



eBook

# THE ULTIMATE GUIDE ON HOW TO HIRE DEVELOPERS IN LATIN AMERICA

---





# FOREWORD FROM OUR CEO



BLUE CODING



## DAVID HEMMAT

CEO / FOUNDER

At Blue Coding we are proud to be at the forefront of our industry in learnings, experience and skills. Our team has poured hundreds of hours of energy into researching how to best leverage the amazing talent available in Latin America for nearshore software development. We have discovered where to find, how to hire and how to keep the best developers in the region, and how to effectively integrate them into organizations worldwide. From Mexico to Argentina, we've hired software engineers, Project Managers, UI/UX designers, Quality Assurance specialists, and other high level professionals for our clients in the US, Canada and Europe.

In this guide we will share some of our learnings about the software engineering talent and market for engineers in 10 different countries in Central and South America, including Argentina, Brazil, Mexico, Chile, Uruguay, Panama, Costa Rica, Colombia, Peru and Ecuador. We thank you for taking the time to download this ebook and we hope that it provides you with some of the information you need to be able to start hiring amazing software engineers in Latin America.

If you have any questions please feel free to reach out, I'm always happy to talk. If I don't have the answers I can connect you to someone on our team who can help you. We're happy to help you grow and reduce expenses related to development!



# HOW TO HIRE...





# INTRODUCTION

## ARE YOU LOOKING TO HIRE DEVELOPERS IN LATIN AMERICA?

Latin America has emerged as a key hub of tech talent, offering highly skilled developers at competitive rates. However, hiring developers in Latin America can be a daunting task for companies unfamiliar with the region's unique culture and hiring practices. Hiring nearshore developers from Latin America will allow you to reduce development costs and incorporate a more diverse workforce into your team, all with minimal time zone differences and language barriers. But there are many countries to hire from and it can be tough to know where to start. Lucky for you, we have created the ultimate guide with everything you need to know before choosing a Latin American country to hire nearshore developers.

With this guide, we aim to provide a comprehensive overview of the key considerations when hiring developers in Latin America, separated by each specific country to ensure all the specifics are properly explained. From understanding the cultural nuances to navigating the current state of the local development landscape, we'll cover everything you need to know to successfully recruit and onboard top talent in this thriving tech region.

Whether you're a startup looking to build a nearshore development team or an established company seeking to expand your current tech talent pool, this guide will equip you with the knowledge and tools necessary to make informed hiring decisions and hire developers in Latin America. There's a lot to cover, so let's get straight into the ABC of outsourcing to Latin America!

## THE BLUE CODING EXPERTISE

At [Blue Coding](#), we recommend nearshoring as the most efficient and cost-effective way to start software outsourcing. Thanks to our extensive knowledge of the Latin American tech talent market and experience hiring nearshore developers from LATAM, we know the ins and outs of nearshoring to this region and can guide you in the process of doing so. We have a deep understanding of the cultural, legal, and technical aspects of working with nearshore development teams in the region and can leverage this expertise to help you find the right developers for your projects.





# HOW TO HIRE DEVELOPERS IN ARGENTINA

Argentina, the land of dulce de leche, beautiful tangos, and outstanding football players, such as the one and only Lionel Messi. This South American country is famous for a variety of things, but the excellence of its software developers sometimes goes unnoticed. Argentina is also a top nearshore outsourcing destination!

Now that [nearshoring has become an increasingly popular option](#) for US tech companies, we wanted to share all you need to know about hiring nearshore developers in Argentina. With minimal differences to US time zones, this country has skilled programmers that you can work with in real-time and with barely any language or culture barriers. Let's see why you should partner with Argentine software engineers and how to hire them for your company!

## AN OVERVIEW OF SOFTWARE DEVELOPMENT IN ARGENTINA

There's a reason nearshore software developers in Argentina are so sought after. The software development industry in this country has been booming since the '90s and in recent years it has become a technological hub in Latin America. According to the [CESSI](#) (Argentine Chamber of the Software Industry), software development in Argentina has seen a steady growth of 50% Argentine software engineers and 36% tech companies in the past few years. This shows



how the industry keeps growing and becoming more active in the country, with thousands of people choosing web development as a career each year.

As if these numbers weren't looking up on their own, Argentina ranked as the #1 country with software engineering skills worldwide in 2019. [Coursera's 2019 Global Skills Index](#) showed them as the leaders in technological and web development skills. This ranking is further proof of the solid software development scene present in this top nearshore outsourcing destination

## MOST POPULAR CODING LANGUAGES AND SOFTWARE TECHNOLOGIES IN ARGENTINA

Thanks to Argentina's advances within the software development industry, you will find Argentine software engineers are familiar with most coding languages and technologies. This is especially true if you are looking for nearshore developers proficient in trending languages, as there's an active software development community in Argentina that keeps up with all industry trends.

Most popular programming languages with developers from Argentina:

- Java Script & Java
- Python
- HTML/CSS
- Ruby
- MSSQL
- WordPress
- PHP
- Flask
- Django
- React Native
- Angular
- Laravel
- Symfony
- CodeIgniter

Other coding languages prominent for software development in Argentina:

- Node.js
- Visual Basic
- C
- C++
- Flutter
- Kotlin
- Objective C
- Clojure
- VueJS
- Swift
- Ionic
- Struts
- Vaadin
- Grails
- Sinatra

# OVERALL ENGLISH LEVEL IN ARGENTINA FOR NEARSHORE SOFTWARE DEVELOPERS

Lucky for everyone looking to get into nearshore software development in Argentina, this is the Latin American country with the highest level of English proficiency. According to the [EF English Proficiency Index 2022](#), Argentina ranked first within the LATAM region with a score of 562 out of a maximum of 800 points.



Take this statistic as one of the many pieces of evidence that Argentina is the Latin American country to find top-quality nearshore software developers. Argentine software engineers have most likely received English education from a young age, with many secondary and primary schools being 100% bilingual in this country. A high number of local tech and media companies require all employees to have a basic understanding of English as well. This turns proficiency in this language into a necessity when job hunting, resulting in many Argentine developers becoming bilingual to better their employment options and salaries. We are confident you will find English-proficient candidates when hiring nearshore developers from Argentina.

# SOFTWARE ENGINEERING EDUCATION IN ARGENTINA

Argentina has long become an international hub for learning, thanks to its highly-ranked universities and other institutions. To this day, the country offers [38 different undergraduate degrees and professional certificates](#) in software development and coding. Furthermore, many of these degrees are offered for free, which leads to a higher number of qualified developers ready to enter the nearshore outsourcing scene.



Yet Argentina's software development training goes beyond undergraduate and graduate degrees. The [CFE](#) (Federal Council of Education) dictated back in 2018 that by 2020, all secondary schools needed to prioritize robotics and coding content in their educational curricula. This shows the intention to move towards an even more prominent programming scene in the country. Pair this new regulation with the many coding learning institutions available, and it's not hard to see a future where Argentine software engineers become even more in demand.

There are other ways in which developers learn about coding and software development in Argentina. Many of them are self-taught, thanks to the vast amount of resources available online, especially for bilingual professionals. There are also several coding bootcamps and short courses available, which provide aspiring coders with intensive and specific education on a particular web development area of expertise. Overall, Argentine software engineers have plenty of educational resources to choose from, and this quality training shows in their development and technological skills.

## HOW TO FIND REMOTE SOFTWARE DEVELOPERS IN ARGENTINA

If you want to scout for potential candidates, there are several ways to find nearshore software developers from Argentina. Even though it is a competitive market, you will find many potential fits for your company if you know where to look. This is how to find Argentine software engineers.

***Nearshore outsourcing and staff augmentation firms:*** Finding Argentine developers is much easier by working with an agency that has experience hiring nearshore developers in Latin America. Firms like Blue Coding (hey, that's us!) know their way around the local regulations and can guide you through the process and avoid any hassles for your company.

***Personal referrals:*** Referrals are great because you get to learn more about a potential nearshoring candidate from someone who has already worked with them or heard of their great work. Request referrals from your contacts in Argentina or Latin America.

***Online software development communities:*** As mentioned before, there is a large software development community in Argentina. Many remote developers join online groups on social media, such as LinkedIn, Reddit, or Facebook. There are also online forums, while not as popular. You might be able to post a job ad on one of them, depending on each community's rules.



**Online job boards:** Unlike online communities, job boards are strategically designed for remote software developers and tech companies looking to outsource to find one another. Post about the vacant position on an online job board and you will surely receive more than a few responses.

**Local events (virtual and in-person):** Software development events in Argentina are huge. The community is friendly and motivated to share the latest coding trends, search for job opportunities, and chat with several US tech companies. Try joining one of their virtual events as a potential employer or send a small team to their in-person conferences.

## HOW TO HIRE NEARSHORE SOFTWARE DEVELOPERS FROM ARGENTINA

There are many ways to find nearshore software developers from Argentina. Though they are in high demand at the time, there is still a wide array of educated and English-proficient developers that can be a strong fit for your company's technological needs. Here are the most common ways to go about hiring nearshore developers.

**Hire through a nearshoring firm:** Nearshore outsourcing agencies are the best way to onboard qualified professionals that will be in your company for the long term. At Blue Coding, we have a careful vetting process and know how to negotiate fair rates for Argentine software engineers.

**Hire directly through GEO or PEO:** Many US tech companies take advantage of global employment organizations and professional employment organizations to find Argentine web developers. It's still a form of nearshoring, but these organizations hire remote software developers to work for your company, so you are hiring local talent through them. These local companies usually charge the total cost of employee salary, and benefits, plus a fee of 10% or more for their services.

**Hire a direct contractor:** If you want to find nearshore software development services without any third-party involvement, a direct contractor is your best bet. Though these types of Argentine software engineers can be more challenging to find, as they are wary of job scams and might prefer to work with freelancing platforms to ensure they get paid. Try to search for Argentine developers through LinkedIn and contact them on the platform to show the position is legit.



***Hire using popular freelancing platforms:*** UpWork and Freelancer are two of the most popular freelancing platforms for software development in Argentina. These platforms make payments and time management easier, but they often get a share of your developer's pay. So don't be surprised if the rates are higher for developers on there! Another downside of freelancing platforms is that it can be hard to get a proper evaluation of the developer before starting to work together.

***Set a local company:*** This one is an ambitious nearshoring alternative. Though if you are looking to build a larger team and establish your presence in the region, creating a subsidiary of your company in Argentina can be a smart and proactive move. That way you can hire local employees, be it in-person or remote software developers. Just make sure you are complying with Argentina's employment regulations from the get-go.

## SOFTWARE DEVELOPER SALARIES IN ARGENTINA

Argentina's turbulent economy and the peso's conversion to US dollars make the salaries of Argentine software engineers up to [75%](#) lower than in the United States. Meaning the cost of software development in Argentina is much more attainable than even in other parts of Latin America. This is great news for US tech companies looking to hire nearshore software developers and part of what makes Argentina a top nearshore outsourcing destination.

- Junior developers: USD 2000-USD 3000 per month.
- Mid-level developers: USD 3000-USD 5000 per month.
- Senior developers: USD 5000-USD 8000 per month.

If you are hiring through a third-party agency, there most likely be a 30% to 50% increase in the rates described above.





# HOW TO HIRE DEVELOPERS IN **BRAZIL**

Brazil, the largest country in South America, is a well-known location for its beaches, the Amazon, its carnivals, and its amazing soccer players. With a whopping population of 211 million people, Brazil is also an amazing location to hire top-level software engineers in Latin America.

## **SOFTWARE DEVELOPMENT IN BRAZIL**

Brazil is home to many top software engineering firms, ranging from small and well-known consultancies like [PlataformaTec](#) (acquired in 2020 by [NuBank](#)) to multinationals like [IBM](#). Brazil is also home to large financial institutions like Itau Unibanco, Banco Bradesco, and Banco Do Brasil, with strong software engineering divisions, as well as other large companies in other industries. Most software engineers in Brazil are based in the largest cities: São Paulo, Rio de Janeiro, Brasilia, Salvador, Fortaleza, Belo Horizonte, and Manaus, but many live in smaller cities across the country.

## **MOST POPULAR LANGUAGES AND TECHNOLOGIES IN BRAZIL**

Among the top languages and technologies used by developers in Brazil are:



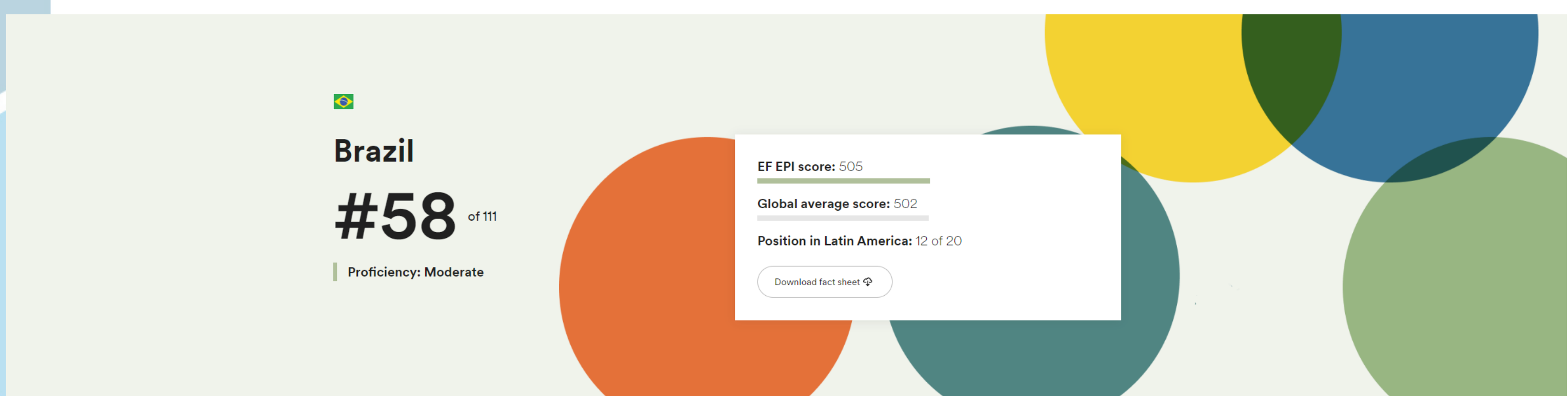
- Python
- Django
- Flask
- Java
- Spring
- Ruby, Ruby on Rails
- Sinatra
- JavaScript
- Node.js
- jQuery
- React, React Native
- Angular
- PHP
- Laravel
- WordPress
- CodeIgniter
- Symfony

Other languages and technologies used in Brazil:

- Swift
- Objective C
- Kotlin
- Elixir
- Clojure
- .NET, .NET Core (C#)
- Visual Basic
- Ionic
- Go
- Flutter
- Dart
- C
- C++

## ENGLISH LEVEL IN BRAZIL

Brazil's population as a whole has an intermediate English level compared to other Latin American countries, but its large developer population makes up for it. Many software engineers in Brazil speak great English, although they often have strong accents. According to the [2022 EF English Proficiency Index](#), the country ranks #58 out of 111 in the world, with an overall score of 505, signaling a moderate command of the language.



Software Engineers and coders in Brazil come from a variety of backgrounds, but often acquire their education through one of these:

**University:** Brazil has more than 2600 public and private universities across the country, providing an amazing source of software



engineering talent. Some of the top universities teaching computer science and related degrees are: Universidade de São Paulo, State University of Campinas, Federal University of Minas Gerais, Federal University of Rio Grande do Sul, and Federal University of Rio de Janeiro.

***On the job:*** The huge number of well-established multinationals and large organizations and consulting firms in Brazil with strong software engineering departments as well as the numerous niche software development studios in Brazil, provide developers with a place to polish their skills.

***Bootcamps and other institutions:*** There is a growing number of bootcamps and other institutions teaching software coding in Brazil. These institutions are providing initial training for many new developers.

***Self-taught:*** As in most other countries, Brazil boasts a large population of self-taught developers that have transitioned from other careers.

