

# Philippine Salary Guide for Remote Professionals 2026

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Benchmark Salaries for the Most In-Demand  
Remote Roles—So You Hire Smarter and  
Stay Competitive

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# Introduction

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## Remote Work in the Philippines is Booming

Over the past few years, the Philippines has solidified its reputation as a leading hub for remote professionals. With a robust English-speaking workforce, strong technical skills, and cost-effective compensation expectations, Filipino talent continues to attract global companies seeking to scale remote operations.

## Why Salary Transparency Matters

When you're hiring remotely, salary expectations can become a gray area. Overpaying can inflate your budget unnecessarily, while underpaying risks losing great talent. This guide offers clear benchmarks—comparing typical U.S. employment costs (including benefits) for various roles versus what you'd pay when hiring through All Stars in the Philippines.

# Who This Guide Is For

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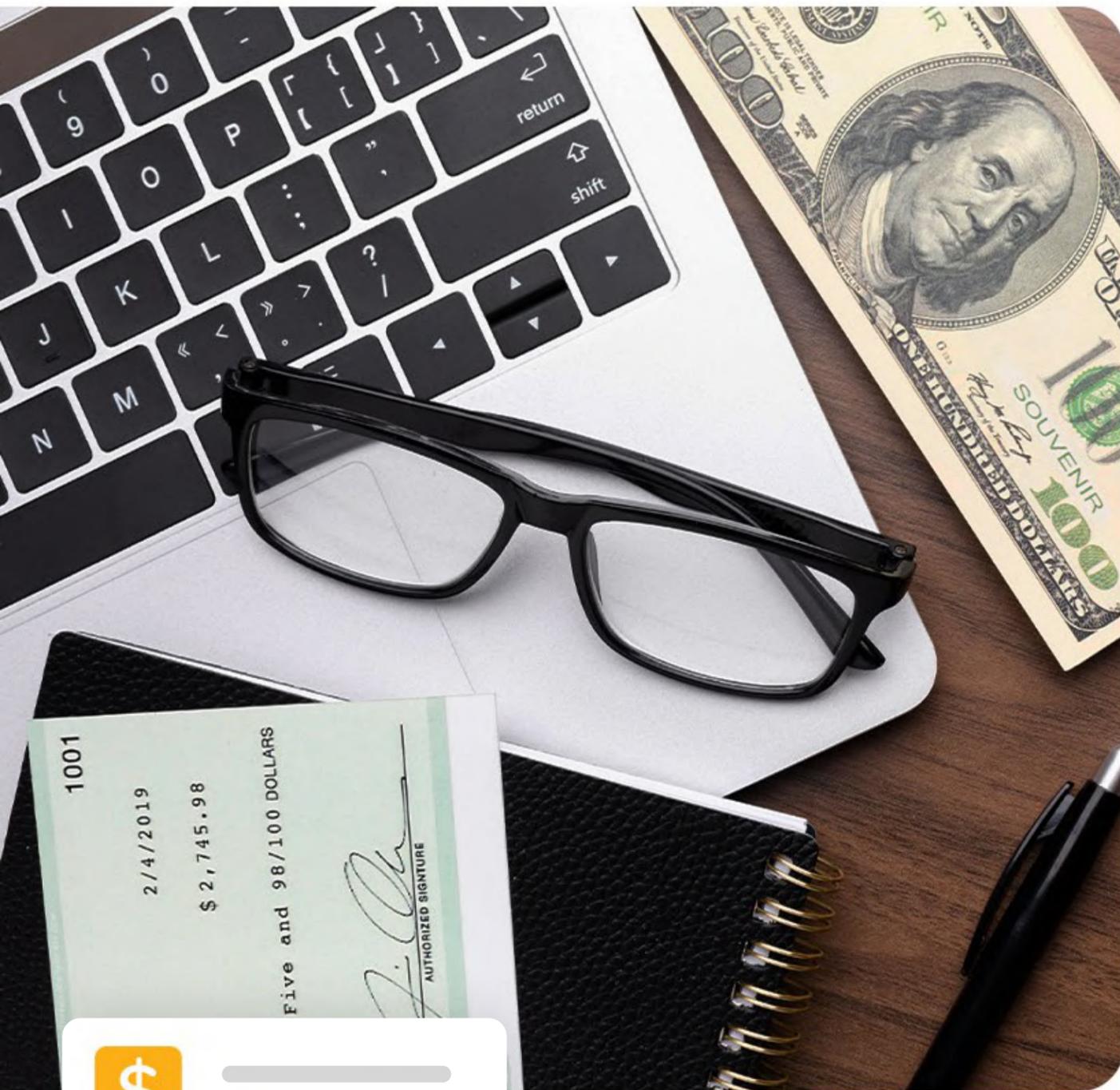


