

# Unlocking Global Potential

The Strategic Advantage of Hiring Tech Talent Based in Latin America

2024 Latin American Remote Tech Talent Report

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The global tech landscape has experienced significant shifts driven by evolving economic conditions, technological advancements such as the proliferation of artificial intelligence, and changes in the labor market.

This shift has opened the door to global talent pools, with Latin America emerging as a pivotal region for sourcing top-tier remote tech talent.

Leveraging a dataset of over 185,000 software developers who have joined Revelo's pre-vetted talent network since 2022, this report covers 12 countries across Latin America, including key markets such as Brazil, Mexico, Argentina, Colombia, and Costa Rica.

### **Key Takeaways**

This report serves as a comprehensive resource for companies looking to bridge the talent gap and build high-performing teams by tapping into the rich pool of tech talent in Latin America. As the demand for skilled developers continues to outpace supply, Latin America offers a viable and strategic solution for U.S. companies aiming to maintain their competitive edge in the global market.



## **Evolving Economic Landscape**

The global economic climate has influenced hiring strategies, with companies placing a greater emphasis on cost-efficiency while seeking high-quality talent. Latin America's competitive labor costs have made it an attractive option for U.S. companies looking to optimize their budgets without compromising on talent quality.



# Alignment with U.S. Tech Needs

The technical expertise of Latin American developers continues to align closely with the most in-demand skills in the U.S. market. From popular programming languages like JavaScript and Python to critical frameworks like React.js and Node.js, Latin American developers are equipped to support the growing technological needs of U.S. companies.



## Increased Demand for Remote Work

Remote work has solidified its place as a permanent fixture in the tech industry. U.S. companies are now more open than ever to hiring remote talent from Latin America, driven by the region's time zone alignment, cultural compatibility, and the high level of English proficiency among its tech professionals.



# **Enhanced Seniority** and **Experience**

Revelo's data reveals that a significant portion of Latin American developers possess three or more years of experience, making them highly sought-after by U.S. companies that prioritize seniority and expertise.

### Methodology and Data

This report is based on an extensive analysis of data collected from 185,000 candidates who signed up on Revelo between January 1st, 2022, and June 21st, 2024. These candidates represent a diverse range of tech talent from 12 Latin American countries. The analysis provides insights into the skills, frameworks, and expertise of this talent pool.

### Candidate Scope

Data includes 185,000 candidates from 12 Latin American countries.

### Skill Representation

A single candidate may be proficient in multiple frameworks and skills.

### Data Visualization

Charts represent the percentage of the total datased used for each specific analysis.

# Expertise

The demand for tech talent in the US remains robust. According to <u>CompTIA's August 2024</u> <u>Tech Jobs Report</u>, 176,324 tech jobs were posted in the US in July, with 44,824 of those positions being for Software Developers/ Engineers and 18,509 for Data Scientists.

Globally, <u>Stack Overflow's 2024 Developer Survey</u> highlights the top three developer roles as Full-stack Developer (30%), Back-end Developer (17%), and Front-end Developer (6%). Other key roles include Desktop or Enterprise Applications Developer (4%) and Mobile Developer (3%). Notably, Brazil, Latin America's largest economy, ranks among the top 10 countries represented in the survey, with these nations accounting for 60% of all respondents.

<u>Analysis by TechTarget</u> based on data from the US Bureau of Labor Statistics indicates that software developers, DevOps engineers, Data Scientists, Machine Learning specialists, and Data Engineers are among the top 10 most in-demand tech roles in the United States.

The tech industry in Latin America is experiencing rapid growth, creating new opportunities across the region. Emerging startups are flourishing, and established companies are scaling their operations. According to <u>Statista</u>, Brazil and Mexico, Latin America's two largest economies, are among the top 15 countries globally in terms of the number of unicorns—privately held startups valued at over \$1 billion—with Brazil securing a spot in the top 10. Remote hiring, particularly in the US tech industry, is projected to maintain its upward trajectory post-COVID-19.

The Remote Hiring Maturity in US Tech Report published by Revelo reveals that 74% of tech teams are already hiring remotely, with an additional 7% planning to do so within the next 6-12 months. This trend underscores the ongoing momentum in remote hiring within the tech sector.

The following data demonstrates that Latin American tech talent is well-aligned with global developer skills and meets the high demand in the US market.

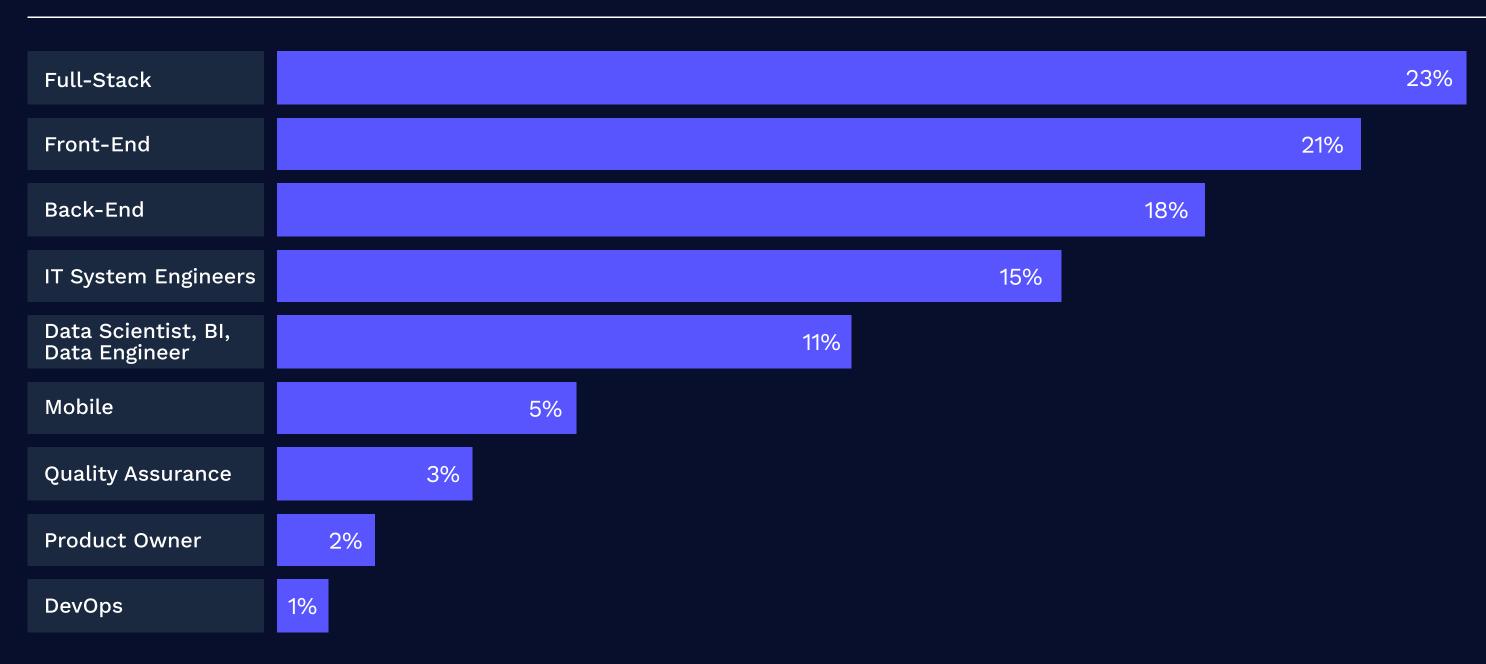
# Latin American Talent by Developer Type

According to Revelo's data, Latin American developers predominantly fall into three key categories: full-stack developers (23%), front-end developers (21%), and back-end developers (18%).

This distribution closely aligns with global trends, where these roles are among the most prevalent and sought-after, particularly in the US market. Additionally, mobile developers and professionals in Data Science, BI, and Data Engineering are also among the top 10 developer roles in the region.

This alignment highlights the region's capacity to meet global standards and address the growing demand for these skills in the United States.

