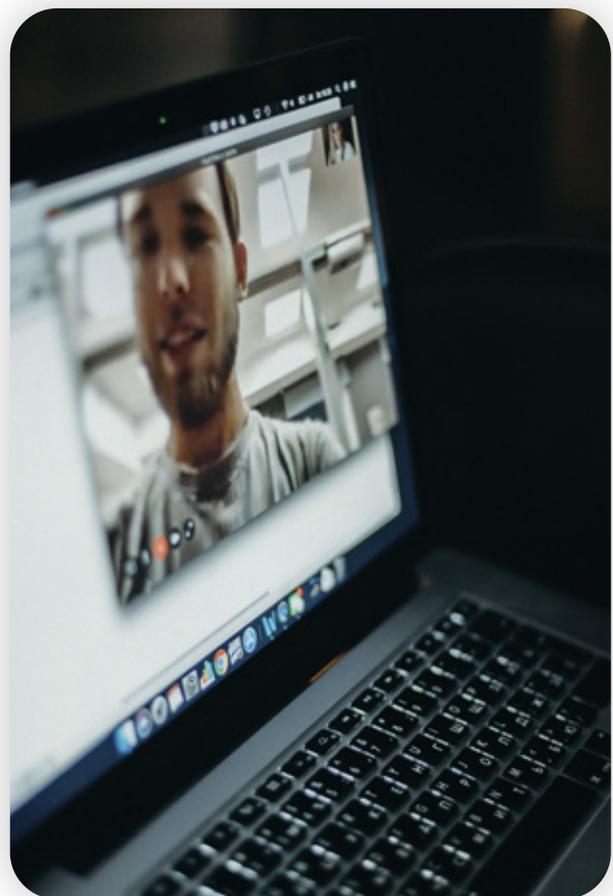
5 Overlapped Time-Zone & Real-Time Communications

✓ Fully overlapping workday with **US time zones.**

✓ **Geographic proximity** is also useful.

Large time zone differences between teams working together **can lead to ineffective collaboration and lower levels of productivity.** That's why the proximity between the US and Latin America allows your teams to easily collaborate with your Latam Devs without much hassle.

Latin American countries have a fully overlapping workday with US time zones, which makes project management easier, and geographic proximity is also useful for site visits if needed, as flight time is often not very complicated.


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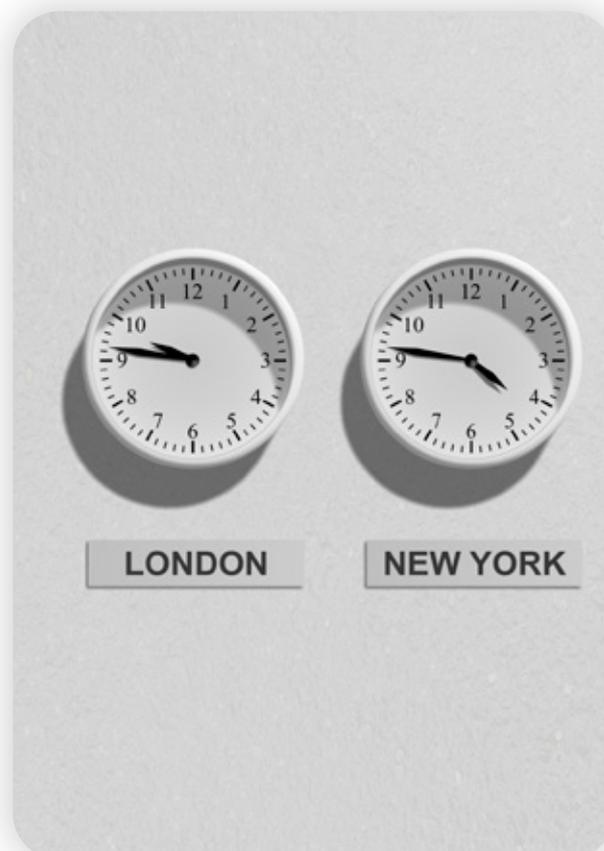
6 Budget-friendly Costs

- ✓ **Latam Devs costs can be up to 50% lower** than for US developers.

- ✓ Companies can make the **most of their development budgets.**

- ✓ **Up to 75% lower cost of living** and devalued local currency

While the exact cost savings depend on factors such as programming language and seniority, **costs for developers in Latin America can be up to 50% lower than for US** developers.This affordable price level means companies can make the most of their development budgets.