## WHERE TO FIND DEVELOPERS AND CODERS IN BRAZIL

Even with its large developer population, competition is at an all-time high for top-level software engineers in Brazil. A few places to find software engineers in Brazil are:

***Outsourcing or nearshoring firm:*** Hire through a firm like Blue Coding, Toptal, or Baires Dev who have established networks of developers in the region and understand the local laws and regulations.

***Referrals:*** Request referrals from other team members from Brazil. Some of the best talents we have hired have come on board through referrals from our top developers.

***Job boards:*** There are a huge number of job boards in Brazil where you might be able to locate talent, although knowledge of the Portuguese language is generally required. Some of these are Trabalhabrasil, Vagas, Catho, Buscojobs and Indeed.

***Online communities:*** Software developers tend to congregate in online communities on networks like LinkedIn and Facebook. There are many online communities where you can source software engineers, although many of them have rules as to how job posts can be structured and shared.



**Networking and local events:** In most major cities throughout Brazil there are a number of events that you can attend where you can meet software engineers. The best way to find these events is through referrals, by joining local development groups, or through tools like Meetup.com.

## ENGAGEMENT MODELS FOR HIRING SOFTWARE DEVELOPERS IN BRAZIL

**Hire through an outsourcing or nearshoring firm:** Some of the top firms include Blue Coding, CheeseCake Labs, Cinq Technologies, and Fulcrum Digital. These companies have a good understanding of the local regulatory landscape and tax and HR concerns and best practices. Most of these companies can offer staff augmentation or staffing models, and custom development and some of them offer recruitment and direct placement services.

**Hire directly through GEO or PEO:** Global employment organizations and professional employment organizations are often used by large companies that are looking to establish a foothold in a new region. They use local legal entities through which they can hire software engineers as employees for another organization. The fees usually charge the total cost of employee salary, benefits, and other costs plus a 10% or higher fee.

**Hire using UpWork, Freelancer.com, or other freelancing platforms:** Platforms like UpWork, Freelancer.com, and others will facilitate payments and time management, but you need to make sure you and your contractor are following all relevant employment and tax laws to ensure you are shielded from legal liability.

**Hire directly as a contractor:** Another way to hire directly is by contracting with the developer directly. Many contract developers in Brazil own sole proprietorships or limited liability companies through which you can engage them with relative ease, while others are less experienced in this respect and may need assistance from local attorneys and accountants to set up correctly. It is important to ensure that the contractor is following all relevant local laws and reporting his taxes correctly to avoid legal liability from your organization's perspective.

**Establish a local company:** If you are building a larger team, you may want to create a local subsidiary of your company in Brazil through which you can hire all of your Brazilian employees. This will allow you to be compliant with all local laws and regulations around employment and taxes.



## SOFTWARE DEVELOPER SALARIES IN BRAZIL

Brazil, and in particular the larger cities like Sao Paulo and Rio de Janeiro have relatively high costs of living compared to the rest of Latin America. This, combined with the high demand for talented software engineers creates a situation where top engineers in Brazil command salaries that sometimes rival those of their North American peers.

For remote companies looking to hire in Brazil, these ranges will give you an idea of how much to pay experienced developers with high English levels:

- Junior developers: USD 2000-USD 2500 per month.
- Mid-level developers: USD 3000-USD 4000 per month.
- Senior developers: USD 5000-USD 8000 per month.

Certain technologies, such as Ruby on Rails, can be even more expensive to hire for because of the increased demand over the past few years. If you are hiring through a third-party firm, please consider that there will be a 30% to 50% increase in the rates described above.





# HOW TO HIRE DEVELOPERS IN MEXICO

Mexico, the USA's next-door neighbor, is known for its diverse and delicious cuisine, beautiful ancient ruins, and white sand beaches. Home to 128 million people, Mexico is also a top choice for companies looking to hire top-level software engineers in Latin America.

## SOFTWARE DEVELOPMENT IN MEXICO

Mexico is home to many top software engineering firms, ranging from small and well-known consultancies like Codebay and Teravision to large multinationals like Oracle. Mexico is also home to large financial institutions like BBVA, Santander, and HSBC Mexico. These have strong software engineering divisions, and many software engineers in Mexico work with financial institutions at some point in their careers. As with many countries, software engineers in Mexico tend to be based in the largest cities: Guadalajara (home to the majority of the country's developers), Ciudad de Mexico (the capital), and Monterrey, though there are plenty of talented developers scattered throughout the country in less populous areas, as well. It's interesting to note that different cities in Mexico tend to specialize in different languages and areas of expertise. For example, the best full-stack developers, as well as front- and back-end developers, can be found in Guadalajara. If you're looking for QA engineers in Mexico, Monterrey is a good bet. If you're looking for the best web and mobile developers in Mexico, the Ciudad de Mexico is a good place to start.



Among the top languages and technologies used by developers in Mexico are:

- Ruby, Ruby on Rails
- Python
- Django
- Flask
- Java
- JavaScript
- VueJS
- Angular
- React
- TypeScript
- Node.js
- jQuery
- PHP
- Laravel
- WordPress
- Symfony
- CodeIgniter

Other languages and technologies used in Mexico:

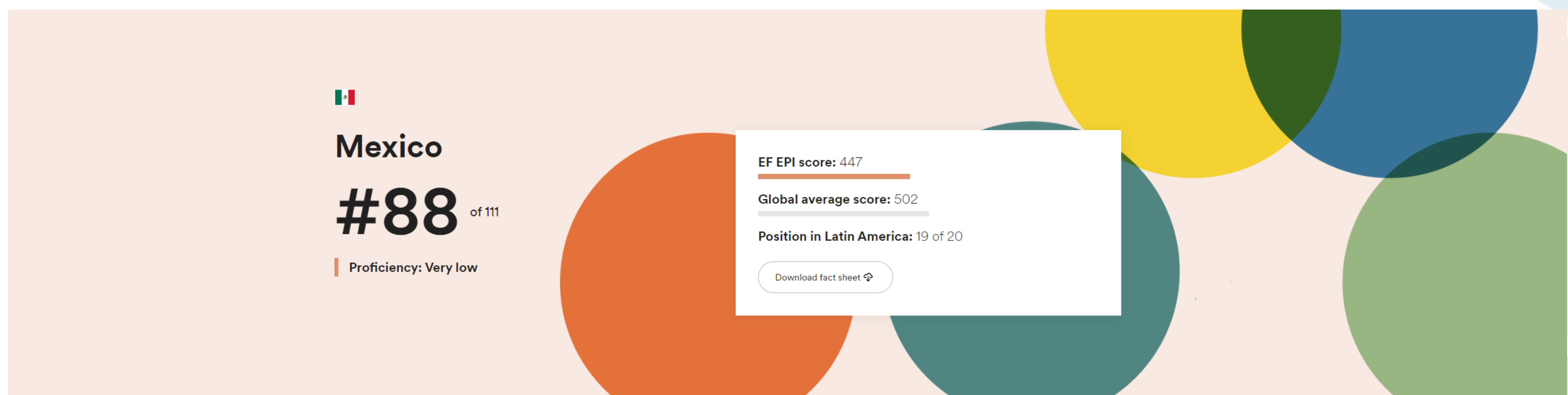
- .NET, .NET Core
- Visual Basic
- Go
- Flutter
- Kotlin
- Clojure
- Elixir
- Dart
- Swift, Objective C
- C
- C++

## ENGLISH LEVEL IN MEXICO

One of the benefits Mexico has, given its proximity to the US, is that developers tend to have excellent English. Many are even native speakers, meaning you can expect a seamless level of communication in your working relationship. Another major advantage is cultural overlap with the US. Because many Mexican software developers have worked with US companies in the past, they are generally familiar with US working conventions and tend to adapt quickly to their new teams.

Now, while Mexican developers have a good command of the language, this didn't truly reflect on the [EF EPI 2022 results](#). Mexico ranked #88 out of 111 countries - #19 out of 10 LATAM countries - and gained an overall score of 447. Nevertheless, this shouldn't discourage you from hiring nearshore developers in Mexico, as you can always test their language skills in a technical interview.





One of the benefits Mexico has, given its proximity to the US, is that developers tend to have excellent English. Many are even native speakers, meaning you can expect a seamless level of communication in your working relationship. Another major advantage is cultural overlap with the US. Because many Mexican software developers have worked with US companies in the past, they are generally familiar with US working conventions and tend to adapt quickly to their new teams.

Now, while Mexican developers have a good command of the language, this didn't truly reflect on the [EF EPI 2022 results](#). Mexico ranked #88 out of 111 countries - #19 out of 10 LATAM countries - and gained an overall score of 447. Nevertheless, this shouldn't discourage you from hiring nearshore developers in Mexico, as you can always test their language skills in a technical interview.

## SOFTWARE ENGINEERING EDUCATION IN MEXICO

Software engineers and coders in Mexico come from a variety of backgrounds, but often acquire their education through one of these:

**University:** Mexico has approximately 1250 public and private universities across the country, providing a steady stream of well-educated software engineers. Some of Mexico's top universities for computer science and similar degrees are the Centro de Enseñanza Técnica y Superior (CETYS University), Universidad Anáhuac Mayab, the Technological University of Leon, and Gauss Jordan Specialized Institute in Computer Science and Administration (which also provides students with valuable insight on business organization and administration).

**On the job:** A large amount of established multinationals, startups, and consulting firms operating in Mexico give software engineers an excellent opportunity to learn on the job. It's common to work with developers who have worked with, for example, EY, large investment banks, or cutting-edge startups, giving them a chance to gain valuable real-life experience that they can apply in future roles.



***Bootcamps and other institutions:*** Mexico boasts a large number of acclaimed bootcamps to help people learn to code and polish their skills. Le Wagon, Iron Hack, Laboratoria, Kodemia, and HolaCode are all known for their comprehensive programs, and there are more popping up all the time.

***Self-taught:*** As in most places, Mexico also has a large (and growing) amount of self-taught programmers in the workforce.

## A FEW PLACES TO FIND SOFTWARE ENGINEERS IN MEXICO ARE:

***Outsourcing or nearshoring firms:*** Hire through a firm like Blue Coding or Codebay who have established networks of developers in the region and understand the local laws and regulations.

***Referrals:*** Request referrals from colleagues or contacts in Mexico. Some of the most successful developers we've placed on projects have come to us via referrals from our best developers.

***Job boards:*** There are a huge number of job boards in Mexico where you might be able to locate talents, such as Computrabajo, Jooble for software engineers, OCC Mundial, and Opcionempleo (to name a few). You might need to post in Spanish!

***Online communities:*** It's common for developers to gather and participate in social media groups on platforms like LinkedIn and Facebook. Check out local Facebook groups of developers in Mexico to see if you can post jobs there, but keep in mind you may need to check the rules to see whether posting jobs is allowed and what format you must follow.

***Networking and local events:*** In most major cities throughout Mexico, especially Guadalajara, Monterrey, and Ciudad de Mexico, there are a variety of in-person events that can be great places to meet software developers. The best way to find these events is generally via referrals, joining local development groups, or platforms like Meetup.com.

## ENGAGEMENT MODELS FOR HIRING SOFTWARE DEVELOPERS IN MEXICO

***Hire through an outsourcing or nearshoring firm:*** Some of the top firms for hiring software developers in Mexico include Blue Coding, Codebay, and Teravision. These companies have a deep understanding of Mexico's local regulatory landscape, as well as the



tax and HR concerns that can arise when hiring developers abroad. Most of these companies can offer several engagement models, including staff augmentation and custom development, and some may also offer recruitment and direct placement services.

***Hire directly through GEO or PEO:*** Global employment organizations and professional employment organizations are often used by large companies that are looking to establish a foothold in a new region. They use local legal entities, through which they can hire software engineers as employees for another organization. The fees usually charge the total cost of employee salary, benefits, and other costs plus a fee of 10% or more.

***Hire using UpWork, Freelancer.com, or other freelancing platforms:*** Platforms like UpWork, Freelancer.com, or Fiverr will facilitate payments and time management, but you need to make sure you and your contractor are following all relevant employment and tax laws to ensure you are shielded from legal liability. One downside to these platforms can be that it's challenging to evaluate candidates before beginning work, so you may have a few misfires before finding the right developer(s).

***Hire directly as a contractor:*** Another way to hire is to simply contract a developer directly. Many contractors in Mexico are accustomed to working as contractors with US companies. It is important to ensure that the contractor is following all relevant local laws and reporting their taxes correctly to avoid legal liability from your organization's perspective.

***Establish a local company:*** If you are building a larger team, you may want to create a local subsidiary of your company in Mexico through which you can hire all of your Mexican employees. This will allow you to be compliant with all local laws and regulations around employment and taxes.

## SOFTWARE DEVELOPER SALARIES IN MEXICO

Mexico, and in particular the larger tech hubs like CDM, Guadalajara, and Monterrey, can have slightly elevated costs of living compared to the rest of Latin America. Due to the high demand for talented software engineers, it is not uncommon to find top engineers in Mexico asking for salaries comparable to some areas of the US. For remote companies looking to hire in Mexico, these ranges will give you an idea of how much to pay experienced developers with high English levels:



- Junior developers: \$1000-USD 2000 per month.
- Mid-level developers: \$2000-USD 3000 per month.
- Senior developers: \$3000-USD 7000 per month.

Certain technologies, such as Ruby on Rails, can be even more expensive to hire for because of the increased demand in recent years. If you are hiring through a third-party firm, keep in mind that there will be a 30% to 50% increase in the rates described above.







# HOW TO HIRE DEVELOPERS IN CHILE

You might know Chile for the mysterious Easter Island or its famous poets, but this country is also home to an emerging tech scene. It's no secret that Latin America has become a popular outsourcing destination, with [several companies](#) nearshoring to this region regularly. As you can surely guess, Chile is a top nearshore outsourcing destination in South America!

This country has minimal time zone differences from the US, a solid all-around English level, and a vast talent pool of remote software developers to choose from. Because of this, Chile is a solid [nearshore outsourcing](#) option for any US tech company. Let's get into everything you need to know about hiring nearshore developers from Chile!