### **DEVELOPER TYPE**

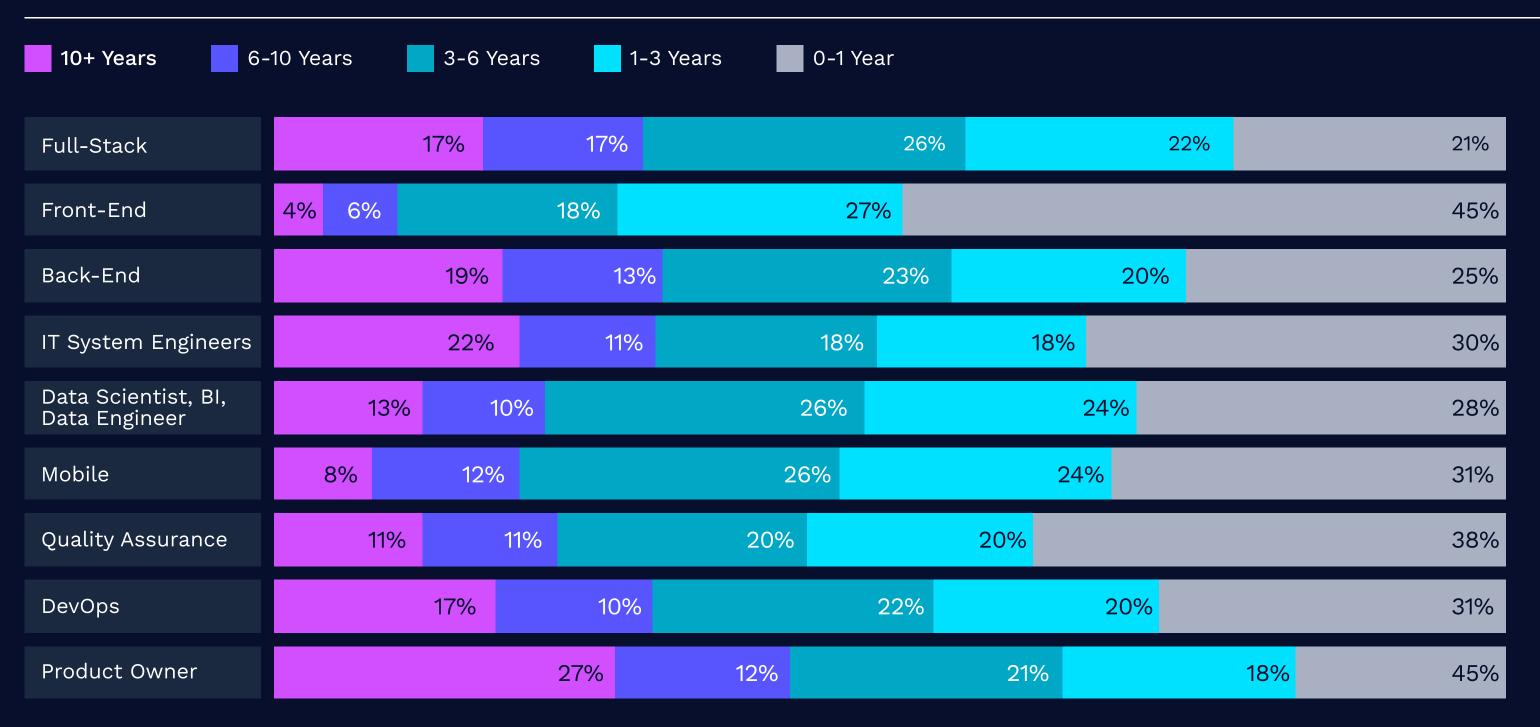


# Years of Experience as a Developer

Nearly half of all Latin American developers in Revelo's network possess three or more years of experience, a level of expertise that is highly valued in the US market. Notably, 56% of full-stack and back-end developers in the network have three or more years of experience, making them especially attractive to companies seeking seasoned professionals.

This depth of experience is crucial for meeting the complex demands of the US tech industry, particularly in roles that require a comprehensive understanding of both front-end and back-end technologies.

### SKILL BREAKDOWN BY YEARS OF EXPERIENCE



32%

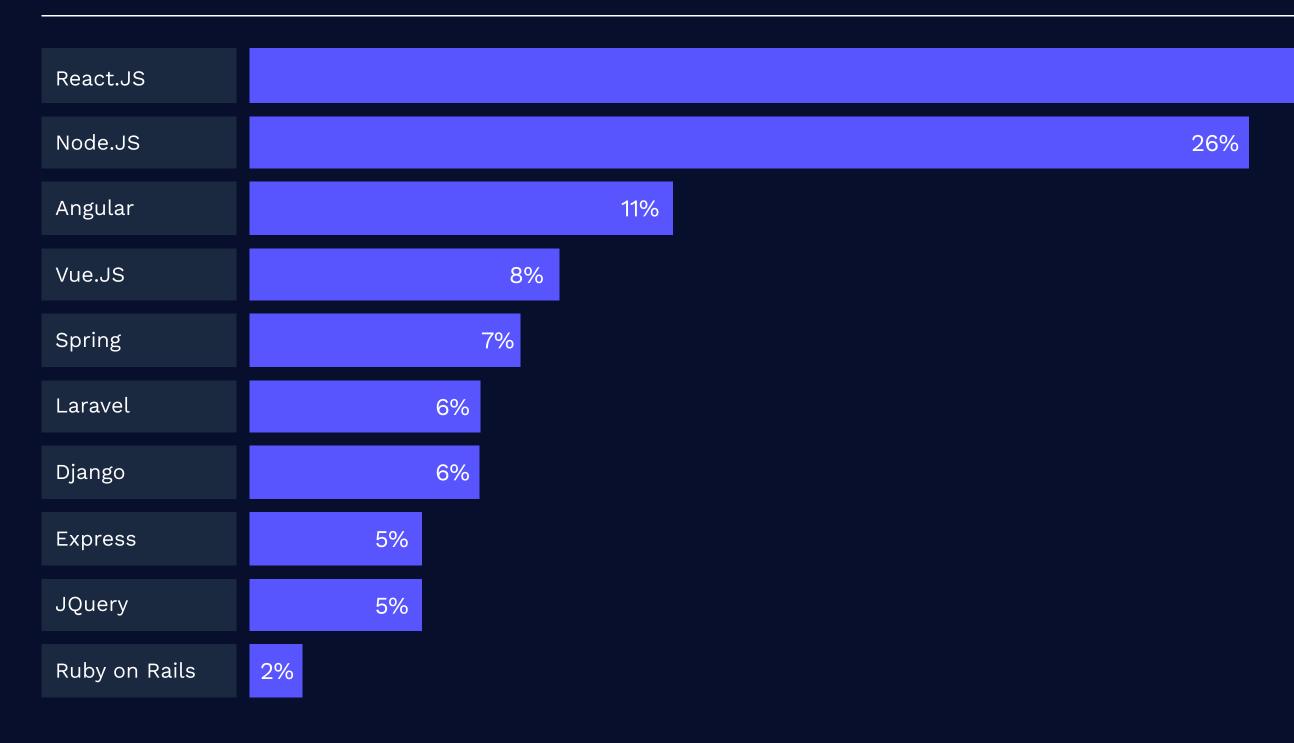
### Web Frameworks

According to Stack Overflow's 2024 Developer Survey, React.js and Node.js are the leading technologies used by developers worldwide.

This trend is mirrored in Revelo's network, where React.js and Node.js are also the top technologies represented. Additionally, Revelo's talent pool demonstrates strong proficiency in other popular technologies and frameworks that align closely with Stack Overflow's findings.

The following chart is a list of these technologies and frameworks, highlighting the significant overlap between Revelo's expertise and global industry trends.

### WEB FRAMEWORKS

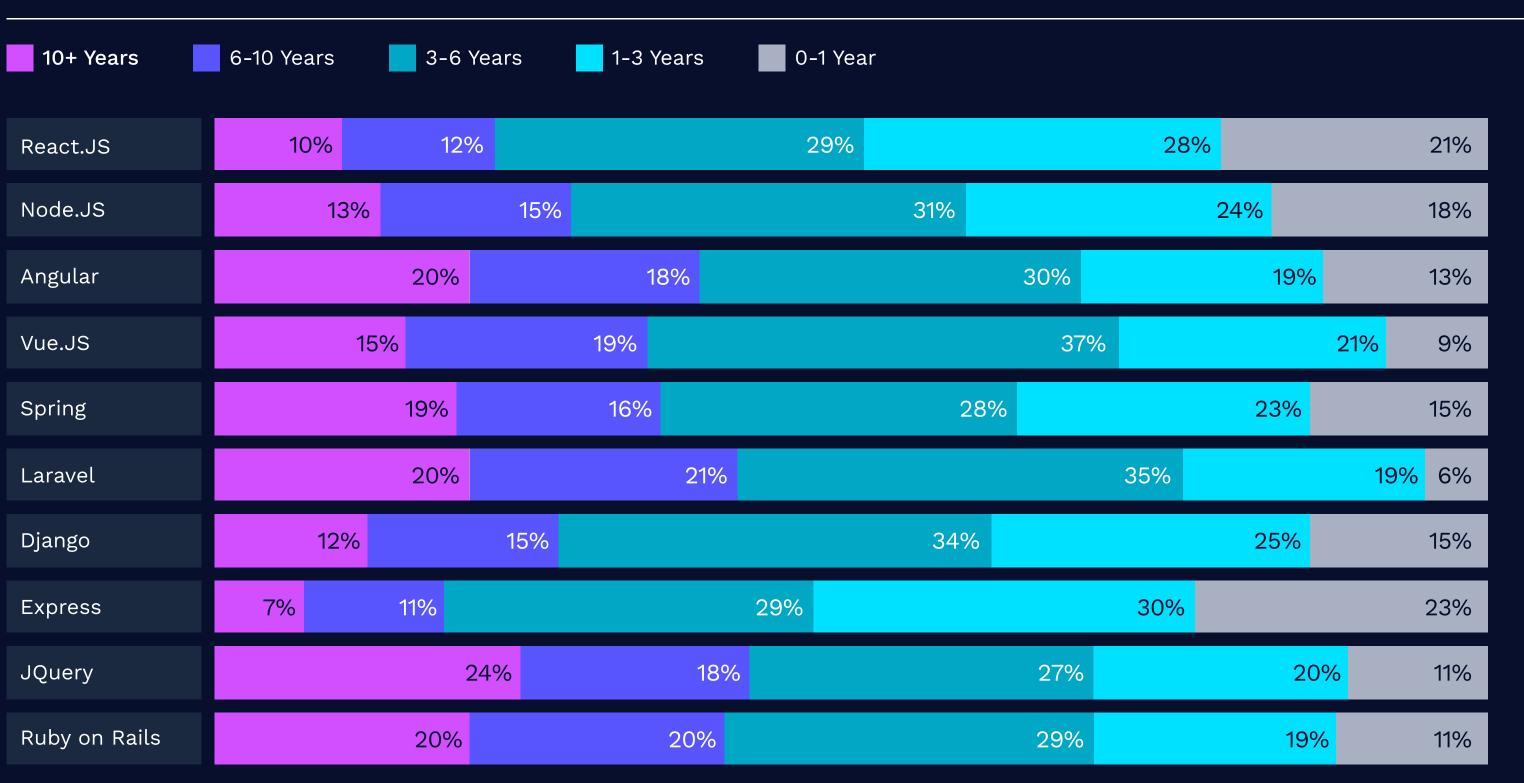


# Years of Experience in Each Web Framework

The demand for experienced professionals is high for US companies. Out of 25K full-time, remote software engineer roles posted on LinkedIn we looked at in July 2024, 16.1k (64%) required seniority beyond entry-level.

