2027 Design & Engineering Pay Guide

in US & Mexico
by Wandr Studio

27



Junior, mid-level, semi-senior and senior roles · US & Mexico

WANDR · START HERE

Plan the hire. Keep work moving.

An open role affects more than recruiting. Product releases wait, teammates take on extra work, and decisions get made without the right expertise. Use this guide to plan timing, pay and how to bring people onto your team.

> Five role families. Each US pay page covers one role and one seniority, using the same nine locations and annual USD base salary. Mexico has a separate page per role, with junior and senior in annual USD and MXN. Every pay cell contains a number; ≈ and a method note identify modeled estimates.

01 Days to hire and what happens while you wait

02 Junior and senior pay: the same roles, cities and measure

03 US vs Mexico: advantages and trade-offs

04 Three ways to add people to your team

05 What to check in interviews

06 A 72-hour candidate list and how WANDR helps

AT A GLANCE

30–50
DAYS TO HIRE A DESIGNER*

40–65
DAYS FOR A SENIOR DESIGNER*

$5,500
ABOUT THE RECRUITING COST PER HIRE†

*Designer benchmarks, not estimates for engineers, writers or leads. †Average for non-executive hires across roles; not salary.

01

CHAPTER ONE

Time

How long hiring can take—and what waits while the role is open.



DECIDE BEFORE YOU START

01 **When does work need to start?**

Work back from the product deadline. Leave time after the offer for notice and onboarding.

02 **Who can make the decision?**

Agree on the interviewers, the evidence they need and when they will compare notes.

03 **What can the team cover meanwhile?**

Name the work that can wait and the work that needs temporary help.

Days to hire

Count from approval of the role to acceptance of the offer. Counting only from first contact leaves out the time spent defining the role and finding candidates. The start date can be later still.



Weeks after role approval

30–50
DAYS TO HIRE A DESIGNER*

40–65
DAYS FOR A SENIOR DESIGNER*

$5,500
ABOUT THE RECRUITING COST PER HIRE†

Public recruiting-system benchmarks summarized by AIEH. Financial services can take 10–25% longer. These designer figures are not measured hiring times for all roles. The $5,500 figure rounds the $5,475 average recruiting cost for a non-executive hire (Society for Human Resource Management, 2025).

> Allow 6–10 weeks for an experienced fintech designer. Agree on a separate timeline for engineering, writing and lead roles.



WHAT AN OPEN ROLE PUTS ON HOLD

Releases slip

Payments, identity checks or lending updates wait for design, writing or engineering work.

Teammates take on more

The remaining team has less time to review work and solve difficult problems.

Product and engineering wait

Partners pause work—or build something that later needs changing.

Work gets redone

Unclear fees, missing error messages or access barriers need fixing later.

02

CHAPTER TWO

Pay

US salary references and the costs beyond salary.



DECIDE BEFORE YOU START

01 **Are you comparing the same role?**

Match experience, responsibilities and location before using a salary reference.

02 **What does the figure include?**

Separate base salary, extra cash, stock and employee benefits.

03 **What is the full annual budget?**

Use one currency and add payroll, recruiting and any service-provider fees.

02 · ROLE PAY

Senior designer · US

US ONLY · 2027 BASE-PAY PLANNING ESTIMATE · USD PER YEAR

Source title: Senior UX Designer



US OVERALL

≈ $124,200

Estimate: median of 7 cities; not a Salary.com US aggregate.

Scale: $0–200,000. Base only; excludes bonuses, equity and benefits. All amounts: 2027 estimates (+3.5%); whole USD. Estimated US overall: median of 7 cities, not a Salary.com aggregate. Estimated Remote: Austin/Chicago mean. Not matched offers. Mid-2026 published bases; references updated/modeled as of 6 Nov 2026. Not Wandr Studio employee pay.