## A QUICK RUNDOWN OF CHILE'S SOFTWARE DEVELOPMENT SCENE

Chile has been growing its IT scene for several years now. In fact, many consider Santiago, the capital, a major Latin American technological hub. It's easy to see why, as Chile's startup culture and constant innovation have put the country higher up on anyone's list. After the government made several investments to attract tech entrepreneurs, the efforts seemed to pay off. So much that Chile even ranks first for innovation in Latin America, according to the [Global Innovation Index!](#)



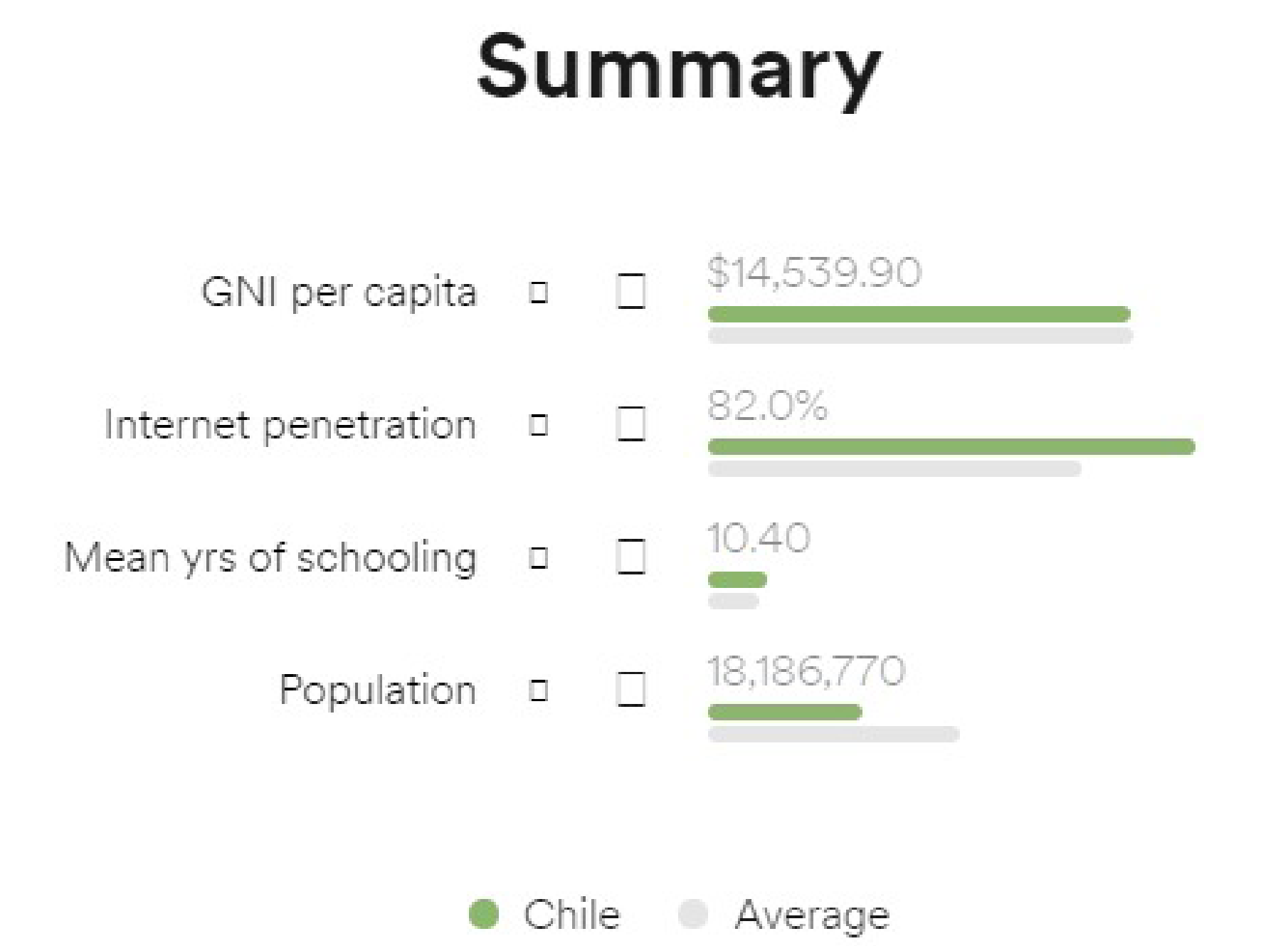
During the past decade, Chile has continued to grow its IT sector. Even in the middle of a global pandemic, the country managed to rank 5th out of 54 countries in the “Total Early Stage Entrepreneurship Activity” category of the [Global Entrepreneurship Monitor](#). Chile also showed the third-best IT growth rate from Latin America, with a [6.5% score](#). On top of that, it also has free-trade agreements with the United States and an expedited tech visa for IT professionals. As you can see, Chile has the infrastructure and logistics needed when looking for nearshore software development services.

## SOFTWARE ENGINEERING EDUCATION IN CHILE

As mentioned before, Chile started to become a tech hub during the early 2000s. Now, it’s recognized for its quality developers and referred to as a top nearshore outsourcing destination. The same goes for its education system, which vastly changed after 1981. Today, Chile has 60 different universities, with many of them offering computer sciences as an undergraduate degree. Though there are few programs with a specific focus on coding, online learning platforms like [Coderhouse](#) or [Coursera](#) have filled this void.

Many Chilean software developers have a degree from [The University Of Chile](#), a highly recognized institution. This university ranks 8th in Latin America for its quality higher education and variety of undergraduate options. It’s famous in the country for fostering some of the best technological programs, which is why many coding talents have attended this school. In 2017, the Chilean government spent over 21% of its annual expenditure on improving its educational programs. This carried hugely positive results! Now, it’s a given that newer generations of nearshore developers will be even better trained to do the job.

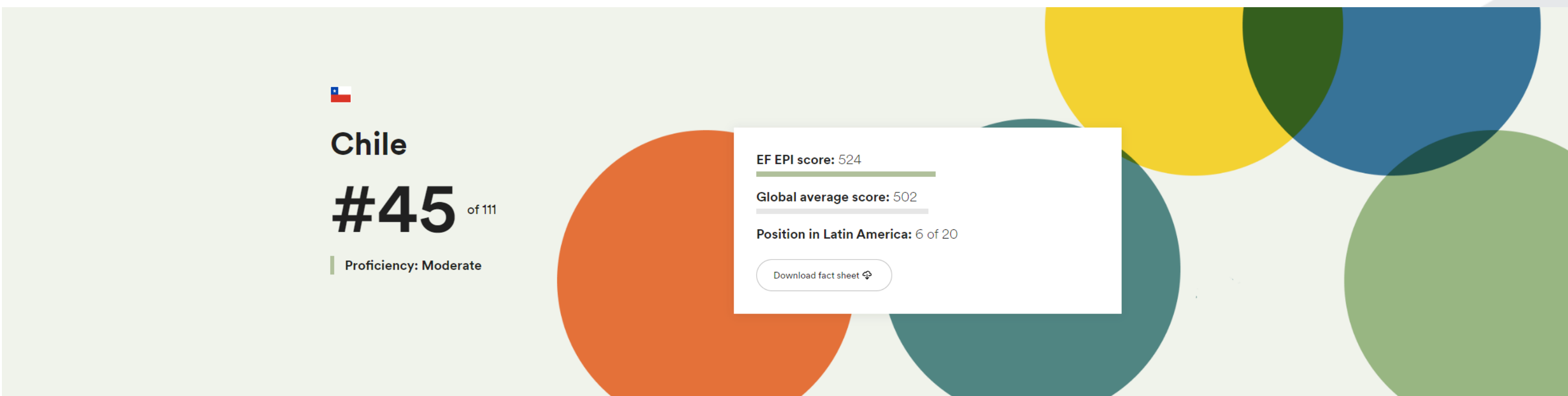
Take a look at this Chile overview by [EF](#) to see the steady growth this country keeps showing:





# AVERAGE ENGLISH LEVEL FOR NEARSHORE SOFTWARE DEVELOPERS FROM CHILE

Chile has a solid English level among its nearshore software developers. Though the overall English of the country can't compare to Argentina or Mexico, Chilean software developers are (for the most part) advanced or proficient in the language. According to the [2022 EF English Proficiency Index](#), Chile ranks at #45 out of 111 countries with an EF EPI score of 524. This puts them sixth within the Latin American region!



Almost every Chilean school offers basic English education, ensuring that a good amount of the population has a basic command of the language. Many Chilean software developers also take additional English classes at language institutes or through online learning. At Blue Coding, we screen all nearshoring candidates to ensure their English level is suitable for working with a US business.

# MOST POPULAR CODING LANGUAGES AND SOFTWARE TECHNOLOGIES IN CHILE

- Perl
  - ASP.NET
  - Java
  - Python
  - Kotlin
  - HTML/CSS
  - Ruby
  - MSSQL
- Visual Basic
  - WordPress
  - PHP
  - Django
  - React Native
  - Angular
  - Laravel
  - Symfony



Other coding languages often used by Chilean software developers:

- Flask
- Node.js
- C
- C++
- Flutter
- CodeIgniter
- Objective C
- Clojure
- VueJS
- Swift
- Ionic
- Struts
- Sinatra
- Vaadin

## SALARIES FOR NEARSHORE SOFTWARE DEVELOPERS FROM CHILE

One of the primary advantages of hiring Chilean software developers is the cost-to-benefit ratio. Because the conversion of Chilean pesos into US dollars favors US businesses, the costs of hiring nearshore developers from Chile can be up to 40% lower. That adds up to a solid return on investment! Let's see just how much more affordable Chilean software developer salaries are.

If you are hiring remote developers through nearshore software development services, please note there can be a 30% to 40% increase in the rates described below:

- Junior developers: \$2500-USD 4000 per month.
- Mid-level developers: \$4000-USD 6000 per month.
- Senior developers: \$6000-USD 7500 per month.

## HOW TO FIND REMOTE SOFTWARE DEVELOPERS FROM CHILE

***Nearshore outsourcing and staff augmentation firms:*** Finding Chilean software developers is made easy when you partner up with a firm that has experience hiring nearshore developers in Latin America. Nearshoring agencies handle all the tricky logistics and make sure you find the right talent. Staff augmentation companies like [Blue Coding](#) (by the way, that's us!) take care of the recruitment, onboarding, and payment procedures. This way your company doesn't have to deal with any unexpected issues that come with local regulations.



**Online job boards:** The great thing about job boards is that they are designed to help nearshore software developers and tech companies looking to outsource interact with one another. Post about the open position on a Chilean online software development job board and you will hear from remote software engineers within a few hours.

**Local events (both virtual and in-person):** Software development events in Latin America are huge, especially in Chile since it's a big tech hub in the region. In fact, most developers will go to these events with the hopes of discussing work with a US company. Try joining one of their virtual or in-person events as a potential employer or send a small team to their conferences for the best results when hiring nearshore developers.

**Personal referrals:** You can't go wrong with referrals. They are the direct way to learn more about a potential nearshore software developer from someone who has already worked with them or heard of their programming skills. Because you get the information from someone you know, the risks are lower and the recruitment process can be streamlined. Request referrals from your contacts in Chile or Latin America to hire remote software developers from Chile faster than you would on your own.

**Online software development communities:** There are many active programming communities in Chile, thanks to its thriving tech and entrepreneurial scene. Most Chilean software developers join online communities in social media, such as LinkedIn, Facebook, and Reddit. There are also a few independent online forums available. Just bear in mind that these are not as popular as online groups. You might be able to post a job ad in one of these communities, depending on their particular regulations.

## HOW TO HIRE NEARSHORE SOFTWARE DEVELOPERS IN CHILE

**Hire directly through GEO or PEO:** It can be smart to take advantage of global employment organizations and professional employment organizations to find software developers from Chile. It's a form of nearshoring, with the addition of a heavily present third party. These organizations take care of hiring nearshore developers for your company. GEOs usually charge the total cost of the nearshore developers' salary, and benefits, plus a fee of 10% or more for their nearshoring services.

**Hire through a nearshoring firm:** Nearshoring agencies are the most cost-effective strategy to start hiring nearshore developers.



At Blue Coding, we have a careful vetting process and handle all the recruitment and payment details when working with nearshore developers from Chile. You only need to worry about analyzing which candidate is a better fit for your company!

***Hire an independent contractor:*** This is a great alternative for your business if you don't want to deal with any third-party firms. To start hiring nearshore developers without any intermediaries, working with a contractor is the best option. Try to search for Chilean software developers through LinkedIn or ask for a referral to chat with potential candidates. This might take longer than using nearshore software development services.

***Hire using popular freelancing platforms:*** UpWork and Freelancer are two of the most popular freelancing platforms for software development in Chile. Though, while they facilitate payments and time management procedures, they also get a share of the salaries of nearshore developers. So don't be surprised if the rates are higher for Chilean software developers on these platforms. It can also be more complicated to get a proper evaluation of the developer before starting to work together. There are better options, so here are some [alternatives to UpWork for hiring remote software developers in 2021](#). We recommend working with a direct contractor or hiring a nearshoring firm rather than using these platforms.

***Set your own local company:*** If nearshore outsourcing isn't for you, this is an effective but very ambitious alternative. So if you are looking to expand your in-house team and want to establish your presence in the region, this can be a solid option. With a Chilean subsidiary of your US company, you can hire local employees at a lower cost than American developers. Just make sure you are complying with all Chilean employment regulations from the start to avoid any legal issues from the start!





# HOW TO HIRE DEVELOPERS IN URUGUAY

When thinking of Uruguay, many people picture pristine beaches, vast ranches, and stunning cities. This Latin American country is popular for its coastal destinations, though it has also been referred to as “The Silicon Valley Of South America”. According to [Harvard University](#), the Uruguay software development scene is one of the most advanced in all of South America. This country might be smaller than the state of Missouri, but its IT industry is rapidly growing!

Remote work has been booming for years now, thanks to the several [advantages of hiring remote programmers](#). And when it comes to reducing costs and finding the best return on investment, nearshore outsourcing is the right alternative for many US businesses. Because of its strategic location and technological advancements, Latin America has positioned itself as a nearshoring hub. While some might only pay attention to the bigger countries, like [Argentina](#) or [Brazil](#), Uruguay is certainly another top nearshore outsourcing destination. Let's dive into the specifics of hiring nearshore developers from Uruguay!

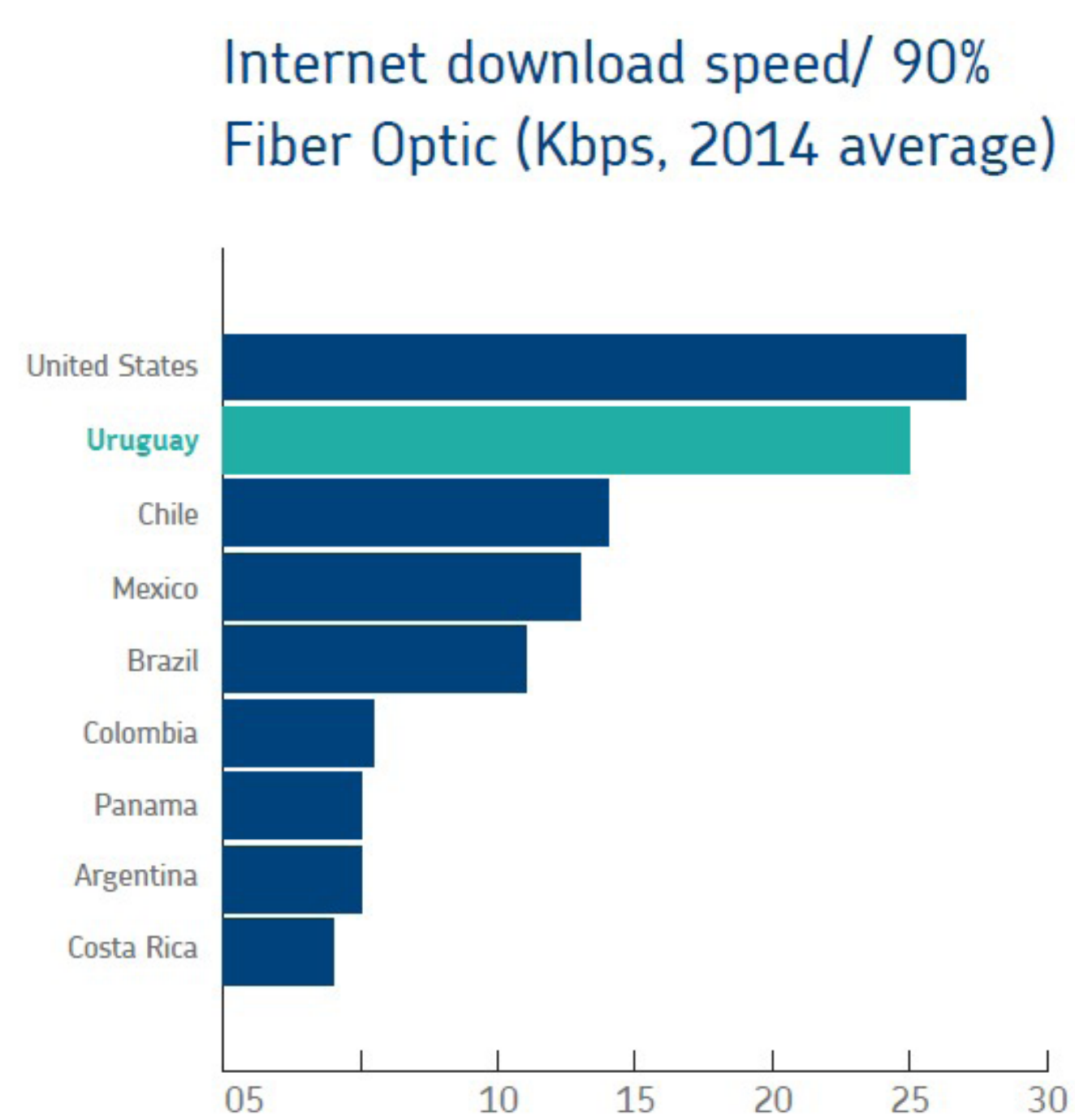
## AN OVERVIEW OF SOFTWARE DEVELOPMENT IN URUGUAY

Nearshore development is a strategic decision, which is why US companies should outsource to countries with advanced technological backgrounds. Uruguay's IT industry has experienced significant growth over the past few years, turning into a reliable nearshoring hub for IT professionals. In fact, Uruguay is currently the number



one software exporter per capita within the South American region. The government favors IT companies, with measures such as 100% tax exemption for tech businesses. No wonder Uruguay has [700 IT companies](#) that offer high-quality technological solutions to the world. That’s quite the number for a smaller country, too!