Seniority is important for US companies and this is where Latin American tech talent shines: More than half of the tech talent has three years or more of experience on the most sought-after web frameworks.

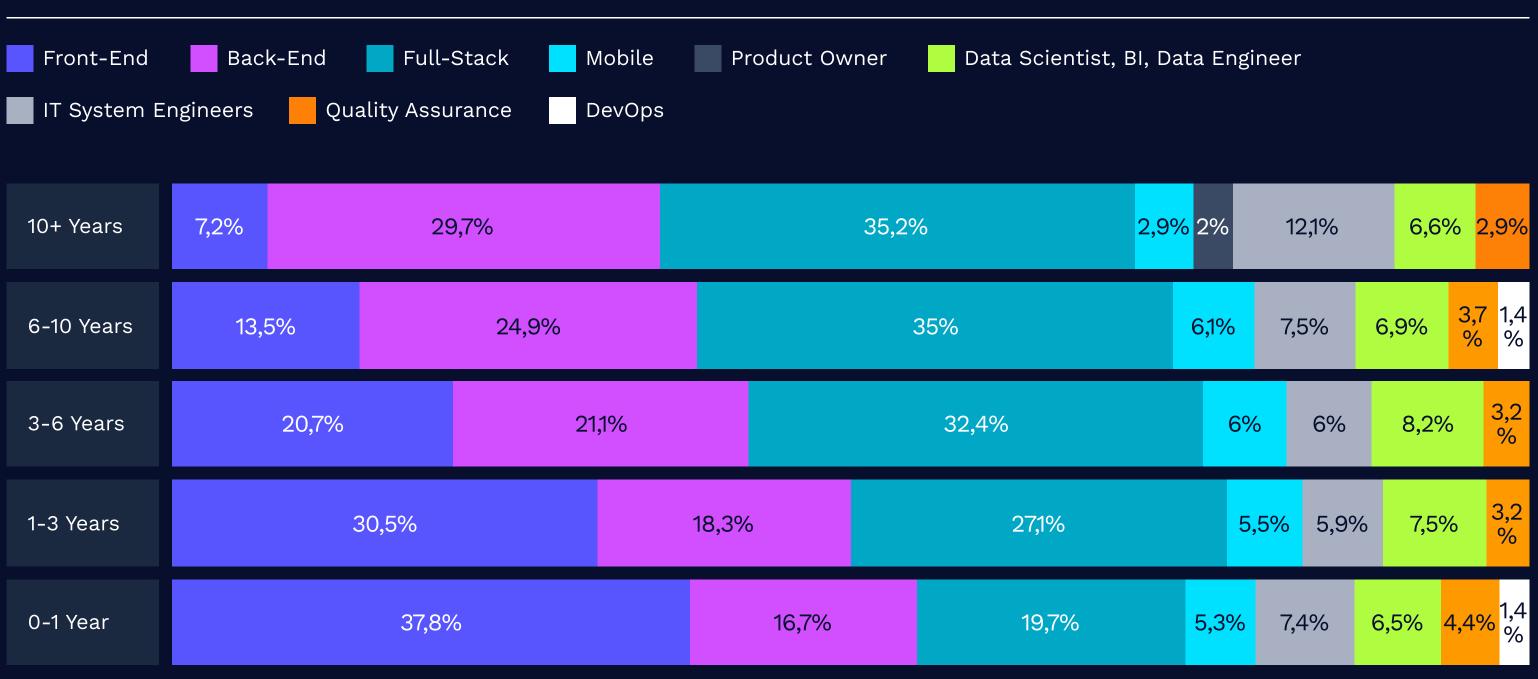
### SKILL BREAKDOWN BY YEARS OF EXPERIENCE



# Seniority Breakdown by Developer Type

We would like to call out Ruby on Rails, in particular. 78% of positions posted on Linkedin for this particular framework are beyond entry level and Latin American tech talent aligns very well with this. 69% of them have more than 3 years of experience and 40% have more than 6 years of experience.

### SENIORITY BREAKDOWN BY DEVELOPER TYPE

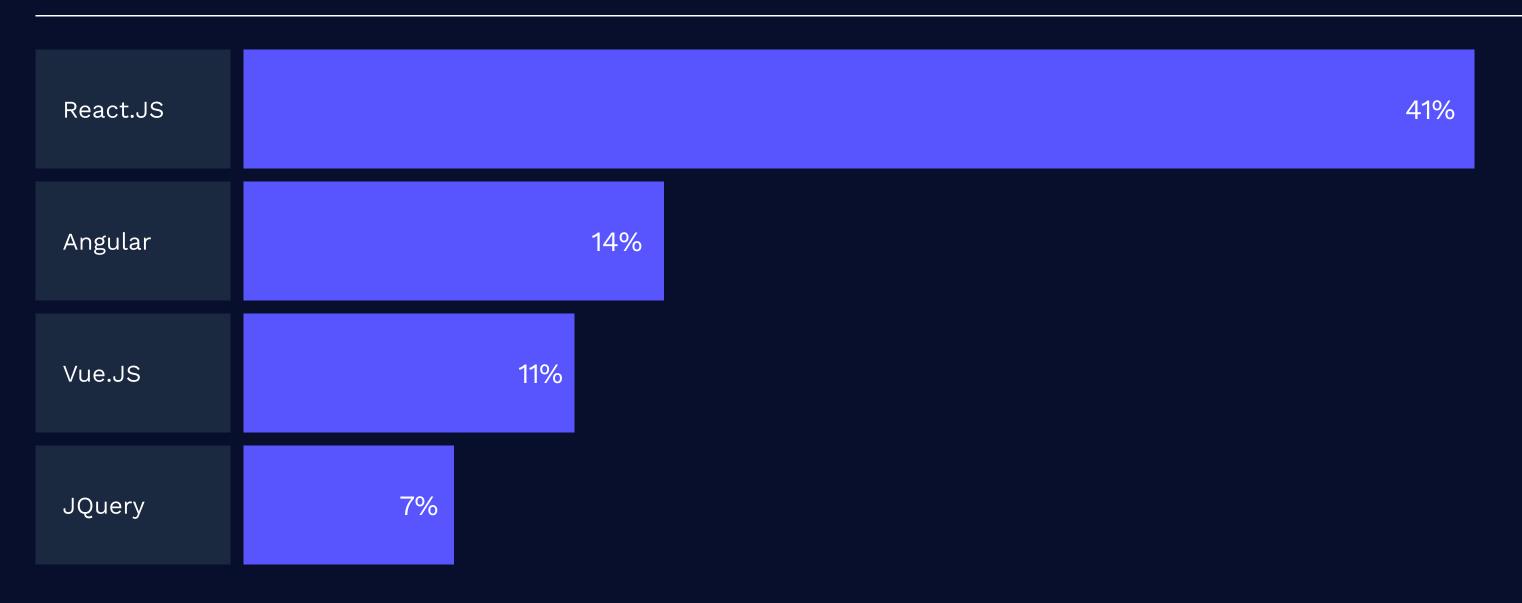


### 4 Most In-Demand Front-End Frameworks

According to data compiled by Statista, Node.js, React.JS, JQuery and Next.js are the most used web frameworks among the US market.

Latin American tech talent also reflects the same pattern. React.JS is the most popular framework among developers in Revelo's network with 41% of front-end developers being proficient with it, followed by Angular and Vue.Js.