The lower cost of living, the appreciation of the dollar and the disparity between local wages are some of the reasons. To be crystal clear: **Latin American devs' rates aren't lower because the quality of their work is lower; it's because their cost of living can be up to 75% cheaper** than that of big cities in the U.S.
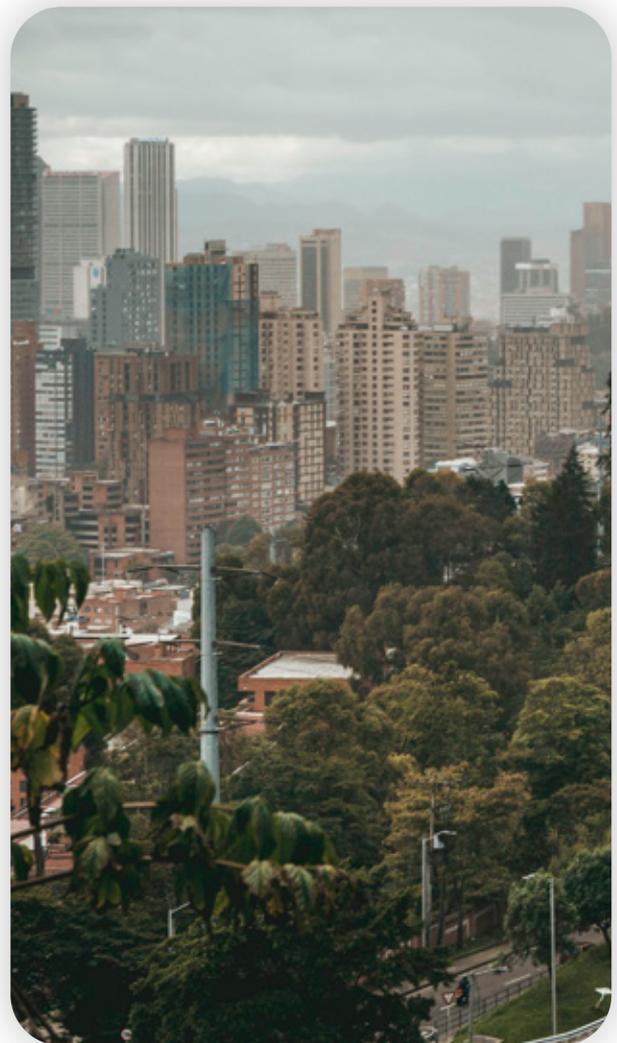
Optimizing Developer Hiring in LATAM: The Power of Independent Contractors and EOR

In today's competitive global landscape, hiring developers from LATAM offers a strategic advantage to businesses seeking top talent and cost-effective solutions. Whether you're a startup or an established enterprise, the flexibility of engaging developers as Independent Contractors (IC) or through an Employer of Record (EOR) can significantly impact your success. In this section, **we'll explore the benefits and considerations of both approaches,** with insights from Ontop, a leader in international payroll solutions.

Engaging Developers in LATAM: A Versatile Approach

When hiring developers in LATAM, two primary avenues emerge – Independent Contractors (IC) and Employer of Record (EOR) services. Both approaches offer distinct advantages, empowering businesses to tap into regional expertise while navigating legal and compliance complexities with ease. Ontop, with its expertise in international payroll, brings you insights into harnessing the potential of both IC and EOR solutions.

Independent Contractors (IC): Flexibility and Expertise

⊘ **The Freedom to Choose:** Hiring developers as Independent Contractors allows you to access specialized skills and knowledge without the long-term commitment of a traditional employment relationship.

⊘ **Cost-Effective Agility:** IC arrangements offer cost savings through reduced overheads, as you don't have to manage employee benefits, office space, or equipment.

⊘ **Navigating Compliance:** While IC engagements offer flexibility, it's crucial to ensure proper classification and compliance with local regulations. Ontop provides guidance on avoiding misclassification risks and maintaining legal compliance.

Employer of Record (EOR): Streamlined Global Engagement

- ✓ **Comprehensive Solutions:** Engaging developers through an EOR like Ontop streamlines the hiring process, offering end-to-end support from onboarding to payroll and benefits administration.

- ✓ **Mitigating Risks:** An EOR assumes legal responsibility as the official employer, mitigating legal and compliance risks associated with foreign employment.

- ✓ **Seamless Expansion:** EOR services enable you to scale your operations across LATAM without establishing a local legal entity, saving time and resources.

Here is a clear representation of the differences between hiring an Independent Contractor and a Full-time Employee.

Category	Independent Contractors (OntopSigns - YouSign)	Full-Time Employee (EOR)
Work Schedule	**Set their own hours** and have greater flexibility to work when and how they want.	**Follow a schedule set by the employer** and have less control over their work schedule.
Taxes	Responsible for **paying their own taxes** and providing their own tax forms to the Company.	Company **withholds taxes from the worker's paycheck** and provides necessary tax forms.
Benefits	No benefits provided, **but have the ability to negotiate a higher pay rate** or non-legal benefits to compensate.	**Eligible for benefits** (health insurance, retirement plans, etc.) provided by the company.
Training	**Responsible for their own training** and professional development	**Company provides training** and professional development opportunities.
Equipment /Tools	**Provide their own equipment/tools,** which can be a tax deduction.	**Company provides necessary equipment/tools** for the job.
Pay	**Paid for specific projects,** tasks, or monthly basis as agreed upon in a contract.	**Paid salary or hourly wages** based on an agreed-upon rate
Work Location	**Have the ability to work from any location**, depending on the job requirements	**Can work remotely or in employer-provided location,** depending on the employer's policies and job requirements.
Time off	**Choose when to work and when to rest** according to the ability to finish deliverables agreed with clients.	**Must follow internal policies for time off.** Depending on the country and the employer this may be limited or unlimited.

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Finding the Right Fit:
Ontop's Expertise in IC and EOR Services

⊘ **Guided Solutions:** Ontop's extensive experience in international payroll equips you with insights to select the most suitable approach – IC or EOR – based on your business needs and goals.

⊘ **Compliance Assurance:** With Ontop's deep understanding of regional labor laws and regulations, you can confidently navigate complexities and focus on your core business objectives.

⊘ **Customized Support:** Ontop's tailored solutions ensure that your developer hiring strategy aligns with your company's expansion plans and regulatory requirements.

The choice between engaging developers as Independent Contractors or through an Employer of Record depends on your organization's goals, risk tolerance, and operational preferences.

Ontop, as your partner in international payroll, empowers you to harness the benefits of both approaches, ensuring compliance, efficiency, and success in your developer hiring journey across LATAM.

Now

Now you are equipped to seamlessly scale your operations by **hiring remote developers in LATAM.** Ready to elevate your game?

Schedule a free demo with our experts. Dive deeper, ask questions, and see our solutions in real-time action.