Uruguay also has high-speed internet connectivity, so you don’t have to worry about any nearshore developers falling behind on work due to internet issues. This is the recent Uruguayan International Telecommunication Union’s report on the country’s internet download speed:



## MOST POPULAR CODING LANGUAGES AND SOFTWARE TECHNOLOGIES IN URUGUAY

Thanks to a thriving IT industry and the popularity of software development in Uruguay, Uruguayan software engineers are proficient in a wide variety of coding languages. The country has a love for innovation that supports the learning of the latest programming technologies in the software development community. So, naturally, you will find nearshore developers in Uruguay who are fluent in several coding languages and ready to prove their hard-earned knowledge. Here’s a list of the most popular programming languages in this top nearshore outsourcing destination:

Most popular programming languages with nearshore developers from Uruguay:

- Javascript
  - Java
  - Go
  - Rust
  - Python
  - HTML/CSS
  - Ruby & Ruby on Rails
- WordPress
  - Salesforce
  - PHP
  - Flask
  - Django
  - React Native
  - Angular



- Laravel
- Symfony
- CodeIgniter
- Sinatra

Other coding languages prominent for software development in Uruguay:

- Node.js
- Visual Basic
- C
- C++
- Flutter
- Kotlin
- Vaadin
- Grails
- Objective C
- Clojure
- VueJS
- Swift

## OVERALL ENGLISH LEVEL IN URUGUAY FOR NEARSHORE SOFTWARE DEVELOPERS

Though English is not as widely spoken in Uruguay as in other Latin American countries, the language is still popular among Uruguayan software engineers. The country's major cities have high-quality English education programs and most of their young professionals have a decent command of the language. According to the [2022 EF English Proficiency Index](#), Uruguay has moderate English proficiency, with an EF EPI score of 521 and ranking in the #49 position.



## SOFTWARE ENGINEERING EDUCATION IN URUGUAY

Hiring nearshore developers from a country with a strong software engineering education is the smartest choice for many reasons. Not only does it ensure the developers are proficient in all the basic technologies and coding concepts, but it also means programmers have a network to collaborate with. Lucky for all business owners looking to start nearshore outsourcing from Uruguay, this country is one of the most advanced in Latin America in terms of education. Education is free in Uruguay, including a public university where



11% of its annual enrollment is for software development degrees. Even more, high school is mandatory for all citizens and permanent residents, boosting the country's literacy rate to a fantastic [98.7%](#).

The boom in computer science education in Uruguay began back in 2007 with the national initiative Plan Ceibal. This implemented the [One Laptop Per Child](#) structure across the entire country, offering free laptops and internet connectivity to all students and teachers in the nation. Later, the initiative expanded its benefits by partnering up with Uruguay's National Administration of Public Education. The results were a wide array of computational thinking, robotics, coding classes, and extracurricular subjects available nationwide in order to improve Uruguay's computer science skills. Because of this, Uruguayan software engineers are among the most technologically proficient professionals in Latin America.

There are many programming degrees available in Uruguay, but aspiring software developers have other ways to learn how to code as well. Many young professionals are self-taught or have learned programming through free online resources. Though there are also professional certificates available at an attainable cost all throughout the nation. With such a thriving IT industry, Uruguay's software development talent pool is sure to be well-educated.

## HOW TO FIND REMOTE SOFTWARE DEVELOPERS IN URUGUAY

There are several ways to find nearshore software developers from Uruguay. So if you are thinking of hiring nearshore developers from this smaller country, you will find many potential fits for your company. It's a competitive market but there's a large talent pool to choose from. This is how to find Uruguayan software engineers:

***Nearshore outsourcing and staff augmentation firms:*** Finding Uruguayan software engineers is much easier by working with an agency that has experience hiring nearshore developers in Latin America. This is because these companies know their way around the local market and can guide you through the entire process. Firms like [Blue Coding](#) (that's us!) handle the recruitment and payment procedures, avoiding your company the different hassles that come with local regulations.

***Personal referrals:*** Referrals are great because you get to learn more about a potential nearshoring candidate from someone who has already worked with them or heard of their great work. This lowers the risks for your business and shortens the scouting process. Request referrals from your contacts in Uruguay or Latin America to find the best Uruguayan software engineers at the best rates.



**Online software development communities:** With a booming IT industry and rich software development scene, there are several coding communities in Uruguay. Many remote developers join online groups on social media, such as LinkedIn, Facebook, and Reddit. There are also independent online forums, though they are not as popular. You might be able to post a job ad on one of these communities, depending on their rules.

**Online job boards:** Unlike online communities, job boards are strategically designed for remote software developers and tech companies looking to outsource to find one another. Post about the vacant position on an online job board and you will surely receive more than a few responses from Uruguayan software engineers. Just make sure to look for job boards targeted to Uruguay's professionals to fine-tune your search.

**Local events (virtual and in-person):** Software development events in Latin America are huge. Most developers are friendly and motivated to share the latest programming trends and search for job opportunities, so they will be open to discussing work with a US company. This includes Uruguay, though their events might be smaller due to the country's limited population. So don't hesitate to join events in neighboring countries to scout for Uruguayan software engineers. Try joining one of their virtual events as a potential employer or send a small team to their in-person conferences for the best results.

## HOW TO HIRE NEARSHORE SOFTWARE DEVELOPERS FROM URUGUAY

Finding and hiring nearshore developers from Uruguay is less complicated than you might think. Though they are in high demand at the time, there is still a wide array of educated and English-proficient developers that can be a strong fit for your company's technological needs. Here are some of the usual strategies for hiring nearshore developers:

**Hire through a nearshoring firm:** Nearshore outsourcing agencies are the best way to find qualified developers eager to be part of your company for the long term. At Blue Coding, we have a careful vetting process and know how to negotiate fair rates for Uruguayan software engineers.

**Hire directly through GEO or PEO:** Many US tech companies take advantage of global employment organizations and professional employment organizations to find Uruguayan software engineers. It's a form of nearshoring, only through a heavily present third party.



These organizations hire remote software developers to work for your company. This way you are hiring local talent through them, instead of going about a direct placement. These local companies usually charge the total cost of the nearshore developers' salary, benefits, and a fee of 10% or more for their services.

***Hire an independent contractor:*** If you want to hire nearshore software development services without any third-party firms, working with a direct contractor is the best option. Try to search for Uruguayan software engineers through LinkedIn or ask a contact for a referral to chat directly with the potential candidates about any vacant positions for nearshore software development.

***Hire using popular freelancing platforms:*** UpWork and Freelancer are two of the most popular freelancing platforms for software development in Uruguay. These platforms facilitate payments and time management procedures, but they often get a share of your developer's pay. So don't be surprised if the rates are higher for developers on there! Another downside of freelancing platforms is that it can be hard to get a proper evaluation of the developer before starting to work together. Here are some [alternatives to UpWork for hiring nearshore developers in 2021](#).

***Set a local company:*** This one is an ambitious nearshoring alternative. Though if you are looking to build a larger team and establish your presence in the region, creating a subsidiary of your US company in Uruguay can be a smart and proactive move. That way you can hire local employees, be it in-person or remote software developers. If you do this, make sure you are complying with Uruguay's employment regulations from the start to avoid any legal trouble.

## SOFTWARE DEVELOPER SALARIES IN URUGUAY

Hiring Uruguayan software engineers is considerably less expensive than working with US software engineers. Because of the favorable US dollar to Uruguayan pesos conversion rate, the expenses of software development can be up to 40% lower than in the United States. By nearshore outsourcing to this region, your business will ensure high-quality deliverables at an attainable cost. Here are the average nearshore developer salaries in Uruguay:

- Junior developers: \$3000-USD 4000 per month.
- Mid-level developers: \$4000-USD 6000 per month.
- Senior developers: \$6000-USD 8000 per month.

If you are hiring through a third-party firm, please note there can be a 30% to 40% increase in the rates described above.





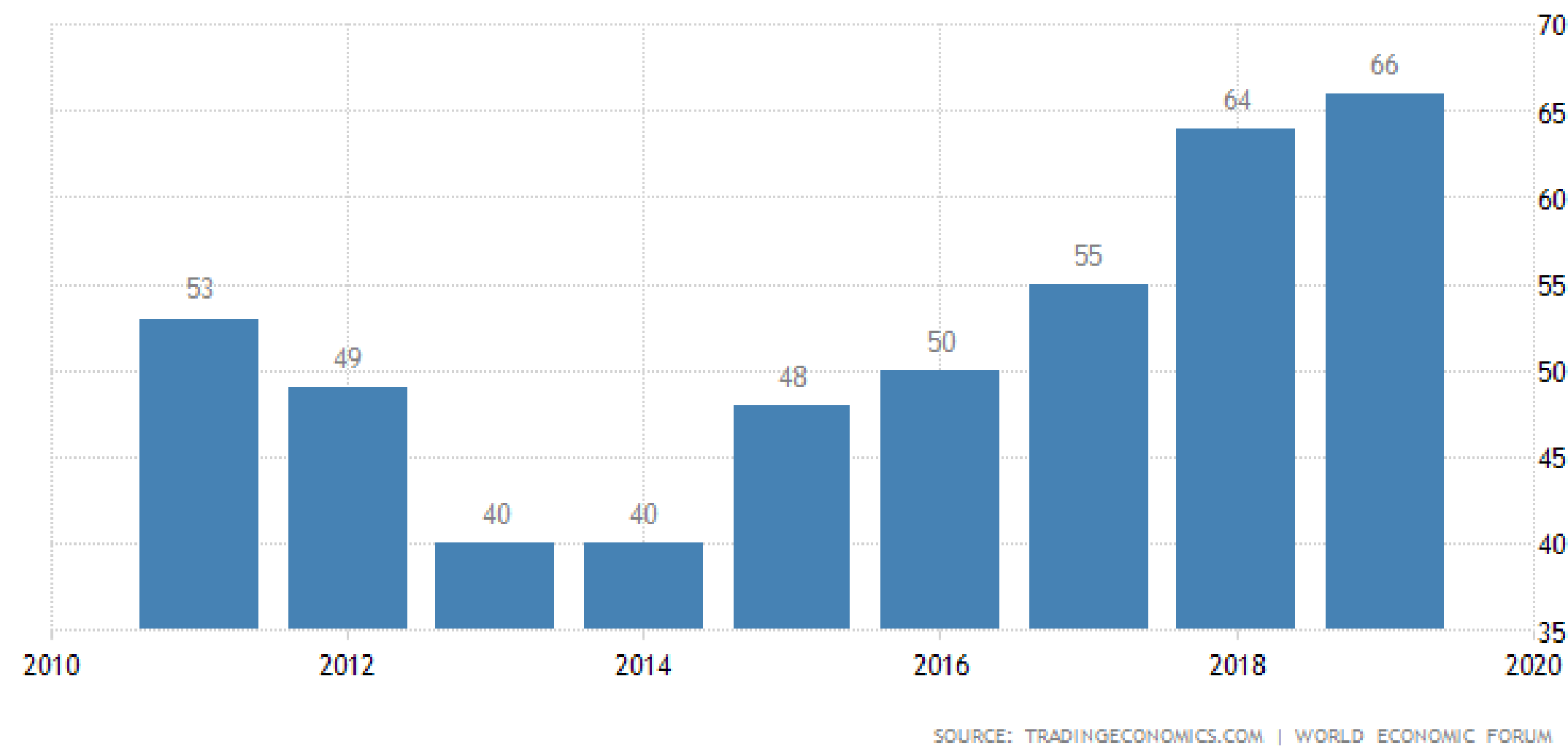
## HOW TO HIRE DEVELOPERS IN PANAMA

Now that America has positioned itself as the second-largest IT outsourcing provider, several US-based businesses recognize the hidden potential in almost every country in the region. Panama is one of the most underrated gems when it comes to [nearshoring software development solutions](#) in Latin America. This country has seen tremendous growth over the past decade and is projected to keep expanding its IT sector. There are several local coders ready to start working for nearshore clients at a convenient rate and in similar time zones. This is why we believe knowing how to hire remote nearshore developers in Panama will help you find more cost-effective coding solutions. Keep reading to learn how to start hiring nearshore developers from Panama!

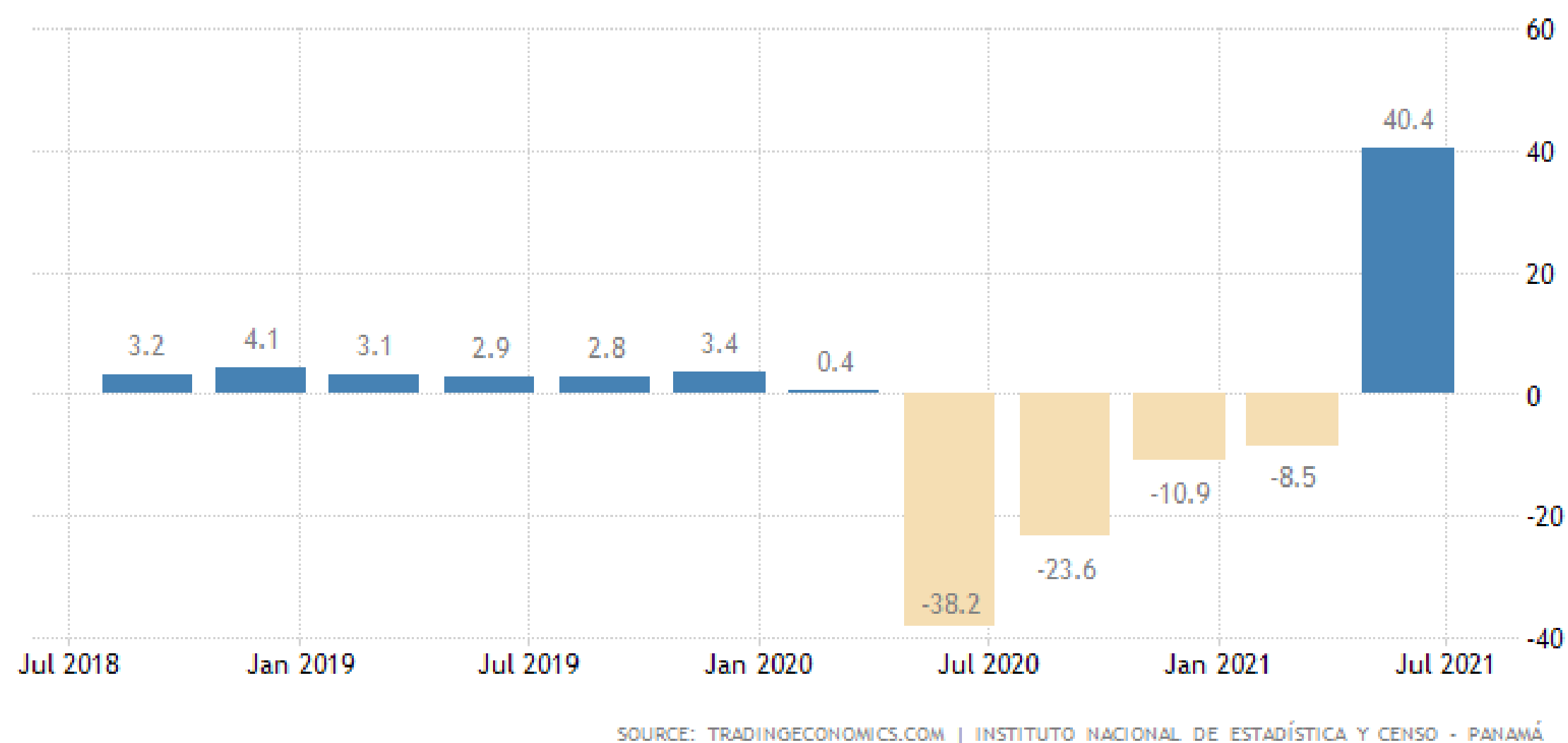
### AN OVERVIEW OF PANAMA'S NEARSHORING SOFTWARE DEVELOPMENT SCENE

Panama has a growing IT sector, with a strong emphasis on its expanding software outsourcing industry. Sure, this small country only has 3.5 million people. Yet it still consistently scores pretty high in the [Global Competitiveness Report](#). According to the [World Economic Forum](#), Panama is the 66 most competitive nation in the world out of 140 countries.