### IN-DEMAND FRONT-END FRAMEWORKS

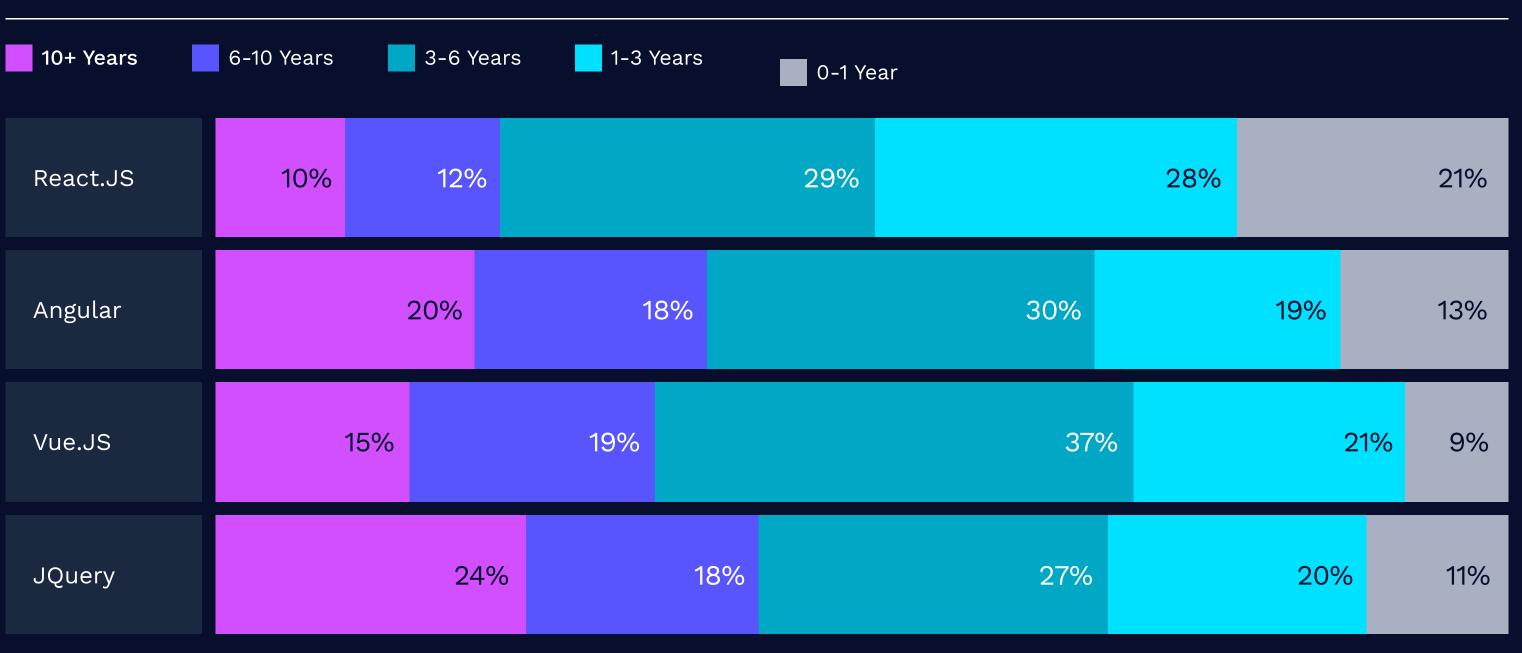


### Front-End Seniority

In July 2024, over 7,200 full-time, remote frontend job openings on LinkedIn in the US were beyond entry-level, accounting for 80% of all postings for this role. This underscores the growing demand for experienced professionals in the tech industry, where Latin American talent is well-aligned. A significant portion of developers from this region boasts over three years of experience, and many have six or more years under their belt.

This depth of expertise positions Latin American developers as strong candidates for meeting the high demand for seasoned professionals in the US market.

### IN-DEMAND FRONT-END BREAKDOWN BY YEARS OF EXPERIENCE



# Most In-Demand Back-End Frameworks

The demand for skilled back-end developers continues to grow as companies increasingly rely on complex systems that require robust, scalable, and secure server-side solutions. In the U.S. market, where efficiency and expertise are paramount, certain back-end frameworks have emerged as essential tools for developers. These frameworks streamline development processes, enhance performance, and ensure that applications can scale to meet user demands. In Latin America, the back-end talent pool aligns closely with these U.S. needs, with developers proficient in the most sought-after frameworks, making the region an attractive hub for remote tech talent.

Based on job postings on LinkedIn as of August 2024, the most in-demand back-end frameworks in the U.S. market include Node.js, Spring Boot, ASP.NET, and Django. These frameworks are pivotal in building scalable, efficient, and secure back-end systems that support everything from enterprise-level applications to rapidly growing startups.

Latin American developers in Revelo's network show strong proficiency in these frameworks, with a significant number possessing over three years of experience. This level of expertise aligns well with the needs of U.S. companies, which often seek developers who can quickly integrate and contribute to ongoing projects without extensive training.

### **IN-DEMAND FRAMEWORKS**

	Node.js	Node.js stands out as a favorite due to its non-blocking, event-driven architecture, which makes it ideal for handling multiple requests simultaneously. It's particularly well-suited for real-time applications like chat servers or online gaming platforms.
	Spring Boot	Spring Boot is another highly sought-after framework, especially for enterprise-level applications. Its ability to simplify the configuration process and streamline the development of microservices has made it a go-to choice for many large organizations.
.NET	ASP.NET	ASP.NET remains popular for its robustness and integration with the Microsoft ecosystem, making it a preferred choice for enterprises that rely on Windows servers and Microsoft technologies.
dj	Django	Django, known for its high-level Python web framework, is favored for its "batteries-included" approach, which allows for rapid development while maintaining a clean and pragmatic design.

### **Most In-Demand Back-End Frameworks**

Revelo's data reveals that Latin American tech talent is closely aligned with the trends seen in the U.S. market, particularly in the adoption and mastery of key back-end frameworks. Among these, Node.js and Spring Boot emerge as the most popular and widely used frameworks among developers in the region. Node.js, with its ability to handle asynchronous events and build scalable network applications, is a favorite for those working on projects requiring high performance and real-time data processing. Similarly, Spring Boot's strong emphasis on simplicity, speed, and ease of deployment makes it a top choice for developers involved in enterprise-level applications and microservices architecture.

Beyond these leading frameworks, Latin American developers also show significant proficiency in other top-tier technologies that are highly sought after in the U.S. market. Frameworks like Django, ASP.NET, and Ruby on Rails are also well-represented among the talent pool, reflecting a broad and deep understanding of back-end development practices.

This expertise positions Latin American developers as valuable assets for U.S. companies looking to expand their engineering teams with skilled professionals who are not only up-to-date with the latest technological advancements but are also capable of delivering high-quality, scalable solutions in line with global industry standards.

### # OF JOB OPENINGS ON LINKEDIN AS OF AUG 16 2024 POSTED IN THE LAST MONTH

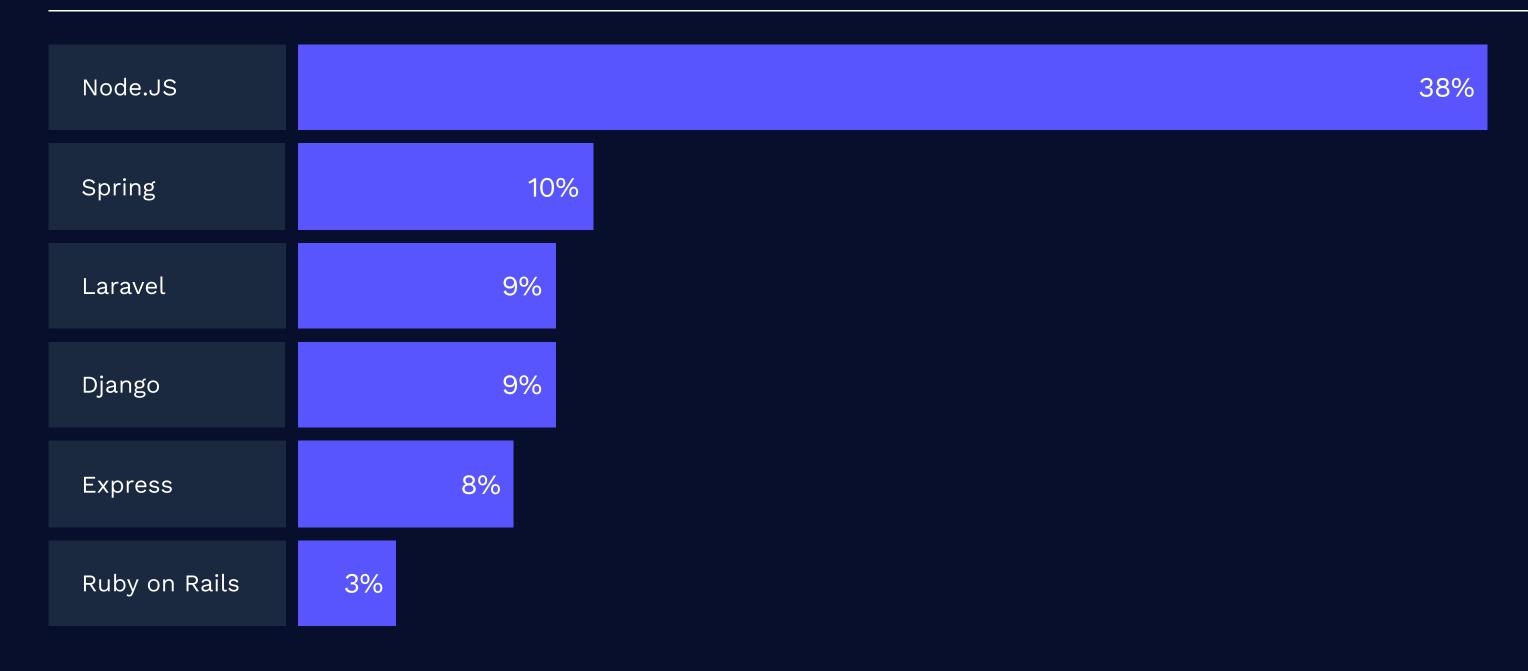
1. ASP.NET	.NET	10. Flask	
2. Node.JS	(JS)	11. Next.JS	N
3. React.JS		12. Express	Express
4. JQuery	٩	13. Semantic UI	S
5. Angular		14. Ember	ember
6. Spring Boot		15. Backbone.JS	
7. Vue	Y	16. Gatsby	
8. Rails		17. Laravel	
9. Django	dj		

The alignment of Latin American developers' skills with the most in-demand back-end frameworks in the U.S. market underscores the region's growing importance as a source of top-tier tech talent.

As companies continue to seek efficient ways to scale their operations and meet the demands of a rapidly evolving digital landscape, the expertise available in Latin America offers a compelling solution.

By tapping into this talent pool, U.S. companies can ensure that their back-end systems are built and maintained by developers who not only understand the latest technologies but are also capable of driving innovation and efficiency in their projects.