1. Business Owners & Startup Founders
2. HR Leaders & Hiring Managers
3. Operations Executives & Team Leads
4. Anyone planning to build or expand a remote team in the Philippines

# How to Use This Guide

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- Section 1: Salary Overview** – A high-level look at average costs and percentage savings.
- Section 2: Role-by-Role Salary Breakdown** – Detailed cost comparisons for specific roles, grouped by category.
- Section 3: Hiring Insights** – Best practices and must-know trends for attracting top Filipino talent.
- Section 4: 2026 Hiring Predictions** – Which roles and skill sets will be in highest demand this year.
- Section 5: Job Descriptions You Can Use Today** – Template and sample packages to help you build competitive offers.
- Section 6: How to Hire Top Filipino Talent** – From sourcing to onboarding, key steps to ensure a seamless process.
- Appendix** – Full role-by-role salary table for your reference.



## Section 1:

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# Salary Overview

# Section 1: Salary Overview

## 1. Overall Averages (Across All Roles)



**\$6,861/month**

Average U.S. Employment  
Cost (with benefits)



**\$1,798/month**

Average Philippine Cost  
via Hire All Stars



**~73.8%**  
Average Savings

## 2. Cost of Living Context

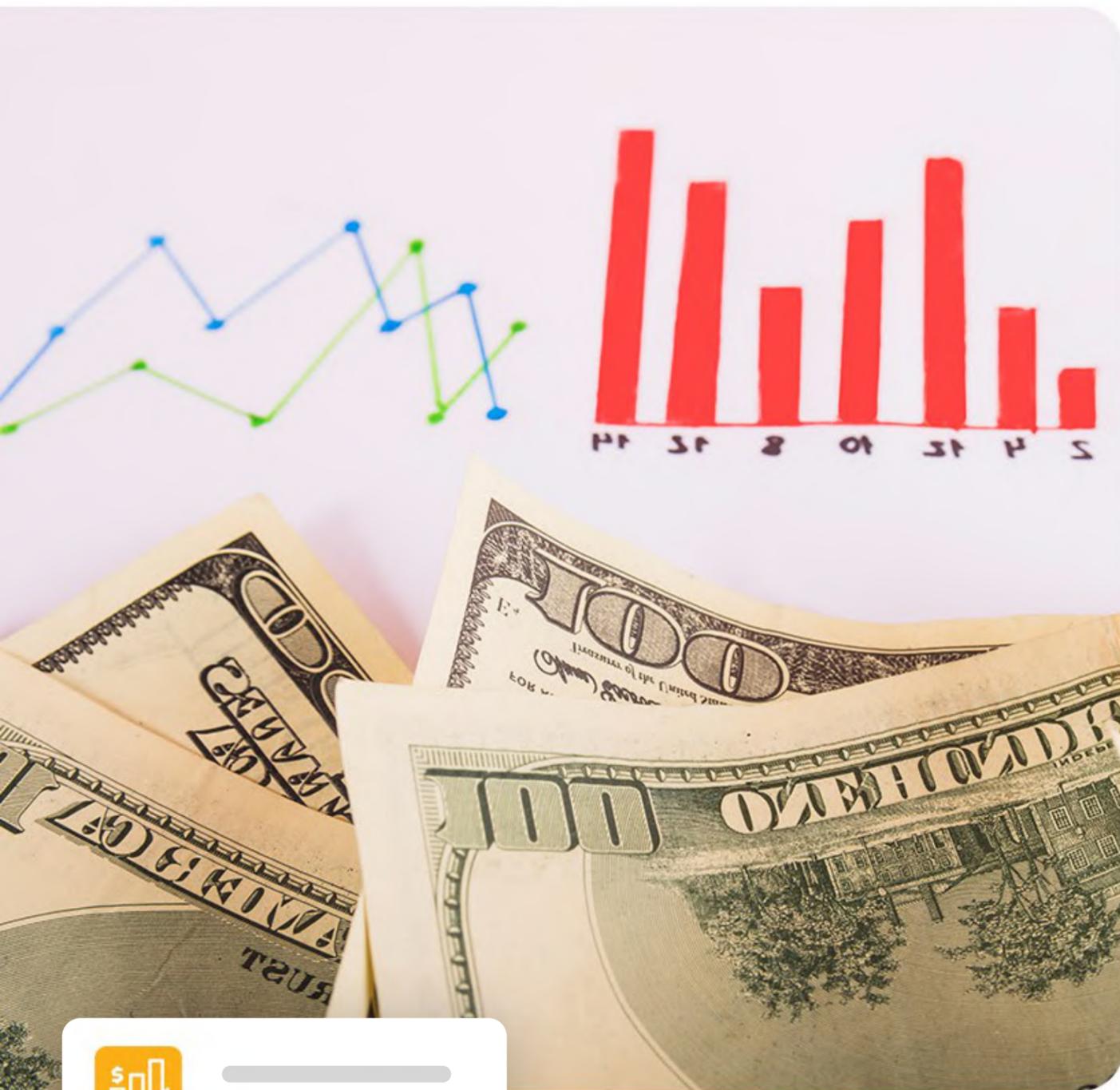
Metro Manila and major Philippine cities remain significantly more affordable than major U.S. metros, which is why you can attract highly skilled professionals at lower salary rates without compromising quality of life.