Furthermore, [Panama grew 40.4% year-on-year](#) during the second quarter of 2021. This gain is widely welcomed after the losses caused by the COVID-19 pandemic. Its software industry played a considerable part in this consistent progress. Even more, Panama has long been recognized as a top nearshore outsourcing destination by US-based companies. This steady growth is an indicator of how much software outsourcing to Panama will expand in the future!



## SOFTWARE ENGINEERING EDUCATION IN PANAMA

Aspiring Panamanian developers have several options when it comes to software engineering education. Different technical universities offer undergraduate STEM and computer sciences degrees, especially in Panama City. The country also has a high college graduation rate, with over [91% of students](#) reaching their academic goals. There are different coding institutes, online courses, and free internet resources available for nearshore developers in Panama as well. If you search for the right candidates, you'll surely find coders with strong educational backgrounds!





## AVERAGE ENGLISH LEVEL FOR REMOTE NEARSHORE DEVELOPERS IN PANAMA

Panama is quite close to the United States and the language barrier is increasingly reducing as well. This country has English as a second language and national initiatives are boosting the creation of Panama’s first fully bilingual generation. This particular initiative is called [Panama Bilingue](#) and involves extensive English education throughout all public schools. It aims to improve the command of the language across all student levels and types of education. This shows Panama not only has a small language barrier as of today but that this barrier will only decrease in the future.

According to the [EF English Proficiency Index](#), Panama has a low English level. The index ranks this top nearshore outsourcing destination #75 out of 111 countries, with a score of 482 EF EPI points, showing a slight improvement from past years’ scores. When you hire remote nearshore developers in Panama, you’ll most likely be outsourcing from Panama’s bilingual talent pool. You can always conduct a technical English interview to be extra sure of the developer’s proficiency!





## MOST POPULAR CODING LANGUAGES AND SOFTWARE TECHNOLOGIES IN PANAMA

Panamanian developers are familiar with different coding languages and technologies, thanks to the fast-paced market trends of the industry. There are different coders specialized in an array of languages and always keeping up-to-date with the latest technologies. No matter which coding solutions you're looking for, chances are you'll find software developers in Panama ready to deliver!

Most popular programming languages with nearshore developers in Panama:

- Swift
- JavaScript
- Java
- Python
- HTML/CSS
- Ruby & Ruby on Rails
- WordPress
- Salesforce
- Flask
- Django
- React Native
- Angular
- Laravel
- Symfony
- CodeIgniter

Other coding languages popular with Panamanian developers:

- Node.js
- Visual Basic
- C
- C++
- Flutter
- Kotlin
- Vaadin
- Grails
- Objective C
- Clojure

## SALARIES FOR REMOTE NEARSHORE DEVELOPERS IN PANAMA

One of the most competitive advantages of hiring nearshore developers in Panama is the possibility to get high-quality coding solutions at an attainable price point. Salaries for Panamanian developers are much lower than those for American coders, thanks to the favorable conversion of Panamanian Balboa to US Dollars. Though if you are hiring through a third-party firm, please consider there can be an up to 40% increase in the rates described below.



- Junior developers: \$3000-USD 4000 per month.
- Mid-level developers: \$4500-USD 6000 per month.
- Senior developers: \$6000-USD 7000 per month.

## HOW TO FIND REMOTE SOFTWARE DEVELOPERS IN PANAMA

***Through nearshoring firms:*** Partnering up with an agency that specializes in nearshore software development services is the safest bet when software outsourcing to Panama. When you hire Panamanian developers through these firms, you learn from all of their experience with the local industry. Nearshore software development companies like [Blue Coding](#) (that's us!) handle all the recruitment and payment procedures. This way you can just sit back and see which coding candidates are a better fit for your team!

***Personal referrals from industry contacts:*** Trusted referrals let you learn more about a potential nearshoring candidate from someone familiar with their work. Information like that can make all the difference during the hiring process! It makes the scouting procedures much more efficient, helping you find coders faster. Try to request referrals from your contacts doing business in Peru to find Peruvian developers in a shorter time frame!

***Online software development communities:*** Online communities are quite common among Latin American developers. You'll surely find several of them dedicated to the entire region plus a few ones just for Panamanian coders. Nearshore developers join online groups such as LinkedIn, Facebook, and Reddit. So it's a smart move to post a job one in a few of them to let local developers know you're looking for nearshore coders!

***Online job boards:*** Job boards can be more effective than online communities, even if they're not as popular as they used to be before social media. They work similarly to a website or online community where you post a job ad. That way you can let Panamanian developers know about any open positions at your company!

***Local events (virtual and in-person):*** Panamanian events aren't as prominent as with other technological hubs in the region, such as [Argentina](#) or [Brazil](#). Several of the coders who attend these conferences are actively looking for new employment opportunities. So it's the perfect chance to advertise a job with a US-based company! Try to join as many of these software development events as you can (both virtually and in-person) to hire nearshore developers in Panama!



## HOW TO HIRE REMOTE NEARSHORE DEVELOPERS IN PANAMA

***Hire nearshore developers through a nearshoring firm:*** As mentioned before, opting for the nearshore software development services of an experienced firm is one of your best options. At Blue Coding, we carefully vet all Panamanian developers and hire the right coders depending on your project's needs. Nearshore outsourcing to Panama through an experienced nearshoring agency makes your investment safer!

***Hire directly through GEO or PEO:*** Global employment organizations are a reliable yet not-so-convenient strategy to start software outsourcing to Panama. This is because their software development services come with a heavily present third party when you hire remote nearshore developers. What happens is your company hires the Panamanian developers through their local affiliations, so there's a lot of intervention on their end. These local organizations usually charge the total cost of the nearshore developers' pay, the cost of benefits, and a fee of 10% or more for their services.

***Hire an independent contractor directly:*** If you're wondering how to hire remote nearshore developers in Panama without any third-party involvement, this is the way. You need to hire a direct contractor yourself! This is the most straightforward approach to software outsourcing to Panama, though it can take longer than the other alternatives. If you want to find Panamanian developers yourself, go through LinkedIn and contact them on the platform as soon as they catch your eye!

***Hire using popular freelancing platforms:*** [Upwork](#) and [Fiverr](#) are two of the most popular freelancing platforms for outsourcing software development. Direct contractors usually recur to them as a way of finding clients more easily. Still, even though these platforms facilitate payments, they often get a share of the freelance coder's salary. Another drawback of freelancing sites is the fact that it is quite complicated to judge a developer's expertise and English level before hiring their services. That's why we recommend these [Upwork alternatives for software outsourcing to Panama!](#)

***Establish a local company in Panama:*** This is a bold move, but setting up a subsidiary of your US-based business in Panama is an effective nearshoring alternative. It's the right strategy for those looking to expand their presence in Latin America and grow their business. You'll be able to hire local talent, both in person and by hiring remote Panamanian developers. If you do this, take a thorough look at all local regulations first to avoid trouble with the law!





# HOW TO HIRE DEVELOPERS IN **COSTA RICA**

Costa Rica is known for its incredible beaches and natural landscapes, but don't let its pristine locations fool you. This country is on track to becoming a technological powerhouse! Although the Costa Rican economy relied heavily on agriculture and farming until recent years, there's been a progressive change that began in the past decade. Now it's set to become a top nearshore outsourcing destination! And that potential has many wondering how to hire nearshore software developers in Costa Rica.

There are several reasons why nearshoring Costa Rican developers it's a fantastic choice for your business. This country only has a two-hour time difference from the United States, meaning that both your in-house and remote teams can work together in real time. Moreover, Costa Rica software development salaries are much lower than the market standard in the US. Plus, Costa Rican developers know their way around pretty much all the same coding solutions as American programmers. So let's see how to hire remote nearshore developers in Costa Rica!

## **A SPEEDY OVERVIEW OF THE COSTA RICA SOFTWARE DEVELOPMENT INDUSTRY**

Though Costa Rica was never known for its programming industry, this country has always been a true innovator when it comes to



sustainable energy sources and biomedical research. This is thanks to the diverse flora and fauna present in this territory! Therefore, even if Costa Rica never excelled at coding, this country still knew its way around innovation and technologies.

Now, the Costa Rica software development scene is rapidly evolving, and it's easy to tell by the latest rankings. According to the [Global Competitiveness Report 2019](#) created by the [World Economic Forum](#), the country ranks first in Latin America for the skills of its current and future workforce, especially in the tech industry. Even more, the [Global Innovation Index 2020](#) report puts Costa Rica at #56 place among 131 other world economies. It also ranks #51 for innovation progress!

San Jose (Costa Rica's capital city) has boomed in the past few years and is often referred to as the technological hub of Central America. The city has several tech parks, like the [American Free Zone](#) and [Global Park](#) which act as free trade zones and host hundreds of software development companies. Moreover, the government has also put a lot of effort into improving the Costa Rica software development industry. They expect to [complete a brand new tech city](#) by 2022. The city would be adjacent to San Jose and would supercharge the local software development industry. This makes Costa Rica an optimal place to start nearshoring!

There's also a growing tech talent pool in Costa Rica. Even though they only have about 22,701 software developers, these coders are highly skilled and increasingly in demand. According to recent [Coursera](#) statistics, Costa Rican software developers rank #2 in Latin America for their programming skills. This puts them #27 in the global rankings, which is quite impressive!

Skill Level		● Cutting Edge	● Competitive	● Emerging	● Lagging							
Global Rank		Computer Networking		Databases		HCI		Operating Systems		Security Engineering		Software Engineering
● 01	Argentina	●	49%	●	64%	●	76%	●	95%	●	54%	● 100%
● 27	Costa Rica	●	37%	●	42%	●	53%	●	32%	●	37%	● 58%
● 30	Brazil	●	41%	●	49%	●	27%	●	42%	●	39%	● 54%
● 32	Peru	●	32%	●	3%	●	37%	●	39%	●	36%	● 44%
● 33	Chile	●	27%	●	17%	●	58%	●	41%	●	34%	● 41%
● 37	Venezuela	●	20%	●	5%	●	31%	●	37%	●	31%	● 46%
● 42	Ecuador	●	12%	●	32%	●	29%	●	19%	●	10%	● 36%
● 43	Mexico	●	24%	●	8%	●	54%	●	25%	●	14%	● 17%
● 46	Guatemala	●	36%	●	12%	●	15%	●	49%	●	8%	● 32%
● 48	Dominican Republic	●	31%	●	24%	●	34%	●	27%	●	27%	● 19%
● 49	Colombia	●	17%	●	20%	●	42%	●	24%	●	22%	● 12%



## EDUCATION AND TRAINING FOR SOFTWARE DEVELOPERS IN COSTA RICA

Costa Rica is known for prioritizing education, as it’s a country that invests in educational resources. As of 2020, the local government will spend over 7% of the national GDP on education. Moreover, Costa Rica has the highest score in Latin America for educational systems, according to the [World Economic Forum](#). Combine this commitment to education with its booming tech industry, and you can see why so many people are looking into how to hire remote nearshore developers in Costa Rica.



There are several undergraduate degrees focused on programming and other technological skills available to aspiring Costa Rican developers. Several scholarships are offered per year and there’s also one fully technical university and a technological institute offering fantastic undergraduate courses. Though there are also online courses or free internet resources for those unable to attend university. With this many educational opportunities for future nearshore developers in Costa Rica, nearshoring to this country is projected to be convenient for the long haul!

## EDUCATION AND TRAINING FOR SOFTWARE DEVELOPERS IN COSTA RICA

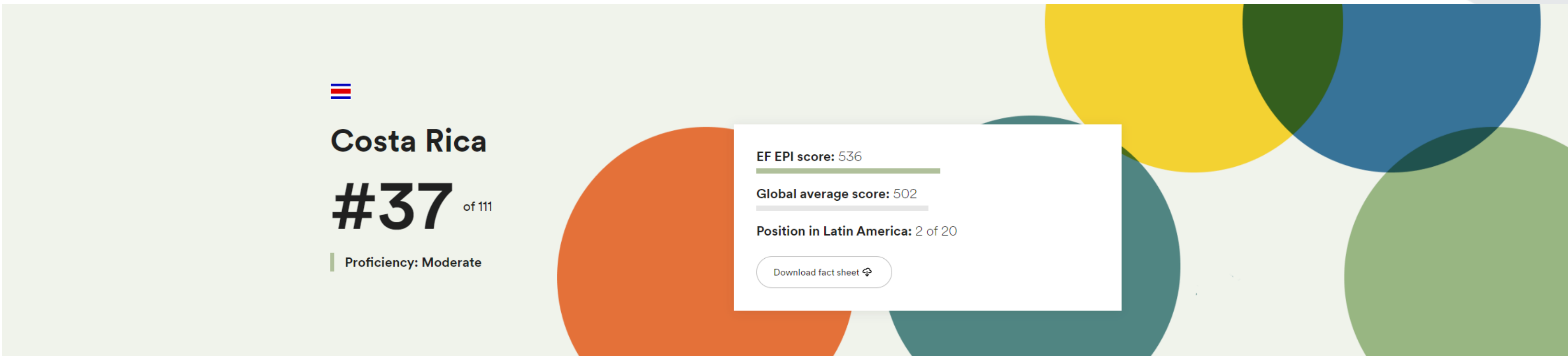
Costa Rica is known for prioritizing education, as it’s a country that invests in educational resources. As of 2020, the local government will spend over 7% of the national GDP on education. Moreover, Costa Rica has the highest score in Latin America for educational systems, according to the World Economic Forum. Combine this



commitment to education with its booming tech industry, and you can see why so many people are looking into how to hire remote nearshore developers in Costa Rica.

## AVERAGE ENGLISH LEVEL OF COSTA RICAN SOFTWARE DEVELOPERS

You’ll have no trouble finding English-proficient nearshore software developers in Costa Rica. This is a country known for its high English levels and educational quality. It currently ranks **#2** in Latin America according to the [2022 EF English Proficiency Index](#). And its global ranking is quite high at **#37** out of 111 other countries! This shows Costa Rican developers have the necessary English level to tackle any coding projects.



## MOST POPULAR CODING LANGUAGES AND SOFTWARE TECHNOLOGIES FOR NEARSHORE SOFTWARE DEVELOPERS IN COSTA RICA

Costa Rica has been keen on innovation for some time now, leading local developers to embrace a variety of coding languages. Because of this, many programming technologies are popular with software developers in Costa Rica. Coders are proficient in both classic and newer coding languages, so you’ll surely find the right developers for the programming solution you’re seeking. Here are the most popular coding languages within the Costa Rica software development scene!