### **IN-DEMAND FRAMEWORKS**



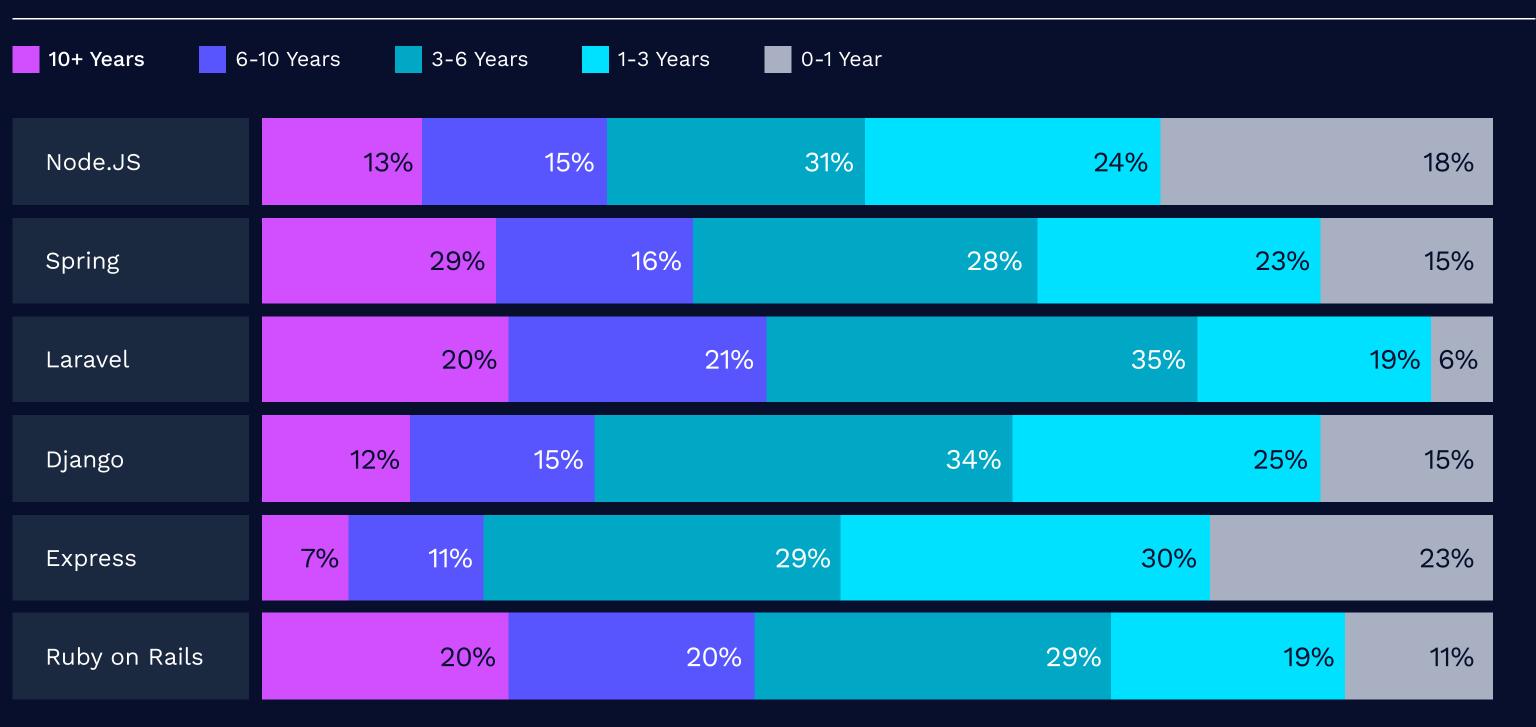
### Back-End Seniority

Latin American tech talent demonstrates a strong level of maturity and expertise in back-end development, making it an ideal resource for U.S. companies seeking experienced professionals. Revelo's data indicates that a significant portion of developers in the region possess over three years of experience in key back-end technologies, underscoring their capability to contribute effectively to complex projects. This seniority is particularly evident in their mastery of popular frameworks such as Node.js, Spring Boot, and Django, where many developers not only meet but exceed the typical experience levels required by U.S. employers.

This depth of experience is crucial in a competitive hiring landscape, where companies often struggle to find developers who can hit the ground running and contribute to mission-critical projects. Latin American developers' extensive experience allows them to bring both technical proficiency and strategic insights to the table, enabling them to navigate the challenges of modern software development with confidence.

Their ability to seamlessly integrate into existing teams and workflows further enhances their value, making them an excellent choice for organizations looking to bolster their back-end development capabilities with seasoned, high-performing talent.

### IN-DEMAND BACK-END FRAMEWORKS BREAKDOWN BY YEARS OF EXPERIENCE



EXPERTISE 2024 LATIN AMERICAN REMOTE TECH TALENT REPORT

# Top 8 Programming Languages

Based on job postings on LinkedIn as of August 2024, the most in-demand back-end frameworks in the U.S. market include Node.js, Spring Boot, ASP.NET, and Django.

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Latin American developers in Revelo's network show strong proficiency in these frameworks, with a significant number possessing over three years of experience.

This level of expertise aligns well with the needs of U.S. companies, which often seek developers who can quickly integrate and contribute to ongoing projects without extensive training.

Based on the most credible and recent sources, including the <u>TIOBE Index</u> and other authoritative industry insights, the top eight programming languages for 2024 are as follows →

### LIST OF PROGRAMMING LANGUAGES

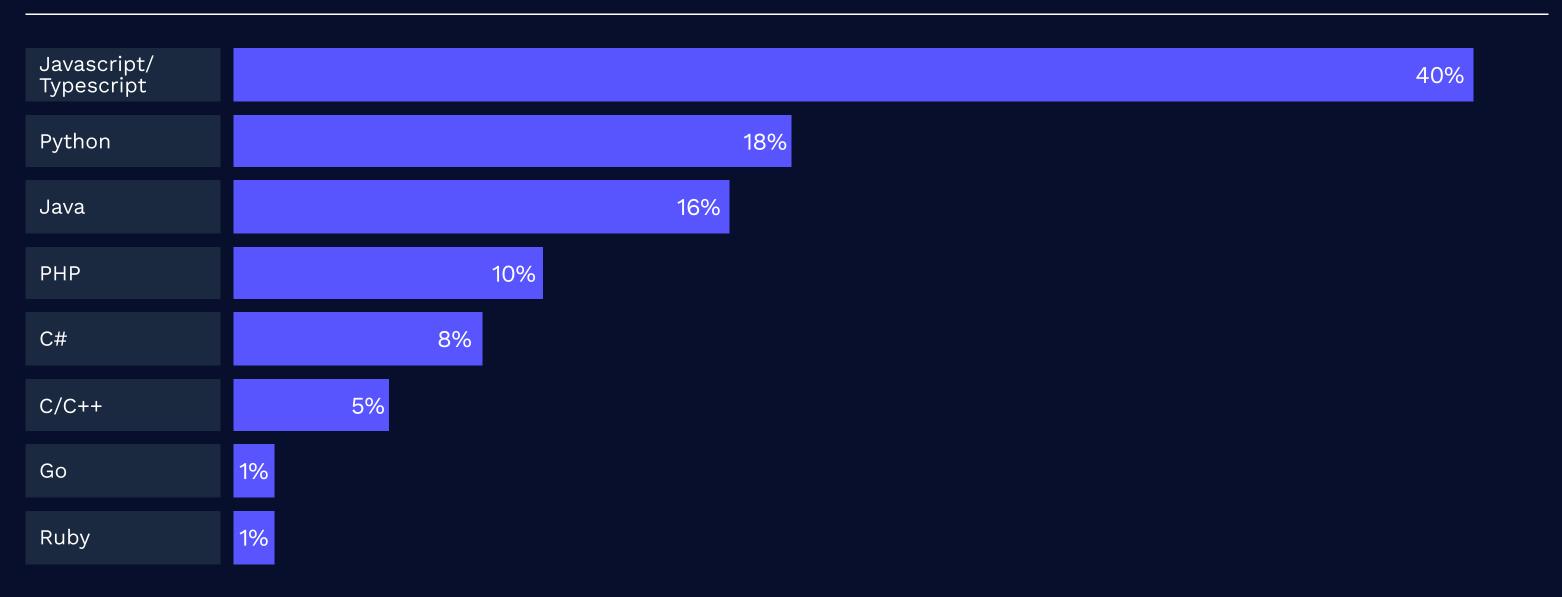
	1. Python	Python continues to lead as the most popular programming language, known for its versatility and ease of use. It is heavily utilized in data science, machine learning, web development, and automation, making it a go-to language for developers across various industries.
	2. C++	A powerful, high-performance language, C++ remains a staple in system/application software, game development, and real-time simulations. Its speed and efficiency make it indispensable for resource-intensive applications.
	3. C	As one of the oldest programming languages still in use, C is foundational to many other languages and is crucial for system programming, embedded systems, and low-level operations. Its portability and efficiency keep it highly relevant.
	4. JavaSc	Java continues to be widely adopted in enterprise environments, particularly for large-scale web applications, Android app development, and backend services. Its robustness and platform independence are key reasons for its enduring popularity.
#	5. C#	Developed by Microsoft, C# is highly valued for building Windows applications and game development (using Unity). It's also increasingly used in enterprise software solutions, thanks to its integration with the .NET framework.
JS	6. JavaScript	JavaScript remains the cornerstone of web development, enabling dynamic and interactive websites. Its versatility extends beyond the browser, with frameworks like Node.js making it a strong contender for server-side development as well.
SQL	7. SQL	While not always classified as a traditional programming language, SQL is crucial for managing and querying databases, a critical skill in the era of big data and business intelligence.
= <b>GO</b>	8. Go	Known for its simplicity and performance, Go is gaining traction, especially in cloud computing, distributed systems, and microservices. It's designed for modern, scalable applications, making it a favorite among developers focusing on efficient concurrency.