### 3. Category-Level Averages

Category	Avg U.S. Cost (USD/mo)	Avg PH Cost (USD/mo)	Avg Savings (%)
Agencies	\$7,167	\$1,828	75%
Crypto / Blockchain	\$7,636	\$1,936	75%
Finance / FinTech	\$7,350	\$1,840	75%
Media	\$6,659	\$1,800	73%
Professional Services	\$6,885	\$1,831	73%
Real Estate	\$6,415	\$1,740	73%
Tech Startup	\$6,908	\$1,762	75%
eCommerce	\$6,592	\$1,746	74%

*The best part—the PH salaries are already inclusive of benefits many Filipinos strive for like health insurance, 13th-month pay, social security contribution, and leave credits. And this is why Hire AllStars attract and retain the best of the best.*

**Key Takeaway:** No matter the industry, you can expect roughly 73–75% savings when hiring through All Stars in the Philippines—for the same quality of talent you'd find in the U.S.



## Section 2:

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# Role-by-Role Salary Breakdown



# Section 2: Role-by-Role Salary Breakdown

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Below, roles are grouped by category. For each role, you'll see:

- **Average U.S. Employment Cost (incl. benefits)**
- **Average Philippine Cost (via Hire All Stars)**
- **Average Savings: ~74%**

**Note:** For full role descriptions, responsibilities, and required qualifications, refer to the "Full Role-by-Role Salary Table" in the Appendix.

# eCommerce Roles

Role Title	Avg U.S. Cost (USD/mo)	PH Cost (USD/mo)	Savings (%)
Amazon Catalog Specialist	\$7,000	\$1,500	79%
Amazon PPC Specialist	\$7,500	\$1,700	77%
Amazon Customer Service Specialist	\$5,200	\$1,400	73%
Amazon Supply Chain Associate	\$7,500	\$1,700	77%
Inventory Planner	\$6,500	\$1,700	74%
Graphic Designer	\$5,500	\$1,700	69%
Shopify Specialist	\$6,800	\$1,800	74%
eCommerce Manager	\$8,000	\$2,000	75%
Amazon FBA Specialist	\$6,000	\$1,700	72%