Most popular programming languages with nearshore developers in Costa Rica:

- PHP
  - Lua
  - Javascript
  - Java
  - Python
- HTML/CSS
  - Ruby & Ruby on Rails
  - WordPress
  - Salesforce
  - Flask



- Django
- React Native
- Angular
- Laravel
- Symfony
- CodeIgniter
- Sinatra

Other coding languages prominent for Costa Rican developers:

- Rust
- Node.js
- Visual Basic
- C
- C++
- Flutter
- Kotlin
- Vaadin
- Grails
- Objective C
- Clojure
- VueJS
- Swift

## AVERAGE SALARIES FOR COSTA RICAN DEVELOPERS

Thanks to the favorable conversion of Costa Rican colones to US dollars, software developers in Costa Rica are much more affordable than their American counterparts. They share the same skills, and language, and have similar time zones, but at an affordable price. Let's see the average monthly rates of Costa Rican developers!

- Junior developers: \$3500-USD 5000 per month.
- Mid-level developers: \$5000-USD 6000 per month.
- Senior developers: \$6000-USD 8500 per month.

If you are hiring through a third-party firm, please note there will be a 30% to 40% increase in the rates described above.

## HOW TO FIND NEARSHORE SOFTWARE DEVELOPERS IN COSTA RICA

***Nearshore outsourcing and staff augmentation firms:*** Finding Costa Rican developers is much easier if you partner up with an agency that has experience hiring nearshore developers in Latin America. When you hire their nearshore software development services, they share with you their knowledge of the local market and can guide you through the entire process. Firms like Blue Coding (by the way, that's us!) also handle recruitment and payment procedures. This saves you a considerable amount of time, money, and resources!



**Personal referrals from trusted contacts:** Industry referrals are useful since they let you learn more about a potential nearshoring candidate from someone who knows them. This lowers the risks for your business and streamlines the recruitment process. Try to request referrals from your contacts in Costa Rica or Latin America to find Costa Rican developers that you can trust from the get-go.

**Online software development communities:** There are several coding communities in Costa Rica, and many of them go beyond the country's tech hubs. These communities expand to the online scene, with many developers connecting regularly. Coders join online groups on social media, such as LinkedIn, Facebook, and Reddit. Post a job ad on one of these communities to expand your reach among software developers in Costa Rica!

**Online job boards:** What sets job boards apart is that they are strategically designed to bring together remote software developers and companies looking for coding solutions. Post about the vacant position on an online job board with a competitive local salary and you'll surely find software developers in Costa Rica ready to do the job. Though make sure to look for job boards targeted to Costa Rican developers to fine-tune your search!

**Local events (virtual and in-person):** Software development events in Costa Rica are something to look forward to. They expand beyond San Jose and across different smaller tech hubs throughout the country. Most developers at these conferences are actively looking for the chance to work with a US company. So don't hesitate to join events (both virtually and in-person) to hire nearshore developers in Costa Rica!

## HOW TO HIRE SOFTWARE DEVELOPERS IN COSTA RICA

**Hire through a nearshoring firm:** Nearshoring firms are the best way to find Costa Rican developers eager to be part of your company and deliver strong results. At Blue Coding, we have a careful vetting process and know how to negotiate fair rates for software developers in Costa Rica and all of Latin America. Their nearshore software development services save your company from all of the hassles!

**Hire directly through GEO or PEO:** Many US-based companies take advantage of global employment organizations and professional employment organizations to start nearshoring. Though their nearshore software development services come



with a heavily present third party. It works so your company is hiring local talent through them, instead of going about a direct placement or freelance contractor. These local companies usually charge the total cost of the nearshore developers' salary, benefits, and a fee of 10% or more for their services.

***Hire an independent contractor:*** If you want to hire software developers in Costa Rica without any third-party firms, working with a direct contractor is the best option. It's straightforward but can take a longer time, so keep this in mind. Browse for Costa Rican developers through LinkedIn or ask a contact for a referral to find the right candidates!

***Hire using popular freelancing platforms:*** Upwork and Freelancer are two of the most popular freelancing platforms for remote software developers. These platforms facilitate payments and simplify time management, but they often get a share of your developer's salary. Another drawback of freelancing platforms is that it can be hard to get a proper evaluation of the coding candidate before hiring their nearshore software development services. That's why we recommend these alternatives to Upwork for hiring nearshore developers in 2021!

***Set a local company for nearshoring purposes:*** This nearshore outsourcing alternative is ambitious but convenient. If you are looking to expand your company and establish your presence in Costa Rica, creating a subsidiary of your US company in the country can be a strong move. You'll be able to hire local employees, be it in-person or remote software developers in Costa Rica. Though if you do this, make sure you are complying with all local regulations from the start to avoid any legal hassle.







# HOW TO HIRE DEVELOPERS IN COLOMBIA

Colombia, the land of delicious coffee and colorful landscapes. You're probably familiar with famous Colombian artists as well, such as Sofia Vergara and Shakira. This country has always been a prime tourism destination, but now it has started to position itself as a top nearshore outsourcing destination. With a large pool of talented Colombian software developers ready to tackle any coding project, nearshoring to this neighboring country makes all the sense for US-based companies.

Since Colombia is within the Eastern Standard time zone all year round, your in-house team can always work with Colombian developers in real time. Pair this with significant physical proximity to the US (just 4 hours by plane!) and it's easy to see why working with nearshore developers from Colombia ensures a [smooth outsourcing operation](#). Let's dive into all the details of outsourcing software development to Colombia!

## A BRIEF OVERVIEW OF SOFTWARE DEVELOPMENT IN COLOMBIA

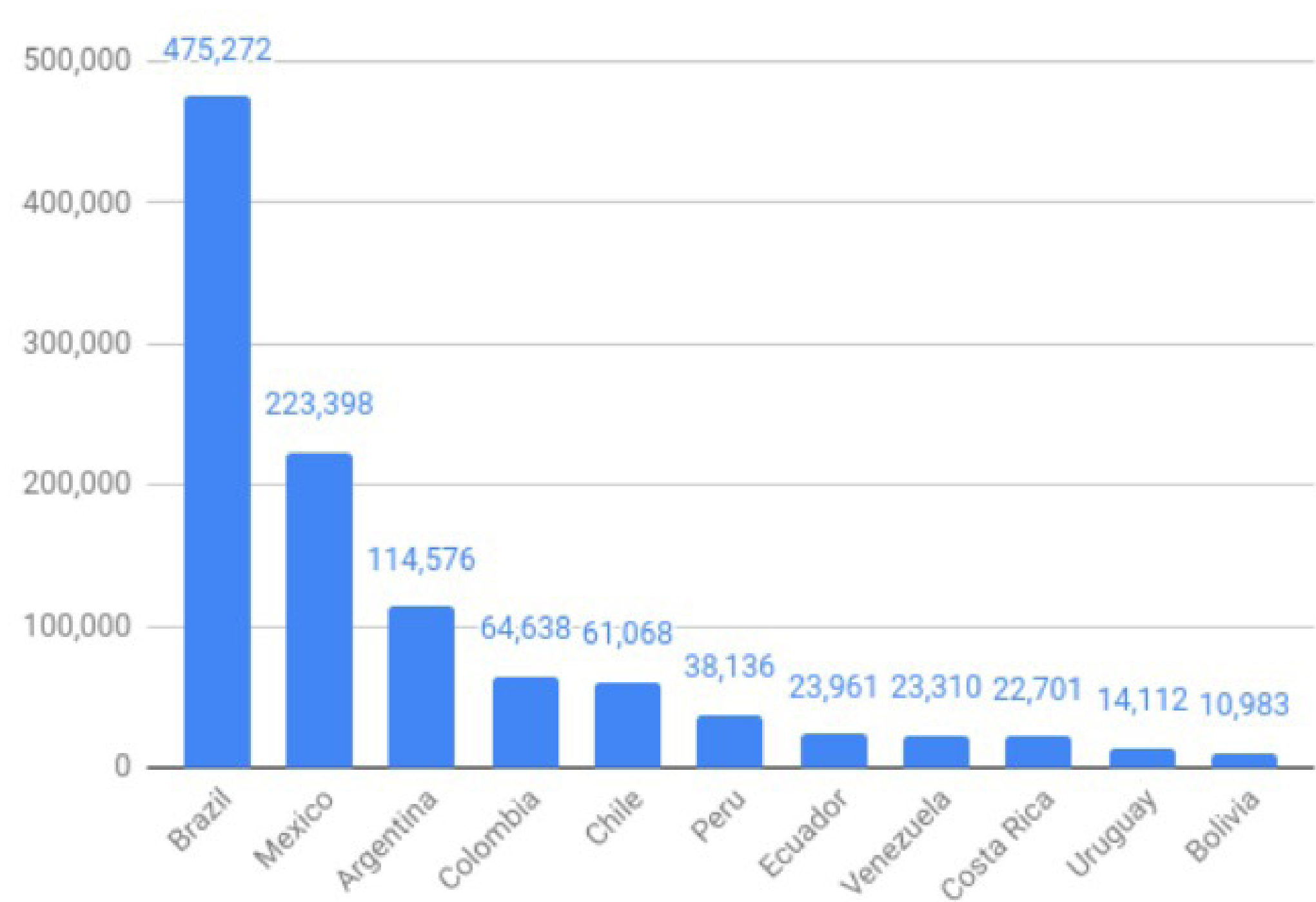
Colombia's economy has been growing for over a decade. After the country underwent a massive transformation, it emerged as a strategic destination to do business in Latin America. In fact, it was named the fourth friendliest country to do business within



that region by [Doing Business 2018](#). Its economy has also seen overarching growth, expanding at an outstanding 3.8% on average from 2010. Even more, Colombia’s GDP is expected to increase by 3,6%-4.0% near the end of 2021.

The software development scene in Colombia has flourished under all of this recent growth. Back in 2014, the government launched the new [Bring IT On](#) campaign to promote growth within the IT industry and position Colombia as a technological hub within Latin America. Ever since that transformation, Colombia’s coding and technology scenes have expanded more than 170% in the last five years! As of 2018, the country already had more than 64,638 software developers according to [Stack Overflow](#). That makes them the Latin American country with the fourth-biggest talent pool! Overall, Colombia has a solid IT ecosystem and the second-best technological infrastructure in the region.

The Number of Software Developers in Latin America

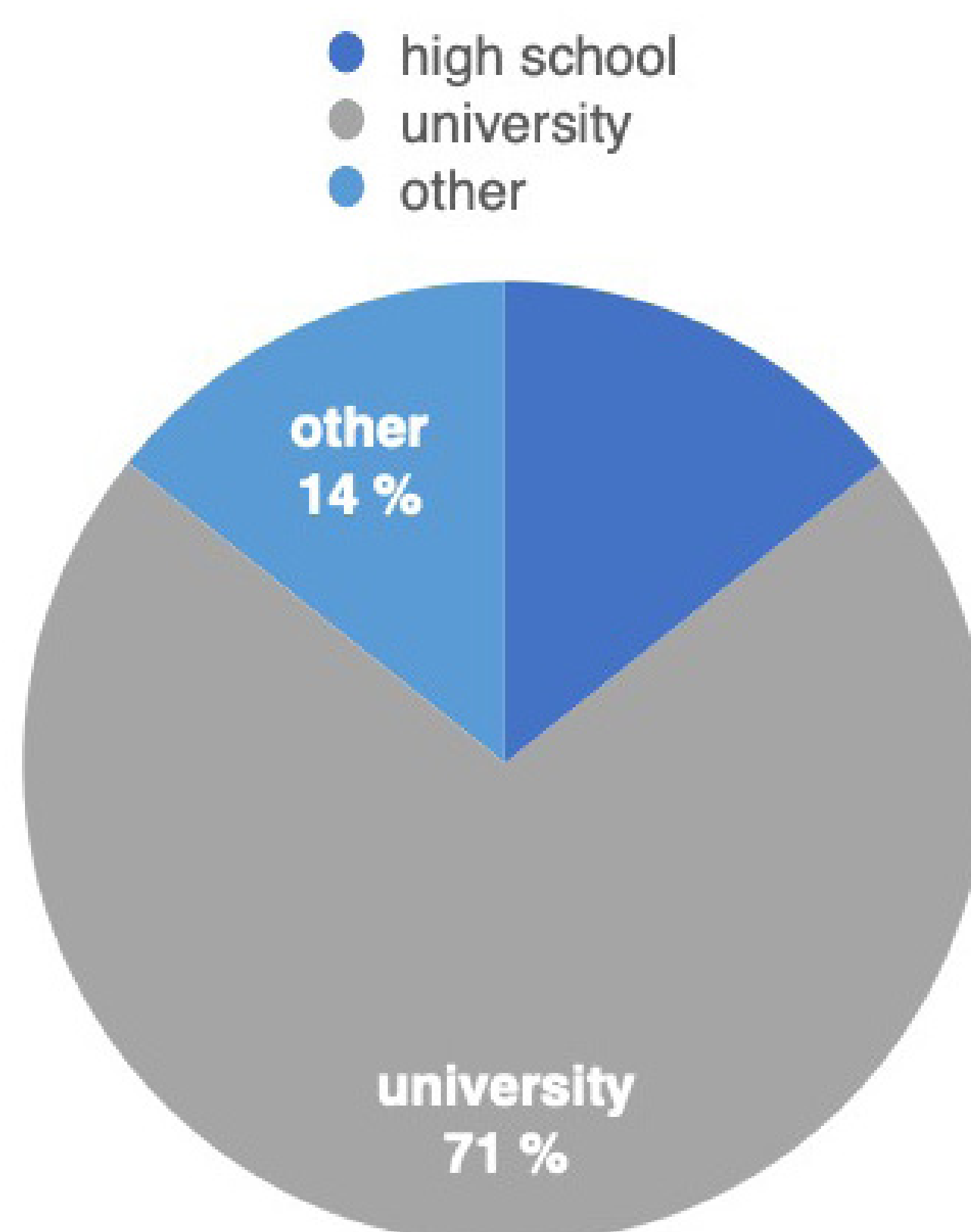


## SOFTWARE ENGINEERING EDUCATION IN COLOMBIA

Software engineering education for Colombian developers is significantly higher quality than in several other Latin American countries. This is thanks to the number of national initiatives aimed to produce a new generation of qualified coders. The government itself has stated that its goal is to become the most educated country in Latin America by 2025. And at this rate, we can see it coming to fruition. This vast governmental support for the IT industry has expanded software engineering education in the country. In consequence, Colombia ranked seventh of all Latin American countries in the [2018 Global Talent Competitiveness Index](#).



As per recent data, Colombia is producing the highest number of new software developers in all of Latin America. With about [13,000 new educated coders and IT professionals a year](#), your company is bound to be successful in hiring nearshore developers from this country. Even more, Colombia currently spends around [4.4% of its GDP](#) on education. That's a striking number sure to bring incredible results in the upcoming years!



Colombian software engineers have over 30 leading universities and technology centers to choose from to educate themselves on all things coding. Many of the higher education programs available have a strong focus on innovation and are conceptualized to attract a newer generation of qualified Colombian developers. Though there are also several online courses and tertiary institutes available for those who choose not to or are unable to access university degrees. Because of its sturdy IT educational scene, outsourcing software development to Colombia is a safe bet in terms of finding educated nearshore developers.