# Top 8 Programming Languages

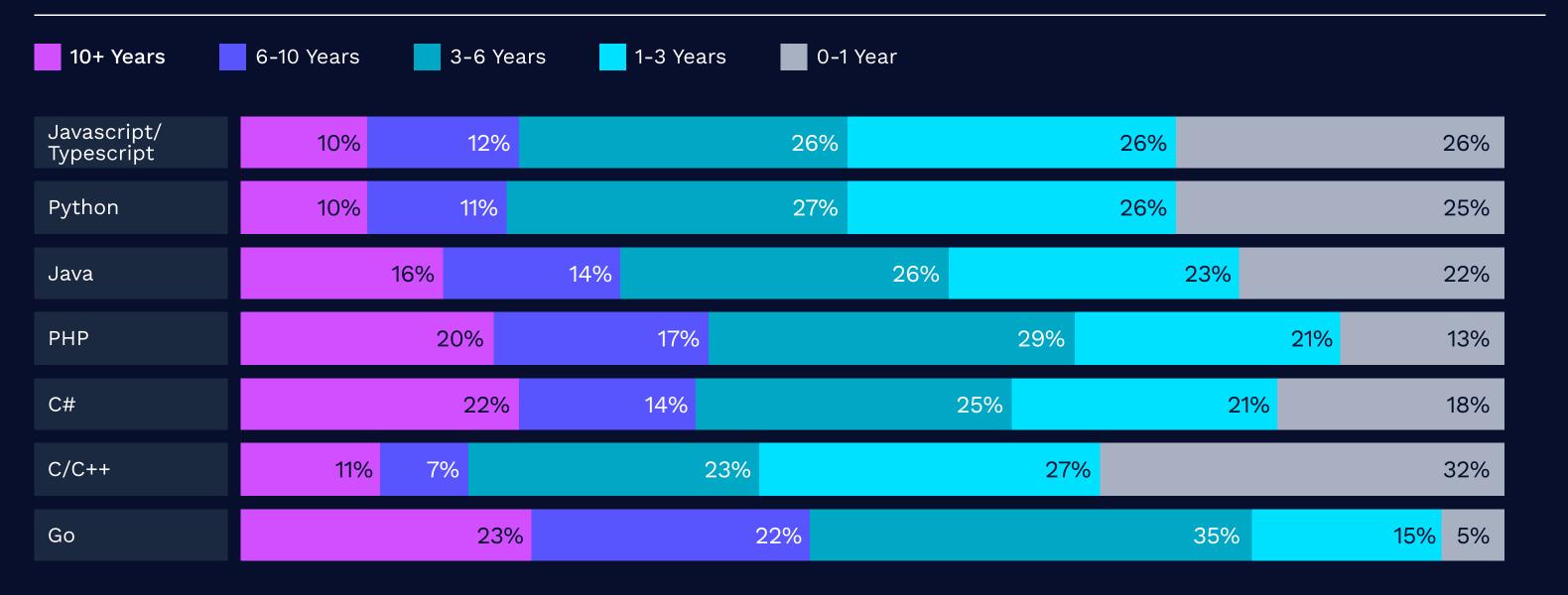
These languages not only represent the most indemand skills in the tech industry but also provide a broad range of applications, from web development and software engineering to data science and system programming. As the tech landscape evolves, these languages will continue to play a pivotal role in shaping the future of software development.

As demonstrated earlier in this report, experienced talent is highly sought-after in the U.S. and Latin American tech talent can address that need. The second chart shows the distribution of talent in the top programming languages by years of experience.

### LATIN AMERICAN DEVELOPERS SKILLS ON TOP PROGRAMMING LANGUAGES



### SKILL BREAKDOWN BY YEARS OF EXPERIENCE



# Education

### English Proficiency

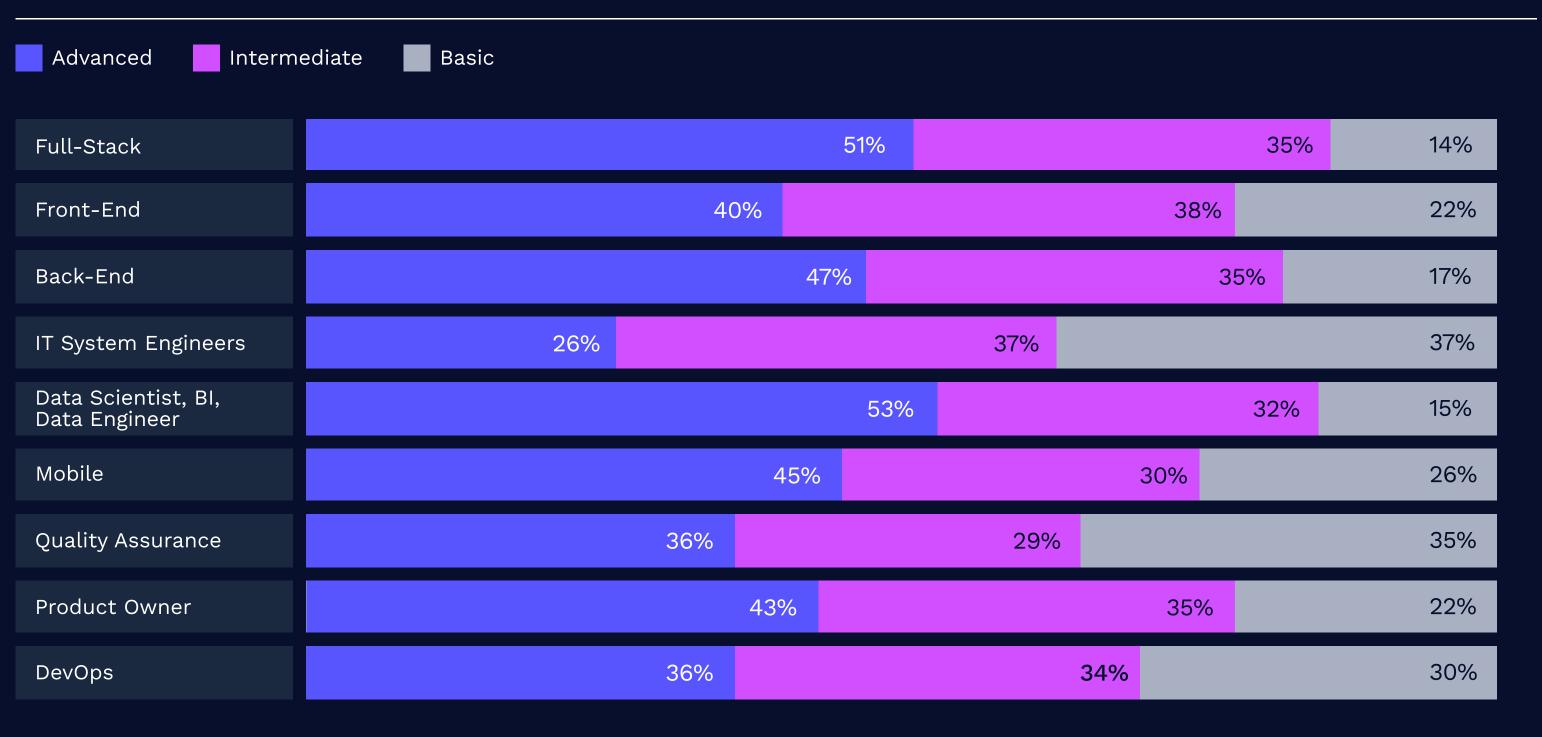
As the global demand for remote tech talent grows, effective communication has become a non-negotiable skill, especially when hiring across borders. English proficiency, in particular, plays a crucial role in ensuring seamless collaboration between international teams.

For U.S. companies looking to integrate Latin American developers into their workforce, understanding the level of English proficiency within this talent pool is vital.

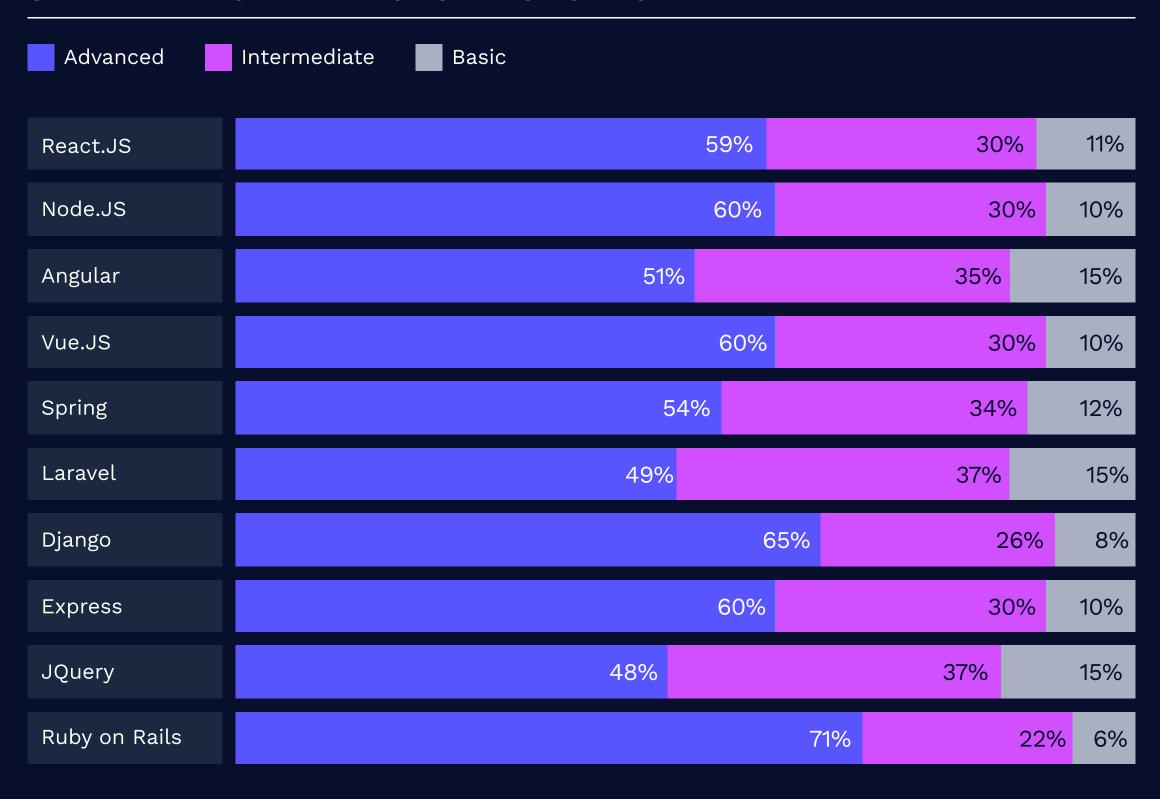
In this section, we examine the English language capabilities of Latin American tech professionals, highlighting how their linguistic skills support clear communication, foster teamwork, and ultimately drive project success.