# Media & Creative Roles

Role Title	Avg U.S. Cost (USD/mo)	PH Cost (USD/mo)	Savings (%)
Marketing Designer	\$6,000	\$1,828	75%
Content Writer	\$7,000	\$1,936	75%
Advertising Designer	\$6,000	\$1,840	75%
Video Editor	\$6,500	\$1,800	73%
Copywriter	\$6,200	\$1,831	73%
SEO Specialist	\$7,200	\$1,740	73%
Social Media Manager	\$7,500	\$1,762	75%
Graphic Designer	\$5,800	\$1,746	74%

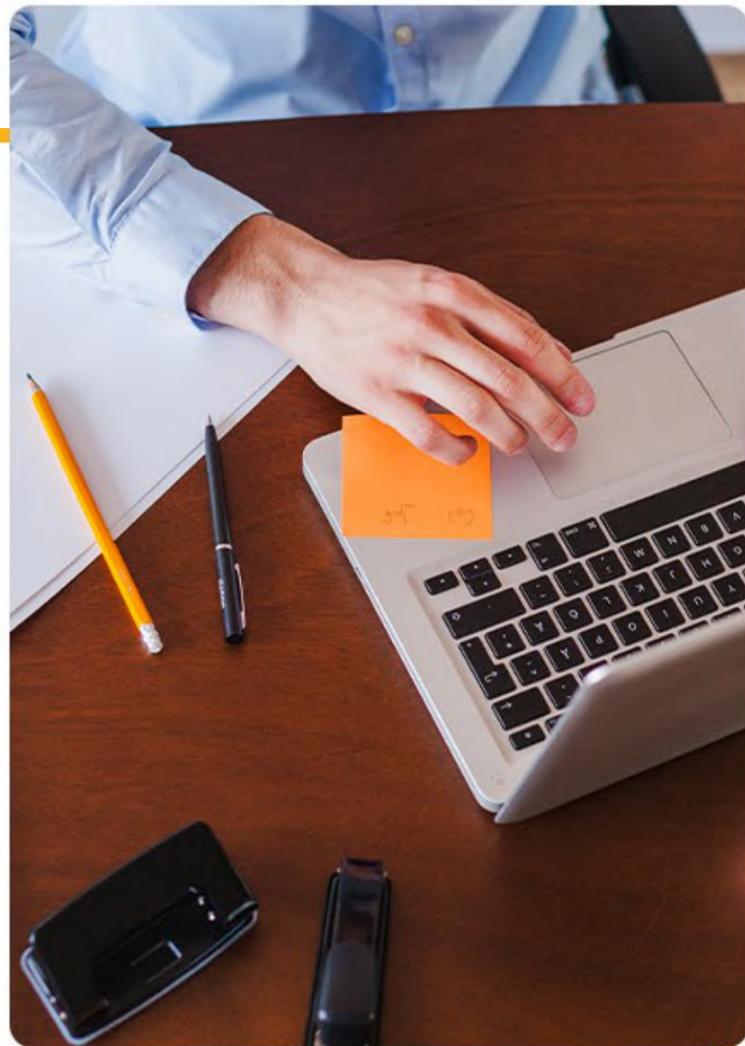
# Tech Startup & IT Roles

Role Title	Avg U.S. Cost (USD/mo)	PH Cost (USD/mo)	Savings (%)
Web Developer	\$8,500	\$2,100	75%
Software Engineer	\$9,500	\$2,300	76%
QA Tester	\$7,000	\$1,800	74%
DevOps Engineer	\$10,000	\$2,400	76%
Data Analyst	\$7,500	\$1,900	75%
UX/UI Designer	\$8,000	\$2,000	75%
Front-End Developer	\$8,200	\$2,100	74%
Back-End Developer	\$9,000	\$2,200	76%

# Finance / FinTech & Crypto / Blockchain Roles

Role Title	Avg U.S. Cost (USD/mo)	PH Cost (USD/mo)	Savings (%)
Bookkeeper	\$6,000	\$1,700	72%
Cryptocurrency Analyst	\$8,500	\$2,000	77%
Blockchain Project Manager	\$10,000	\$2,400	76%
Crypto Customer Support Specialist	\$5,500	\$1,500	73%
Financial Analyst	\$8,000	\$2,000	75%
Accountant (CPA)	\$7,800	\$1,950	75%
Payroll Specialist	\$6,500	\$1,700	74%
FinTech Product Manager	\$9,200	\$2,300	75%