02 · ROLE PAY

Junior designer · US

US ONLY · 2027 BASE-PAY PLANNING ESTIMATE · USD PER YEAR

Source title: Junior UX Designer



US OVERALL

≈ $84,217

Salary.com · 2026 base → +3.5% · Jun 2026

Scale: $0–200,000. Base only; excludes bonuses, equity and benefits. All amounts: 2027 estimates (+3.5%); whole USD. Estimated US overall: median of 7 cities, not a Salary.com aggregate. Estimated Remote: Austin/Chicago mean. Not matched offers. Mid-2026 published bases; references updated/modeled as of 6 Nov 2026. Not Wandr Studio employee pay.

Designers · Mexico

MEXICO ONLY · 2027 ESTIMATES · ANNUAL USD + MXN

JUNIOR

UX/UI design

≈ $23,001

USD PER YEAR

MXN 428,496 / year

MXN 35,708 / month

SENIOR

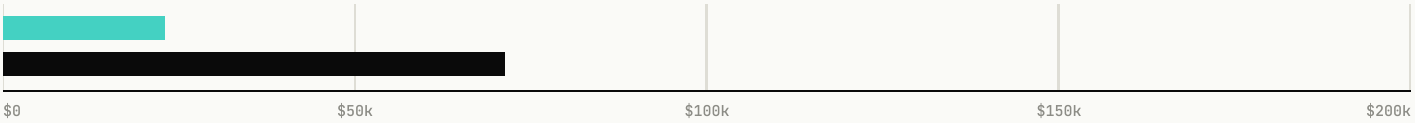
UX/UI design

≈ $71,334

USD PER YEAR

MXN 1,328,940 / year

MXN 110,745 / month



Talentosy · Diseño UX/UI México · 2027 estimate (+3.5%) based on: Median gross monthly salary offered · excludes bonuses and benefits · updated 6 Nov 2026

> Additional 2027 reference: Glassdoor Mexico senior base average adjusted +3.5%: MXN 53,820/month (≈ USD 34,667/year). 2026 baseline; different sample and measure from Talentosy offers.

Conversion: monthly MXN × 12 ÷ 18.6297. Banxico FIX, 6 Nov 2026. USD rounded; excludes benefits and total employer cost. 2027 planning: mid-2026 published bases and references updated/modeled as of 6 Nov 2026, +3.5%. Whole USD/MXN rounding. Not Wandr Studio employee pay.

Budget Mexican benefits separately: IMSS, aguinaldo and vacation premium. US benefits percentages do not apply.