This insight is essential for companies aiming to build cohesive, high-performing teams that can thrive in a remote and diverse work environment.

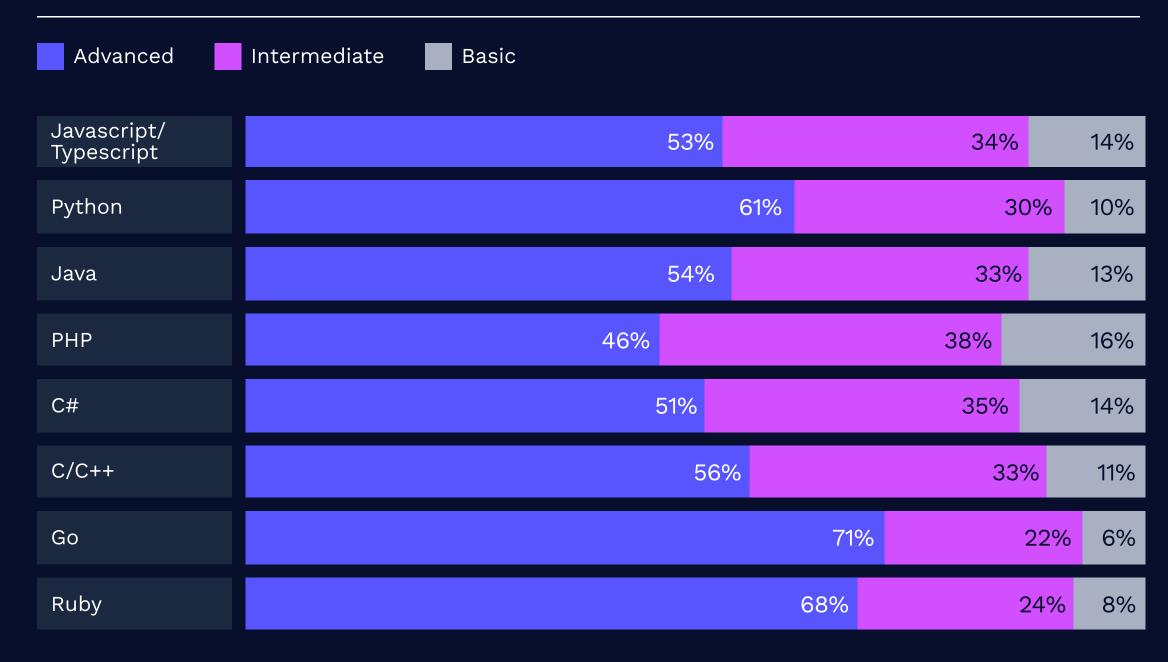
### **ENGLISH PROFICIENCY BY DEVELOPER ROLE**



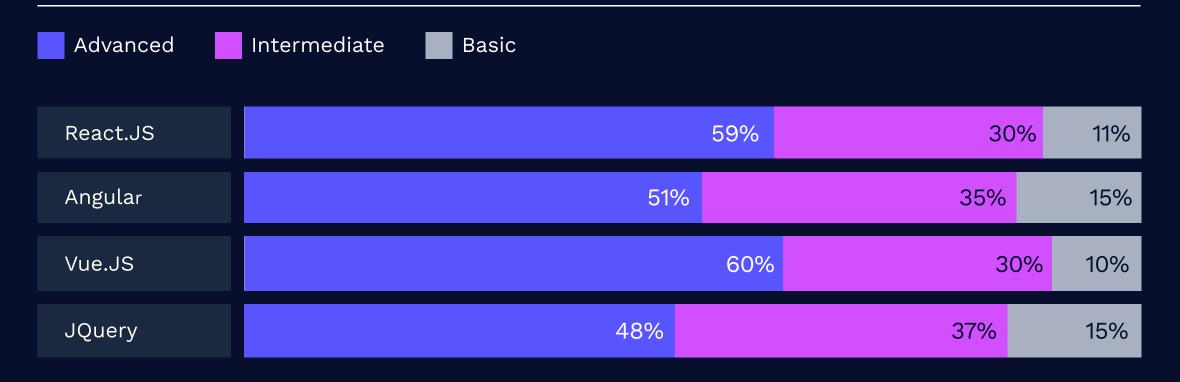
### SKILL BREAKDOWN BY ENGLISH PROFICIENCY



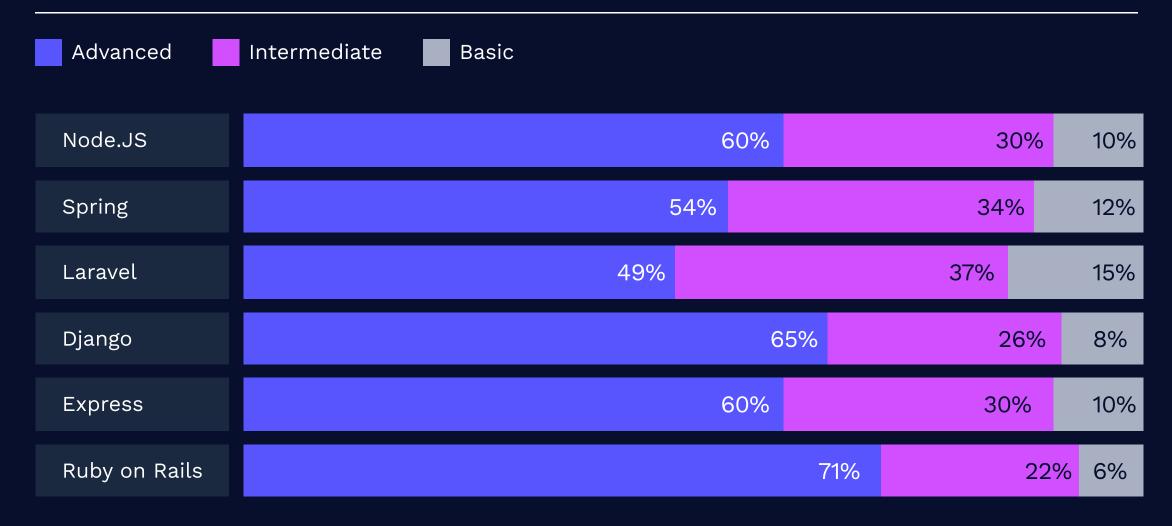
### PROGRAMMING LANGUAGE BREAKDOWN BY ENGLISH PROFICIENCY



### IN-DEMAND FRONT-END FRAMEWORKS BREAKDOWN BY ENGLISH PROFICIENCY



### IN-DEMAND BACK-END FRAMEWORKS BREAKDOWN BY ENGLISH PROFICIENCY

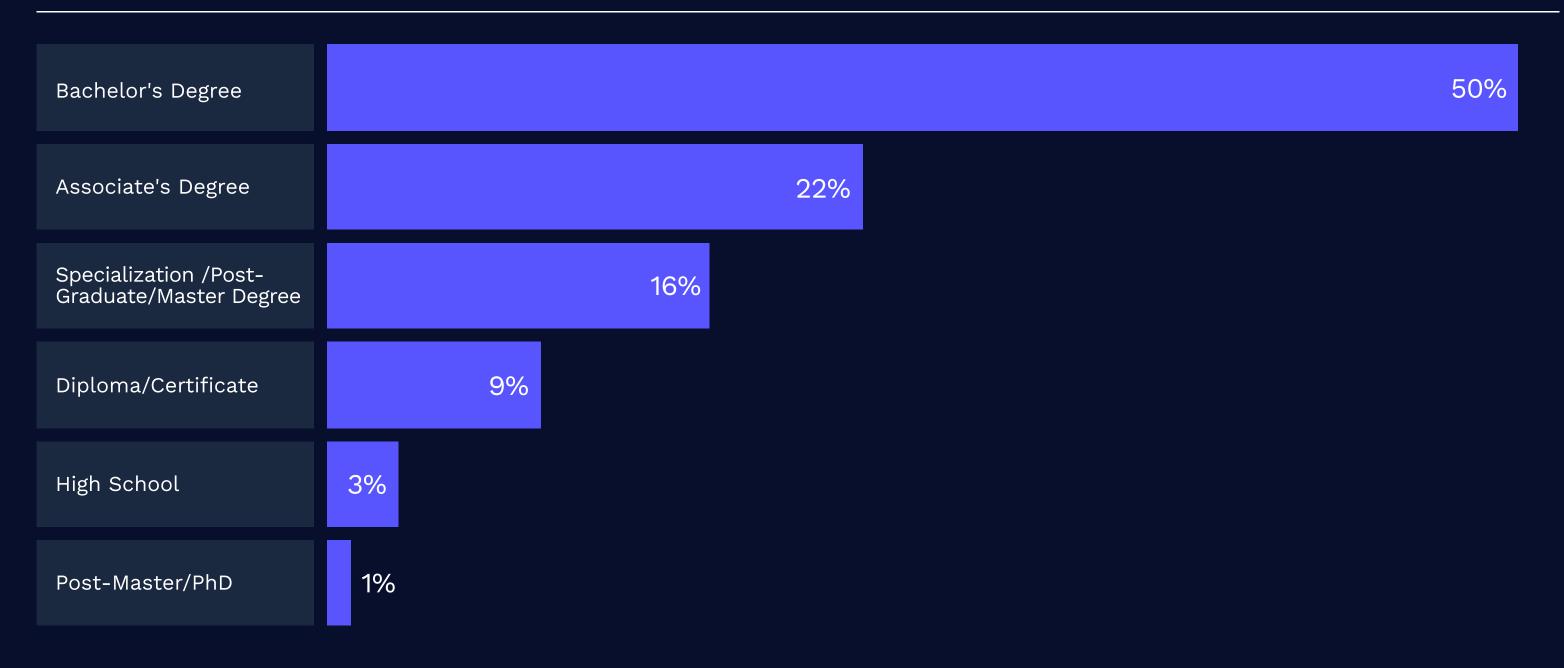


In the rapidly evolving tech landscape, formal education remains a cornerstone of professional development, complementing hands-on experience and practical skills.