# Section 5: Job Description Templates You Can Use Right Now



## Write Less, Hire Better

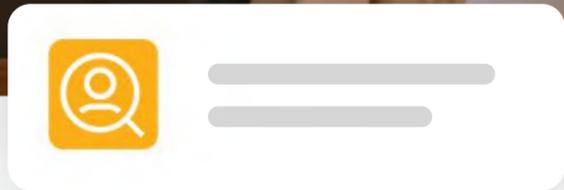
Skip the blank page and start with expert-crafted job descriptions—designed by hiring pros who *actually know remote teams*.

At Hire AllStars, we've helped hundreds of companies scale with top-tier Filipino talent. Our templated job descriptions are:

- ✓ **Pre-vetted** by recruiters who specialize in offshore hiring
- ✓ **Optimized** for remote roles in e-commerce, support, marketing, and tech
- ✓ **Plug-and-play**, so you can post faster and hire smarter

These templates save you time, attract better candidates, and set the tone for a high-performance hire.

[Download Job Description Templates](#)



## Section 3:

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# Hiring Insights

# Section 3: Hiring Insights

More and more companies are seeing the value of hiring globally—and the truth is, not all recruiters are created equal. The Philippines has become a global hotspot for virtual talent, but with that comes saturation: **countless agencies, recruiters, and job boards promising the “best” people for the lowest price.**

## The result?

 Generic hires.  Wasted time.  Frustrated teams.

And that will make employee retention a challenge for businesses like yours.

That's where **Hire AllStars** comes in. We know we attract the best of the best because we provide all the top benefits Filipino professionals want:

- ✓ Work-from-home
- ✓ Private health insurance
- ✓ Above-market pay
- ✓ Annual pay rise
- ✓ Government-mandated benefits such as 13th-month pay, SSS, Pag-ibig, and PhilHealth
- ✓ 15-days of leave credits
- ✓ Holiday premiums
- ✓ Paid birthday leave
- ✓ Stable employment
- ✓ Skills development



## Section 4:

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# 2026 Hiring Predictions

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## 1. Top In-Demand Roles

- ▶ **Full-Stack Developers & DevOps Engineers:** As more businesses migrate to cloud-native architectures, these roles will command premium rates.  
Digital Marketing & Ads Specialists: With the ROI of online advertising under scrutiny, experts in Meta, LinkedIn, and TikTok ads will be highly sought.
- ▶ **E-Commerce Managers & Amazon Specialists:** E-commerce continues its upward trajectory; dedicated experts to optimize listings, PPC, and fulfillment will remain critical.
- ▶ **Blockchain & Crypto Professionals:** As emerging markets embrace Web3, roles like Crypto Analysts, Smart Contract Developers, and Blockchain Project Managers will see salary upticks

## 2. Skill Sets to Watch

- ▶ **AI & Machine Learning Basics:** Even non-technical roles benefit from familiarity with AI workflows (e.g., using ChatGPT for content ideation).
- ▶ **Data-Driven Decision Making:** Proficiency in tools like Google Analytics, Power BI, or Tableau is a plus across Marketing, Finance, and Operations roles.
- ▶ **Cybersecurity Awareness:** As remote environments expand attack surfaces, basic knowledge of best practices (e.g., encryption, data backup) will be essential for IT teams.

## 3. Projected Salary Shifts

- ▶ **5–10% Increase** across high-demand tech and digital marketing positions compared to early 2026 benchmarks.
- ▶ **3–5% Increase** for senior-level operations and customer support roles as competition intensifies.