02 · ROLE PAY

Senior design lead · US

US ONLY · 2027 BASE-PAY PLANNING ESTIMATE · USD PER YEAR

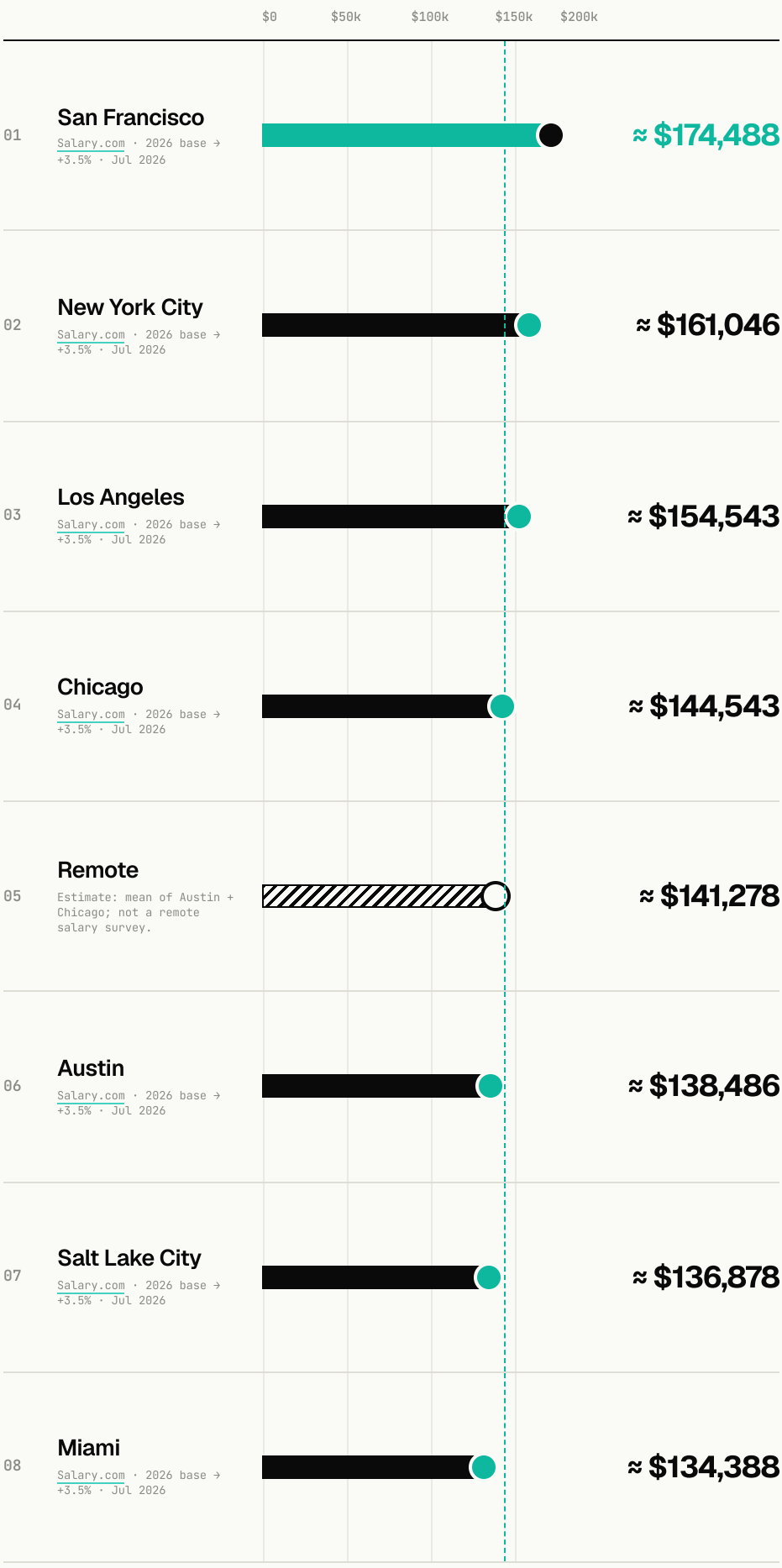
Source title: Lead Product Designer · established lead title, not an experience filter

US OVERALL

≈ $144,383

Estimate: median of 7 cities; not a Salary.com US aggregate.

Scale: $0–200,000. Base only; excludes bonuses, equity and benefits. All amounts: 2027 estimates (+3.5%); whole USD. Estimated US overall: median of 7 cities, not a Salary.com aggregate. Estimated Remote: Austin/Chicago mean. Not matched offers. Mid-2026 published bases; references updated/modeled as of 6 Nov 2026. Not Wandr Studio employee pay.