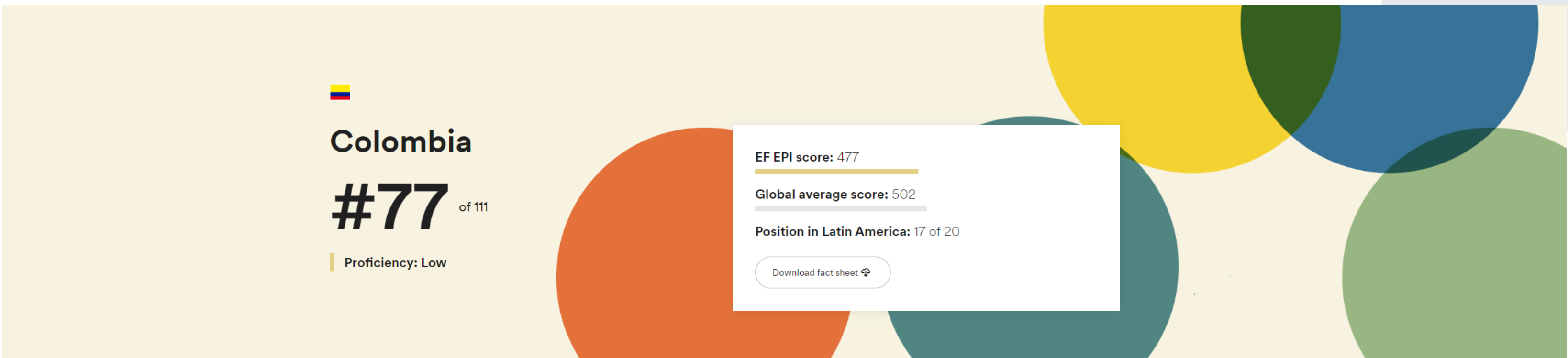
## OVERALL ENGLISH-LEVEL OF COLOMBIAN DEVELOPERS

Colombia is committed to educating all of its newer generations on the English language. Since this country aims to become an international business hub, the government understands the importance of having a population that's fluent in English. Because



of this, Colombia’s goal is to become a [fully bilingual country by 2025](#). To achieve it, the country has already put into place its “Foreign Languages Competencies Development Program”, with mandatory English classes for all students from the beginning of primary education.

Though Colombia ranks poorly on the [EF English Proficiency Index](#), with a low English level and an overall score of 477 points, this doesn’t mean Colombian software engineers have a poor English level themselves. Because English is used for several coding processes, most Colombian developers are fluent or at least advanced in their skills for this language. Still, we test the English proficiency of all nearshore developers we work with to ensure they have the necessary skills to start nearshoring for US companies.



## MOST POPULAR CODING LANGUAGES FOR OUTSOURCING SOFTWARE DEVELOPMENT TO COLOMBIA

Most popular programming languages with software developers in Colombia:

<ul style="list-style-type: none"><li>• Java</li><li>• Python</li><li>• Perl</li><li>• Kotlin</li><li>• HTML/CSS</li><li>• Ruby</li><li>• MSSQL</li><li>• Visual Basic</li></ul>	<ul style="list-style-type: none"><li>• WordPress</li><li>• PHP</li><li>• Django</li><li>• React Native</li><li>• Angular</li><li>• Laravel</li><li>• Symfony</li></ul>
--	---

Other coding languages often used by Colombian software developers:



- Flutter
- CodeIgniter
- Objective C
- Clojure
- VueJS
- Swift
- Ionic
- Struts
- Sinatra
- Flask
- Node.js
- C
- C++

## HOW TO FIND REMOTE SOFTWARE DEVELOPERS IN COLOMBIA

### ***Nearshore outsourcing and staff augmentation firms:***

Outsourcing software development to Colombia can be tricky if you don't know the ins and outs of hiring nearshore developers in Latin America. That's why working with a firm that provides nearshore software development services ensures you a successful nearshoring experience. Nearshore outsourcing firms like [Blue Coding](#) (that's us!) handle all the different procedures for you. This means you don't have to deal with any of the onboarding, payment, or hiring processes!

***Personal referrals:*** Referrals are the direct way to learn more about a potential nearshore software developer from someone who has partnered with them previously or heard of their talent. Because it's a recommendation from someone you already know, there's a higher chance of hiring that Colombian developer within a reduced timeframe. Request a referral from your contacts in Colombia or Latin America to start outsourcing software development.

***Online job boards:*** Job boards are meant to help nearshore software developers and tech companies find one another. So post about the open position on a Colombian job board dedicated to remote software development. You will surely hear from Colombian software engineers within a few hours!

***Local events (both virtual and in-person):*** Colombia has a buzzing software development community. Coders get together both online and in-person to talk about new technologies, educational offers, and job opportunities. So join one of their virtual or in-person events as a potential employer or send a small team to their conferences to start hiring nearshore developers from this country.



**Online software development communities:** Colombian developers spend a lot of time online sharing all things software development. Online communities in social media, such as LinkedIn, Facebook, and Reddit, are booming in popularity ever since the pandemic started. There are also a few independent online forums available. See if you can post a job ad in one of these communities, it'll certainly gain some traction if you're offering a competitive package.

## HOW TO HIRE COLOMBIAN SOFTWARE ENGINEERS THROUGH NEARSHORE OUTSOURCING

**Hire directly through GEO or PEO:** Global employment organizations and professional employment organizations are a form of nearshoring. Just take into account the addition of a heavily present third party. These organizations take care of hiring nearshore developers and usually charge the total cost of the Colombian developers' salary, benefits, and a 10% fee for their nearshoring services.

**Hire through a nearshoring firm:** Nearshoring agencies bring the most return on your investment when outsourcing software development to Colombia. At Blue Coding, we have a careful vetting system and several quality standards. Moreover, we oversee all the recruitment and payment details when working with nearshore developers from Colombia. We take the complicated procedures off your plate to give you the chance to hire Colombian developers that are right for your business.

**Hire an independent contractor:** If you don't want to deal with any third-party firms, hiring a Colombian developer as an independent contractor is your best bet. Still, it can take a long time to find the right candidates to join your in-house team as nearshore developers. Try to search for Colombian software engineers through LinkedIn and analyze each profile to see who might be the best fit. Just be patient and ask the right questions before hiring nearshore developers this way!

**Hire using popular freelancing platforms:** UpWork and Freelancer are two of the most popular freelancing platforms for hiring nearshore developers in Latin America. They facilitate payments and time management procedures, but they also get a considerable share of the salaries of Colombian nearshore developers. So don't be surprised if the rates are higher than expected! There are better options for these platforms, so here are some alternatives for hiring remote software developers in 2021. We recommend working with a direct contractor or hiring a nearshoring firm!



***Set your own local company:*** If you want to start outsourcing software development to Colombia but nearshoring isn't for you, this is an ambitious alternative. By setting up your own local company, you can expand your in-house team and establish your presence in the country. With a Colombian subsidiary of your US-based business, you can hire local coders at a lower cost than American developers. Just make sure you are complying with all Colombian employment regulations from the get-go to avoid any legal issues!

## SALARIES FOR NEARSHORE SOFTWARE DEVELOPERS IN COLOMBIA

One of the primary advantages of hiring Colombian developers is the convenient conversion of Colombian pesos into US dollars. It favors US-based companies, skyrocketing the return on investment of hiring nearshore developers. To give you an idea of the financial benefits, the costs of hiring nearshore developers from this country can be up to 35% lower. That's why outsourcing software development to Colombia can be so cost-effective!

Here's the scoop on the average salaries for nearshore developers from Colombia:

- Junior developers: \$3000-USD 4000 per month.
- Mid-level developers: \$4500-USD 6000 per month.
- Senior developers: \$6000-USD 8000 per month.

If you are hiring Colombian developers through nearshore software development services, please note there can be an up to 40% increase in the rates described.





## HOW TO HIRE DEVELOPERS IN PERU

You might have heard of Peru's amazing beaches and strong surfer culture, but this country is much more than a wonderful holiday location. Peru is a country with a growing tech scene and is increasingly convenient for nearshore software development. And if you're unsure of how nearshore outsourcing works, head over to [this article](#) before reading the rest of today's post! Ready? Now you can learn how to hire remote nearshore developers in Peru.

It's no secret that nearshoring is already a popular choice for those looking to add software developers to their companies. This progressive approach helps to save resources, lower personnel costs, and diversify any team. With that said, Peruvian developers are perfect to join US-based companies because of their minimal time zone differences and cultural similarities. Let's dive into the ins and outs of this top nearshore outsourcing destination!

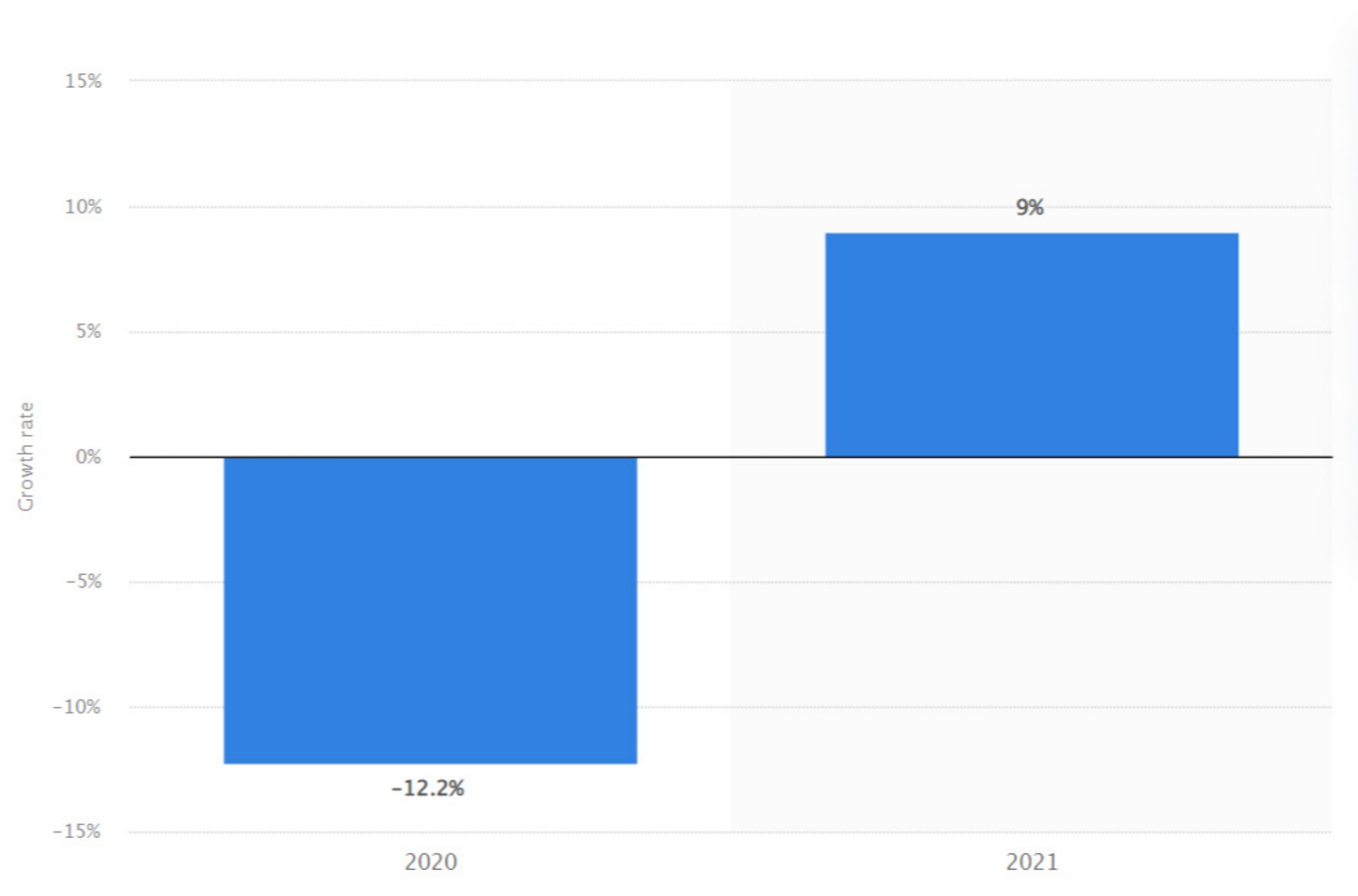
### THE BASICS OF IT NEARSHORE OUTSOURCING TO PERU

Peru might only have 38,136 software developers. Still, since almost 33% of Peruvian developers are actively looking for new coding work, chances are you'll find the right candidate for your company. This country underwent significant growth within its IT sector for the



last decade, with the help of [PromPeru](#) (Peru’s national export and international commerce chamber) and its thriving tech community.

The overall country has seen a recent [growth rate of 5.9%](#) in recent years, with relatively low inflation rates and a steady increase in its economic power. Though the Peruvian tech industry saw a decline of 12.2% in IT spending during 2020, this was mostly due to the economic crisis caused by the COVID-19 pandemic. In 2021, this decline has been reversed. Now IT spending has seen a 9% growth rate and is predicted to keep growing during 2022.



## EDUCATIONAL BACKGROUND OF NEARSHORE SOFTWARE DEVELOPERS IN PERU

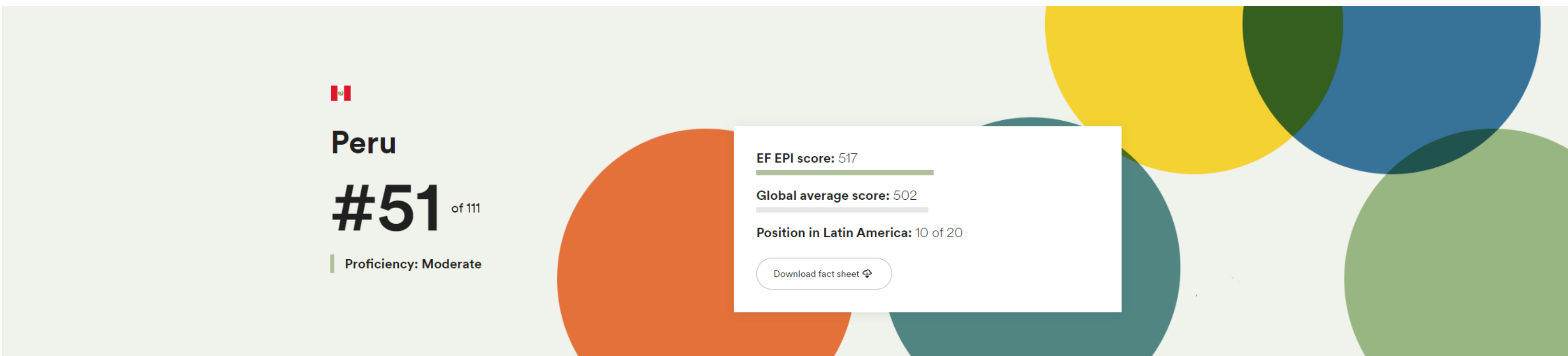
Peruvian software developers rank high at a worldwide level thanks to their coding skills. According to the [TopCoder rankings](#), nearshore developers in Peru take a rightful 26th place. This puts them just below Argentina and Brazil, two Latin-American nearshoring powerhouses. These skills don’t come from thin air, as Peru has a solid educational system that produces quality software developers every year.

Peru has a strong tech presence when it comes to higher education. Back in 2011, the Peruvian government funded the [UTEC](#) (University of Engineering and Technology), a state-of-the-art technology center and undergraduate university. Now UTEC is known as one of the most technologically advanced universities in all of Latin America and it’s where many Peruvian developers go to learn how to code. There are also different tech and engineering universities available in the country, as well as technical institutes. Other coders also opt to go down the path of online learning, which is gaining more and more traction on a global scale. To summarize, Peruvian developers are properly qualified and have the knowledge required to perform at a high level when working for US-based businesses.



# AVERAGE ENGLISH LEVEL OF PERUVIAN SOFTWARE DEVELOPERS

This country doesn't have a stellar score on the [2022 EF EPI](#) rankings, but this shouldn't discourage you from learning how to hire remote nearshore developers in Peru. In 2020, Peru scored a moderate English Proficiency Index, sitting right at the middle of the pack among Latin American countries. Its overall EF EPI score was 521 and is ranked #51 out of 111 countries.



Still, don't let the EF English Proficiency Index trick you into believing Peruvian developers don't know their English! Every Latin American knows software development is a high-paying global skill and English fluency is needed to capitalize on most nearshoring opportunities. Because of this, you can definitely find Peruvian developers with an advanced command of the language!

# MOST POPULAR CODING LANGUAGES AND SOFTWARE TECHNOLOGIES FOR NEARSHORE SOFTWARE DEVELOPERS IN PERU

Peru saw a boom in its IT industry in recent years, which makes local nearshore developers all that eager to learn many kinds of coding languages. Because of this, many programming technologies are popular with nearshore developers from Peru, so you'll definitely find the one you're looking for. Here are the most popular coding languages for IT nearshore outsourcing to Peru!