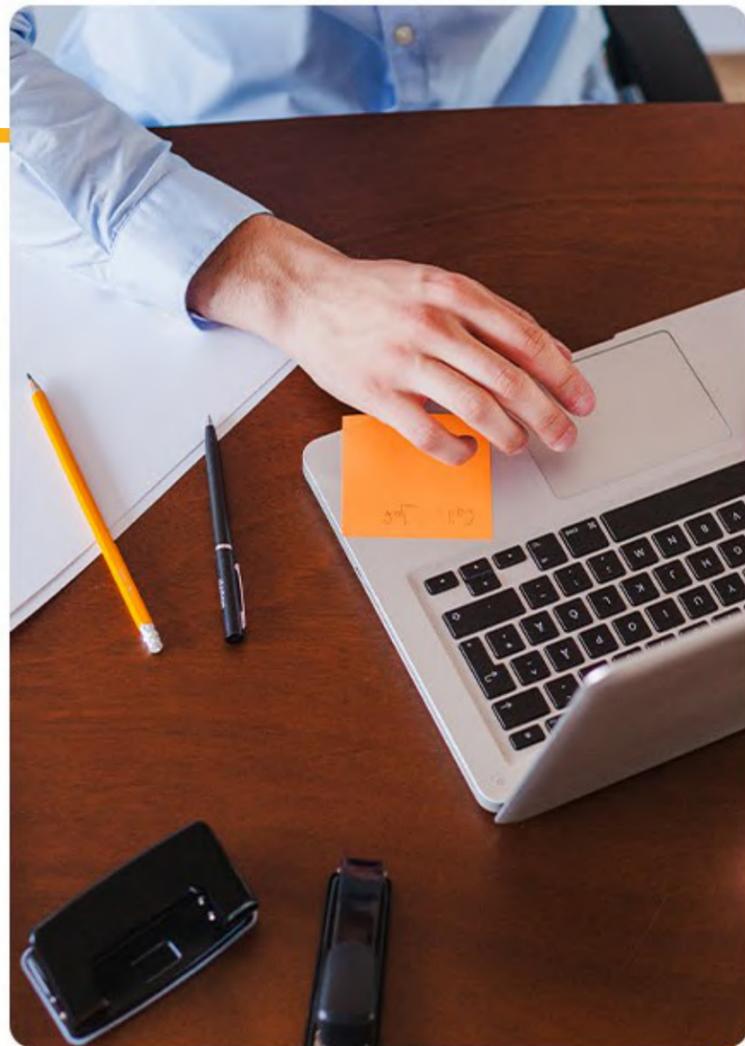
## Section 5:

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# Job Description Templates You Can Use Right Now



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Skip the blank page and start with expert-crafted job descriptions—designed by hiring pros who *actually know remote teams*.

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[Download Job Description Templates](#)



## Section 6:

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# How to Hire Top Filipino Talent

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## 1. Where to Source Candidates

- ▶ **All Stars (HireAllStars.com)** – Pre-vetted professionals across eCommerce, Tech, Marketing, Finance, and more.

HireAllStars.com



## 2. Key Interview Questions



### Skill Verification:

- ▶ “Can you walk me through a recent [role-specific] project you completed? Which tools did you use?”
- ▶ “How do you prioritize tasks when multiple deadlines overlap?”



### Cultural Fit & Communication:

- ▶ “What’s your typical workday routine, and how do you ensure clear communication with a remote team?”
- ▶ “How do you handle feedback or revisions in a fast-paced environment?”



### Problem-Solving:

- ▶ “Describe a situation where you encountered a major roadblock on a project. How did you overcome it?”
- ▶ “If our internet goes down, what’s your backup plan to ensure continued productivity?”

# Section 6: How to Hire Top Filipino Talent

## 3. Red Flags to Watch Out For

- ▶ **Inconsistent Work History:** Gaps longer than 3 months without reasonable explanation can indicate reliability issues.
- ▶ **Vague Skill Claims:** If a candidate cannot provide concrete examples of past projects or lacks a portfolio, proceed with caution.
- ▶ **Poor Time Management Skills:** Late interview arrivals or difficulty articulating task prioritization may signal challenges in a remote setting.

## 4. Remote Onboarding Tips

- ▶ **Structured Onboarding Plan:** Create a 30-60-90-day roadmap with clear milestones, check-ins, and feedback loops.
- ▶ **Dedicated Mentorship:** Pair new hires with a “buddy” for the first 2–4 weeks to reinforce company culture and standard operating procedures (SOPs).
- ▶ **Document Everything:** Use shared platforms (e.g., Google Drive, Notion) to store SOPs, role guidelines, and FAQs.