Latin American tech talent is not only rich in technical expertise but also grounded in solid educational foundations. The region's developers often bring a blend of academic rigor and real-world problem-solving abilities to the table, making them highly competitive in the global market.

In this section, we delve into the educational backgrounds of Latin American developers, exploring how their academic achievements contribute to their readiness to meet the complex demands of the U.S. tech industry. By understanding the educational profile of this talent pool, companies can better appreciate the depth and breadth of knowledge that Latin American developers bring to their teams.

### HIGHEST LEVEL OF EDUCATION



# Time Zone Advantage

Latin American tech talent has not only showcased exceptional technical skills and English proficiency but has also become an integral part of many leading U.S. technology firms.

The successful integration of Latin American developers into major American tech companies underscores their ability to contribute effectively to high-impact projects and innovative solutions. Latin American developers have seamlessly navigated the complexities of remote work, adapting to the demands of the U.S. tech industry.

They have taken on a variety of roles, from software engineering and data science to DevOps and product management. Their involvement spans diverse projects and responsibilities, demonstrating their capability to deliver valuable results across different sectors.

Several North American tech companies have benefited from the expertise of Latin American developers. The logos of these prominent firms, showcased below, illustrate the significant impact these professionals have had in driving innovation, enhancing operational efficiency, and achieving strategic objectives within the U.S. tech landscape.

The presence and success of Latin American developers in these U.S. tech companies highlight their adaptability, technical prowess, and the substantial value they bring to global tech teams. This integration serves as a testament to the growing role of Latin American talent in shaping the future of remote work and technology































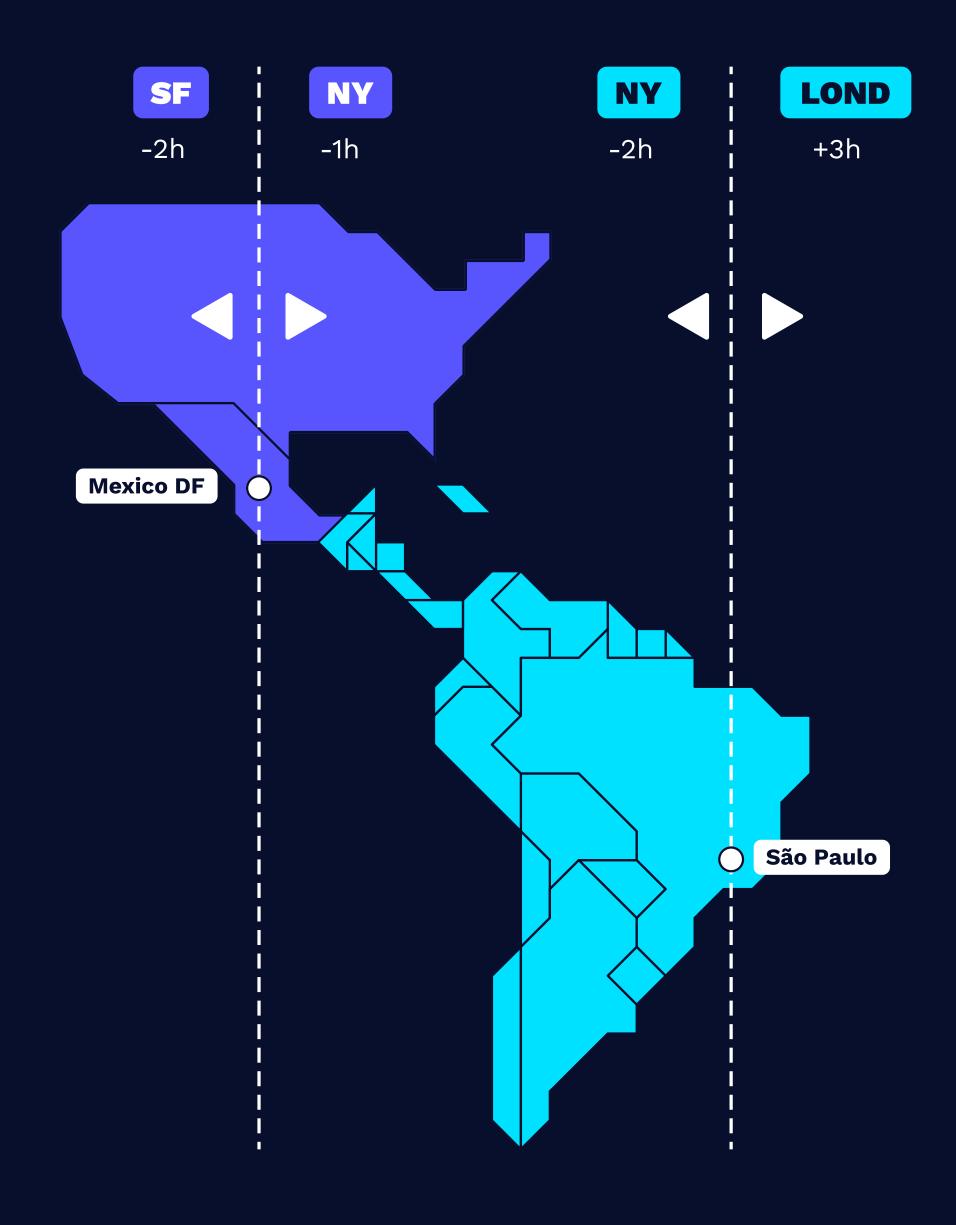
### **Time Zone**

In the era of remote work, time zone alignment has become a crucial factor in optimizing team collaboration and productivity according to Revelo's survey of tech professionals. For U.S. companies considering Latin American talent, the region's favorable time zone overlap offers a significant advantage.

This chapter explores how the time zone proximity between Latin America and the U.S. facilitates synchronous work, enabling real-time communication and collaboration without the usual delays associated with global teams.

By leveraging this time zone alignment, companies can enhance their operational efficiency, streamline project workflows, and foster a more integrated team dynamic.

Understanding this advantage helps businesses make informed decisions about building remote teams that are both effective and responsive.



# Conclusion

Revelo's analysis reveals a substantial reservoir of skilled software developers across Latin America, adept in the programming languages and frameworks that are most sought after in the U.S. market.

For companies aiming to bridge the talent gap and enhance their engineering capabilities, Latin American developers offer a robust solution. With a strong alignment in technical skills, seniority, English proficiency, and significant cost advantages, these professionals are well-equipped to work remotely and synchronously with U.S.-based teams. The depth of expertise in various software development frameworks and languages, coupled with a high proportion of senior-level experience and advanced degrees, makes Latin American developers ideal candidates for challenging and critical roles.

As the demand for tech talent continues to surpass supply, accessing this global pool of talent becomes increasingly vital for driving the next wave of innovation in the U.S. tech sector. Remote work has become a standard practice, providing the opportunity to engage with exceptional tech professionals beyond geographical constraints, often at a lower cost compared to local hires. Companies can now tap into this diverse and highly skilled talent pool to meet their development needs, ensuring they remain competitive and agile in a rapidly evolving market.

However, managing remote talent comes with its own set of complexities, including payroll, taxes, benefits, and compliance. Revelo addresses these challenges by offering a streamlined, tech-first approach to hiring and managing remote teams. Our platform provides a comprehensive solution, enabling U.S. companies to efficiently build and scale their tech teams with minimal friction and cost-effective solutions.

### **About Revelo**

Revelo stands as the premier technology platform connecting U.S. companies with remote software developers from Latin America.

With access to a talent pool of 400,000+ professionals, Revelo offers a seamless process for sourcing, hiring, and managing top-tier, English-speaking developers who work within the same time zones as U.S. teams.

Our end-to-end solution covers payroll management, candidate benefits, taxes, and local compliance, ensuring a hassle-free experience for both companies and developers.

Additionally, Revelo provides cost-efficient solutions that enable companies to achieve significant cost savings while accessing high-quality talent.

Having successfully placed over 7,000 developers, Revelo has empowered hundreds of organizations—from startups to Fortune 500 companies—to expand and enhance their engineering teams efficiently and affordably.

### Why Revelo



### **Top Quality Developers**

Access a rigorously **pre-vetted network** of Latin American developers with expertise across **100+ skills**.



### **Quick Time-to-Hire**

Receive a shortlist of expertly matched candidates within 3 days and typically hire within 3 weeks.



### **Risk-Free Trial**

Enjoy peace of mind with a risk-free trial; if you're not satisfied within the first 14 days, **you pay nothing**.



### **Cost Savings and Affordability**

Revelo's model allows you to access **top-tier talent** at a fraction of the cost of local hiring, making high-quality tech talent **affordable and accessible**.



Find, Hire, & Pay
Full-Time, Remote
Engineers Based
in Latin America

Revelo.com