Most popular programming languages with nearshore developers in Peru:



- JavaScript
- Java
- Python
- HTML/CSS
- Ruby & Ruby on Rails
- WordPress
- Salesforce
- Flask
- Django
- React Native
- Angular
- Laravel
- Symfony
- CodeIgniter
- Swift

Other coding languages popular with Peruvian developers:

- Node.js
- Visual Basic
- C
- C++
- Flutter
- Kotlin
- Vaadin
- Grails
- Objective C
- Clojure
- VueJS
- Rust

## AVERAGE SALARIES AND COSTS OF IT NEARSHORE OUTSOURCING TO PERU

Thanks to the favorable conversion of Peruvian pesos to US dollars, nearshore developers in Peru charge lower salaries than American coders. This way you can get the same high-quality coding solutions at an affordable price. Let's see the average monthly rates of software outsourcing to Peru!

If you are hiring through a third-party firm, please consider there will be a 30% to 40% increase in the rates described below.

- Junior developers: \$3000-USD 4000 per month.
- Mid-level developers: \$4500-USD 6000 per month.
- Senior developers: \$6000-USD 7000 per month.

## HOW TO FIND NEARSHORE SOFTWARE DEVELOPERS IN PERU

***By nearshore outsourcing through staff augmentation firms:*** IT nearshore outsourcing to Peru is an efficient way to find Latin American coders because you partner up with an experienced agency. When you hire their nearshore software development services, you are obtaining all of their knowledge about the local market. Nearshoring firms like [Blue Coding](#) (hey, that's us!) also take care of the recruitment and payment procedures for you. This is what makes our services so cost-efficient!



**Personal referrals from industry contacts:** Trusted referrals let you learn more about a potential nearshoring candidate from someone familiar with their work. Information like that can make all the difference during the hiring process! It makes the scouting procedures much more efficient, helping you find coders faster. Try to request referrals from your contacts doing business in Peru to find Peruvian developers in a shorter time frame!

**Online software development communities:** Programming communities are huge in Latin America as a whole, but you'll also find a few exclusive to Peruvian developers. Nearshore developers join online groups both in online forums and social media, such as LinkedIn, Facebook, and Reddit. Try posting an ad for any open coding positions on one of these communities to find software developers in Peru!

**Online job boards:** Job boards make sure remote software developers and companies looking for coding solutions find one another. They work similarly to a website or social media, and all you need to do is post a job ad. Let Peruvian developers know about the vacant position on all local job boards. If you offer a competitive salary, you'll surely find remote nearshore developers in Peru ready to do the job!

**Local events (virtual and in-person):** Though coding events for nearshore developers in Peru aren't as big as in other Latin American tech hubs, they're still worth considering. Most developers at these conferences would be more than happy to work with a US company. This makes you a competitive potential employer, especially compared to other local companies. So don't hesitate to join these software development events (both virtually and in-person) to hire nearshore developers in Peru!

## HOW TO HIRE REMOTE NEARSHORE DEVELOPERS IN PERU

**Hire through a nearshoring firm:** Nearshoring firms are the best way to find Peruvian developers with the proper qualifications and long-term availability. At Blue Coding, we have a careful vetting process and experience hiring and negotiating fair rates for remote nearshore developers in Peru. Nearshoring through an established firm makes your investment safer!

**Hire directly through GEO or PEO:** Global employment organizations and professional employment organizations are a safe yet not-so-convenient bet to start IT nearshore outsourcing to Peru. Though their nearshore software development services come with a heavily present third party when you hire remote nearshore



developers in Peru. It works so your company hires Peruvian talent through them, instead of trying out staff augmentation or hiring a freelance contractor. These local companies usually charge the total cost of the nearshore developers' salary, the cost of benefits, and a fee of 10% or more for their services.

***Hire an independent contractor without a freelancing platform:***

How to hire remote nearshore developers in Peru without involving any third parties? By working with a direct contractor. This is the most straightforward approach to nearshoring but it can take a longer time to find the perfect candidate. Look for Peruvian developers through LinkedIn or ask a contact for a referral to find the right coders to join your team!

***Hire using popular freelancing platforms:*** [Upwork](#) and [Freelancer](#)

are two of the most popular freelancing platforms out there. Many nearshore software developers in Peru use them to connect with clients. These platforms facilitate payments and offer time management functionalities, but they often get a share of the freelancer's salary. Another drawback of freelancing platforms is the challenging vetting process that comes with them, as it is hard to assess the developer's experience beforehand. That's why we recommend these [Upwork alternatives for hiring nearshore developers in Peru!](#)

***Set up a local company in Peru:*** You can upscale IT nearshore outsourcing to Peru by creating a local subsidiary of your US-based company. If you are looking to expand your company and establish your presence in Peru and Latin America, this is a bold and ambitious way to do it. You'll be able to hire local employees, be it in person or through remote Peruvian developers. Just be sure to comply with all local regulations from the start to avoid any legal trouble!





# HOW TO HIRE DEVELOPERS IN ECUADOR

Now that [nearshoring](#) has become increasingly popular with US-based companies, Latin America has positioned itself as the most optimal region to start nearshore outsourcing. There are several fantastic countries to choose from within this area, but Ecuador is the option we're focusing on today. This country might be small but its nearshore software development potential is certainly considerable!

Ecuador is known for the Galapagos Islands and its historic links to the Incas, though the country also thrives in more technical endeavors. Its tech industry has undergone interesting growth and the country has seen an increase in its exports in recent years. Everything indicates this will be a great place to nearshore outsource software developers for years to come. So let's see how to hire nearshore software developers in Ecuador!

## AN OVERVIEW OF SOFTWARE DEVELOPMENT IN ECUADOR

Quito is Ecuador's capital and has a relatively small population of 2.7 million. Though not as numerous as some of its Latin American counterparts, it has a consistent history of software development outsourcing and is a local tech hub. Quito is home to Ecuador's entrepreneurial scene and tech industry, powering several local



developers throughout the years. Thanks to the great concentration of developers in tech hubs like Quito, the country has shown promise for nearshore software development!

A 2014 study put together by the [Software Association of Ecuador](#) showed that over 32% of software development sales correspond to international exports. Considering this was several years ago and Ecuador is still viewed as a top nearshore outsourcing destination, it's safe to say the number of exports has only grown over time. In fact, according to the [Global Innovation Index](#), Ecuador ranks #33 among the 37 upper-middle-income group economies and #99 out of the total 130 countries. This is yet another sign that Ecuador is an ever-growing nearshore location!

Rankings of Ecuador (2018–2020)

	GII	Innovation inputs	Innovation outputs
2020	99	96	97
2019	99	98	98
2018	97	96	97

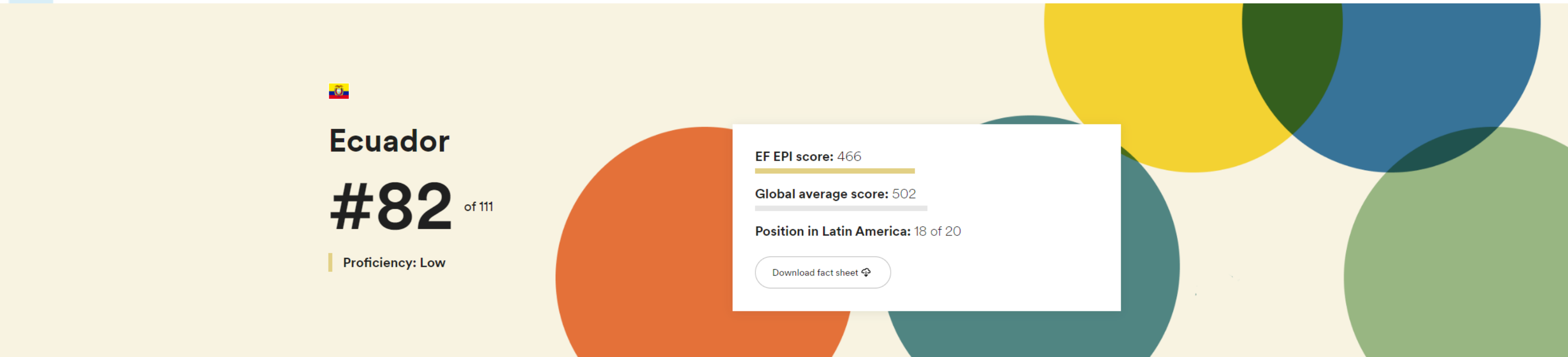
- Ecuador performs better in innovation inputs than innovation outputs in 2020.
- This year Ecuador ranks 96th in innovation inputs, higher than last year and the same as 2018.
- As for innovation outputs, Ecuador ranks 97th. This position is higher than last year and the same as 2018.

**33rd** Ecuador ranks 33rd among the 37 upper middle-income group economies.

**15th** Ecuador ranks 15th among the 18 economies in Latin America and the Caribbean.

## AN OVERVIEW OF SOFTWARE DEVELOPMENT IN ECUADOR

Ecuadorian developers know the importance of having an advanced English level to thrive in the coding field. Still, Ecuador doesn't have a strong [EF English Proficiency Index](#) score. The country ranks #82 out of 111 countries, with a low English proficiency. Its overall EF EPI score is 466 and it's at the bottom of the Latin American rankings. Yet this shouldn't discourage you from hiring nearshore software developers in Ecuador! You'll have no trouble finding programmers with a strong command of the English language. Plus, you can always test their English skills through a live technical interview or coding assessment.





## SOFTWARE ENGINEERING EDUCATION IN ECUADOR

Overall, Ecuador boasts [49 technical certificates and undergraduate degrees](#) within the programming field. The country has strong universities and a good variety of traditional colleges and tech institutes that developers can choose from to perfect their coding skills. In addition, the government also supports the educational growth of future developers. The recent [Scratch Day Ecuador](#) initiative boosted the computer programming skills of several children all across the country by providing free coding training at all local schools.

Remote education has also soared in popularity these years, leaving a positive impact on the training of nearshore developers worldwide. There are dozens of online courses, free internet resources, and hybrid coding boot camps aspiring Ecuadorian developers can learn from. When you hire nearshore developers in Ecuador, you'll have no trouble finding educated and skilled programmers!

## MOST POPULAR CODING LANGUAGES FOR ECUADOR SOFTWARE OUTSOURCING

Ecuadorian developers are always ready to innovate and learn the newest coding languages. Therefore, nearshore developers from Ecuador are usually proficient in several coding languages and can help in a variety of coding projects. Here's a quick overview of the programming language scene when outsourcing software development to Ecuador

Most popular programming languages with nearshore developers from Ecuador:

- HTML/CSS
- Java
- Python
- Perl
- Kotlin
- Ruby
- MSSQL
- Visual Basic
- WordPress
- PHP
- Django
- React Native
- Angular

Other coding languages often used by Ecuadorian developers:



- Flutter
- CodeIgniter
- Objective C
- Clojure
- VueJS
- Swift
- Ionic
- Struts
- Sinatra
- Flask
- Node.js

## SOFTWARE DEVELOPER SALARIES IN ECUADOR

Because the living costs in Ecuador are lower than in the US, the salaries for Ecuadorian software developers are more affordable than those of American coders. This is one of the most competitive advantages of nearshoring developers in Ecuador and all of Latin America! Here is an estimate of the salaries for nearshore developers in Ecuador:

- Junior developers: \$3000-USD 4000 per month.
- Mid-level developers: \$4500-USD 6000 per month.
- Senior developers: \$6000-USD 8000 per month.

If you are hiring Ecuadorian developers through nearshoring agencies, please consider there will be an up to 40% increase in the rates described above.

## WHERE AND HOW TO FIND ECUADORIAN SOFTWARE ENGINEERS WHEN NEARSHORE OUTSOURCING

**Nearshoring firms:** A staff augmentation agency can really simplify the process of hiring Ecuadorian software developers. Companies that provide nearshore software development services have years of experience hiring developers in the region. This gives your nearshoring project a considerable amount of stability and safety. That's because nearshore outsourcing firms like [Blue Coding](#) (by the way, that's us!) take care of recruitment and payments for you. That way your company only has to worry about vetting the potential candidates!

**Online job boards:** Job boards are still pretty much alive and thriving. They're popular with nearshore developers who want to find employment opportunities with international companies. Because of this, it's always a good idea to post job ads on these job boards when there are openings available within your company.



This helps to attract developers from Ecuador and other parts of Latin America!

**Online coding communities:** Ecuadorian developers take part in different online forums and social media communities dedicated to all things software development. Latin America is known for the warmth of its people and this includes all working professionals. Online communities in social media, such as [LinkedIn](#) and [Reddit](#), became even more popular ever since COVID-19 started. They're another strategic place to post job ads!

**Personal referrals:** If you know somebody inside the coding industry, asking for a referral will really speed up the recruitment process. Since you'll be interviewing someone you already heard of, you can ask more technical questions and get straight to the point. So it's always smart to ask your close contacts for a referral to hire nearshore software developers in Ecuador more efficiently.

**Local events (both virtual and in-person):** Ecuador has a few popular coding events per year! Before the pandemic, these used to be exclusively in person, but now they have moved to a remote-friendly approach. Programmers take advantage of these events to talk about new technologies, educational resources, and employment opportunities. They'll be glad to connect with a US-based employer!

## HOW TO HIRE NEARSHORE SOFTWARE DEVELOPERS IN ECUADOR

**Hire developers through a GEO or PEO:** Global employment organizations and professional employment organizations still count as nearshore outsourcing. Your company will be hiring Ecuadorian developers through a heavily involved third party. These organizations handle the recruitment process and usually charge the total cost of the developers' salary, benefits, and a 10% fee for their services.

**Hire by partnering up with a nearshoring firm:** Nearshore outsourcing firms are the most cost-effective option when getting into Ecuador software outsourcing. At Blue Coding, we work with a carefully vetted network of skilled nearshore developers who are rapidly available for hire. We take the complications off your plate to help you hire Ecuadorian developers as fast as possible!

**Hire a direct contractor:** If you want nearshoring to be as straightforward as possible, an independent contractor will be your best option. Still, these types of freelancers aren't so easy to find and recruit. Most of them are working on plenty of projects



at the same time or associated with a freelancing platform. So it can take a long time to find the right candidates to take care of your software needs! Though searching for these software engineers through LinkedIn is the easiest route to take if you still want to go for it. Just be patient and do market research before hiring nearshore developers as direct contractors!

***Hire using freelancing platforms:*** [UpWork](#) and [Freelancer](#) have been in the minds of most freelancers since the beginning of the pandemic. These are two of the most popular freelancing platforms for Ecuador software outsourcing. When you hire nearshore software developers in Ecuador through them, you get extra time management tools and a simplified payment scheme. Still, these platforms get a cut of your developer's salary, so rates tend to be higher than through direct contractors. There are better options, so here are the best [alternatives to UpWork for hiring nearshore software developers in 2021](#).

***Put together a local company:*** Sure, this is an ambitious endeavor. But if your goal is to expand your in-house team and establish your presence in the Latin American region. With a local subsidiary of your US-based company, you can hire Ecuadorian developers at a lower cost than American coders. Though it's 100% necessary you comply with local regulations from the get-go to avoid getting in trouble with national authorities.





# AT BLUE CODING

We specialize in helping businesses hire and manage nearshore software developers in Latin America. We have a team of experienced recruiters and project managers who work closely with clients to understand their specific needs and rapidly identify and onboard the best developers for your IT projects. Our mission is to connect the best of LATAM's development talent with growing North American companies to create long-lasting quality partnerships.

In addition to our signature Blue Coding technical recruitment process, we also provide ongoing support and management for nearshore development teams, including accounts management, communication facilitation, and performance monitoring. Our developers use modern Agile methodologies and project management tools to ensure that projects are delivered on time, within budget, and to the highest quality standards. If you're interested in our services, you can [contact us](#) to schedule a free strategy call to discuss how we can help you grow and save money on development costs!



**BLUE CODING**