[Schedule a Discovery Call](#)



# Appendix / Bonus Pages



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## A. Glossary of Filipino Employment Terms

- ▶ **13th Month Pay:** A mandatory annual bonus equivalent to one month's salary, typically disbursed in December.
- ▶ **Philhealth:** Government-mandated healthcare insurance—employers contribute a portion of premiums.
- ▶ **SSS (Social Security System):** Retirement and social benefit program; employers share contributions.
- ▶ **Pag-IBIG Fund:** Government housing fund program—mandatory contributions from employees and employers.

## B. Full Role-by-Role Salary Table

Below is the complete list of roles, organized by category, along with their corresponding Average U.S. Cost (including benefits), Philippine Cost (via All Stars), and percentage savings. Use this as your reference when budgeting or comparing offers.

Category	Role Title	Average US (USD/month)	PH Cost (USD/month)	Savings (%)
eCommerce	Amazon Catalog Specialist	\$7,000	\$1,500	79%
eCommerce	Amazon PPC Specialist	\$7,500	\$1,700	77%
eCommerce	Amazon Customer Service Specialist	\$5,200	\$1,400	73%
eCommerce	Amazon Supply Chain Associate	\$7,500	\$1,700	77%
eCommerce	Inventory Planner	\$6,500	\$1,700	74%

Category	Role Title	Average US (USD/month)	PH Cost (USD/month)	Savings (%)
eCommerce	Graphic Designer	\$5,500	\$1,700	69%
eCommerce	Shopify Specialist	\$6,800	\$1,800	74%
eCommerce	eCommerce Manager	\$8,000	\$2,000	75%
eCommerce	Amazon FBA Specialist	\$6,000	\$1,700	72%
Media & Creative	Marketing Designer	\$6,000	\$1,700	72%
Media & Creative	Content Writer	\$7,000	\$1,700	76%
Media & Creative	Advertising Designer	\$6,000	\$1,700	72%
Media & Creative	Video Editor	\$6,500	\$1,800	72%
Media & Creative	Copywriter	\$6,200	\$1,700	73%
Media & Creative	SEO Specialist	\$7,200	\$1,800	75%
Media & Creative	Social Media Manager	\$7,500	\$1,900	75%
Media & Creative	Graphic Designer	\$5,800	\$1,700	71%
Real Estate & Prof. Services	Real Estate Virtual Assistant	\$6,200	\$1,650	73%

Category	Role Title	Average US (USD/month)	PH Cost (USD/month)	Savings (%)
Real Estate & Prof. Services	Transaction Coordinator	\$6,300	\$1,700	73%
Real Estate & Prof. Services	Executive Assistant	\$8,000	\$2,000	75%
Real Estate & Prof. Services	Project Manager	\$9,000	\$2,200	76%
Real Estate & Prof. Services	Customer Support Rep	\$5,000	\$1,300	74%
Real Estate & Prof. Services	Virtual Receptionist	\$4,500	\$1,200	73%
Real Estate & Prof. Services	Business Analyst	\$8,500	\$2,200	74%
Real Estate & Prof. Services	Data Entry Specialist	\$4,000	\$1,100	72%
Tech Startup & IT	Web Developer	\$8,500	\$2,100	75%
Tech Startup & IT	Software Engineer	\$9,500	\$2,300	76%
Tech Startup & IT	QA Tester	\$7,000	\$1,800	74%
Tech Startup & IT	DevOps Engineer	\$10,000	\$2,400	76%
Tech Startup & IT	Data Analyst	\$7,500	\$1,900	75%
Tech Startup & IT	UX/UI Designer	\$8,000	\$2,000	75%

Category	Role Title	Average US (USD/month)	PH Cost (USD/month)	Savings (%)
Tech Startup & IT	Front-End Developer	\$8,200	\$2,100	74%
Tech Startup & IT	Back-End Developer	\$9,000	\$2,200	76%
Finance / FinTech & Crypto	Bookkeeper	\$6,000	\$1,700	72%
Finance / FinTech & Crypto	Cryptocurrency Analyst	\$8,500	\$2,000	77%
Finance / FinTech & Crypto	Blockchain Project Manager	\$10,000	\$2,400	76%
Finance / FinTech & Crypto	Crypto Customer Support Specialist	\$5,500	\$1,500	73%
Finance / FinTech & Crypto	Financial Analyst	\$8,000	\$2,000	75%
Finance / FinTech & Crypto	Accountant (CPA)	\$7,800	\$1,950	75%
Finance / FinTech & Crypto	Payroll Specialist	\$6,500	\$1,700	74%
Finance / FinTech & Crypto	FinTech Product Manager	\$9,200	\$2,300	75%

# Hiring is Hard. We Make it Easy.

We deliver pre-vetted, top-tier Filipino talent—fast. With a proven, hands-on process tailored for growing businesses, All Stars takes the guesswork out of offshore hiring by **combining expert recruitment, cultural alignment, and long-term retention strategies.**

All Stars has you covered with our extensive team of recruiters, trainers, operations managers, and more. We're here to help, whether you're a solo entrepreneur unsure where to begin, or a venture-backed startup with \$300+ million in the bank needing aggressive expansion.

**75%**

## INCREASE IN HIRING EFFICIENCY

Our services range from individual placements to full team builds. 75% increase in hiring efficiency

**80%**

## LOWER STAFFING COST

Remote talent from Asia and South America costs a fraction of US-based hires.

**2X**

## HIGHER RETENTION

Happier employees stay loyal and deliver sustained value to your business.

## Sample Team Builds

### From Single HeadCount Hires to 200+ Person Team Builds

- ▶ 220+ headcount team in Customer Support/ QA
- ▶ 70+ headcount team in Accounting
- ▶ 35+ headcount team in Branding & SEO
- ▶ 25+ headcount team in Creative Roles

# What Our Clients Say



**“With Over 250 Great People Working there.  
They’re a Rock Star, Period.”**

We credit Hire AllStars with introducing us to selling on Amazon.com in the very early days and with training members of our original senior team as we developed the business model, formed the team and fueled the growth. They were instrumental in that time period with knowledge and introductions in the Amazon ecosystem. They then went on to build our amazing Philippines operation into one of the best-reviewed employers with over 250 great people working there.

– Carlos Cashman, Co-Founder of Thrasio - 2020 Unicorn

# What Our Clients Say



**“Hire AllStars has been an invaluable partner in expanding our team in the Philippines.”**

Hire AllStars has been an invaluable partner in our journey of expanding our team in the Philippines. Through their comprehensive support in recruitment, pre-training, payroll & benefit management, and workforce management, we scaled our team to great new heights.

Their dedication went beyond standard services, assisting us with various employee experience initiatives that boosted our team’s morale and productivity.

– Matt Numark, GM - Commercial Strategy, Unybrands

# What Our Clients Say



**“Helped me Establish and Define a World-Class Accounts Payable Team & Culture.”**

I was very fortunate to partner with Hire AllStars when building an AP department. They have helped me establish and define a world-class accounts payables team and culture. In building this team, we could address many challenges and shortcomings quickly, efficiently, and cost-effectively.

– Mike Crowley- Sr. Manager, Act Payable

# What Our Clients Say



## “Instrumental in Building a High-Quality Offshore Team in the Philippines.”

I had the pleasure of working with Erick and his team at Hire AllStars during my interim role as Director of People at unybrands. They were instrumental in building a high-quality offshore team in the Philippines and providing exceptional EOR services. Beyond standard services, Hire AllStars ensured our team received extra benefits and organized all our annual staff events. Their expertise in Philippine labor law was invaluable, guiding us through challenging decisions.

I would highly recommend using Erick and Hire AllStars if you are thinking of setting up an offshore team.

– Theresa Edward, Interim Director of People, Unybrands

# Ready to save up to 75% on your remote hiring budget without compromising quality?

[Schedule a Discovery Call](#)

[Explore All The Roles We Support](#)

[Download Job Description Templates](#)

Thank you for choosing the “Philippine Salary Guide for Remote Professionals 2026.”  
We hope this resource empowers you to make informed, data-driven hiring decisions.