02 · ROLE PAY

Junior design lead · US

US ONLY · 2027 BASE-PAY PLANNING ESTIMATE · USD PER YEAR

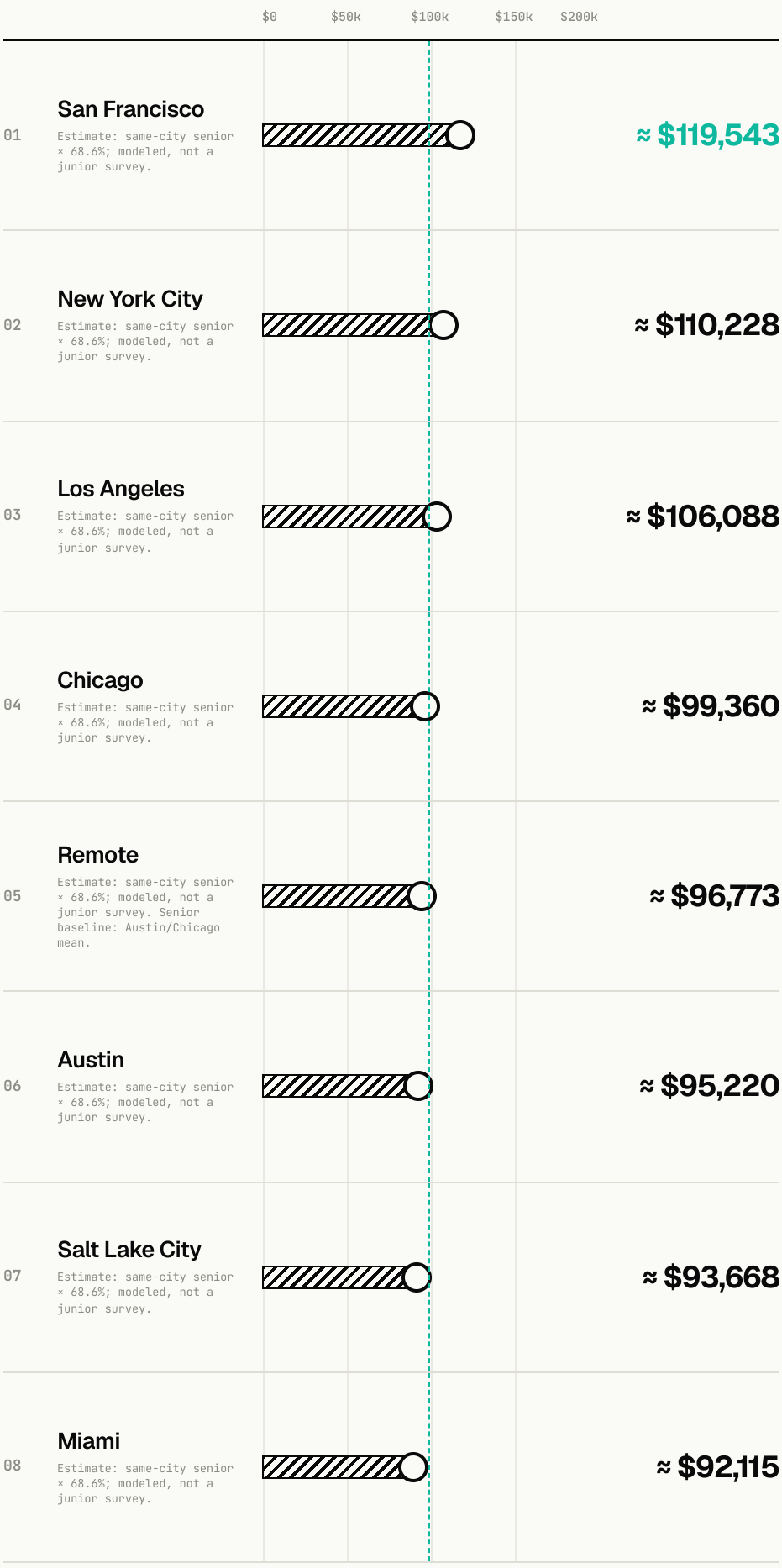
Junior budgeting model: same-role senior × 68.6%; not an observed junior average.

US OVERALL

≈ $98,843

Estimate: same-city senior × 68.6%; modeled, not a junior survey. Senior baseline: 7-city median.

Scale: $0–200,000. Base only; excludes bonuses, equity and benefits. All amounts: 2027 estimates (+3.5%); whole USD. 68.6% = median of 21 city junior/senior pairs in designer, front-end and back-end tables (Salary.com). Senior baseline and sources: previous page. Not matched offers. Mid-2026 published bases; references updated/modeled as of 6 Nov 2026. Not Wandr Studio employee pay.



Design leads · Mexico

MEXICO ONLY · 2027 ESTIMATES · ANNUAL USD + MXN

JUNIOR

Estimate: lower end of all-level base-pay band

≈ $28,000

USD PER YEAR

MXN 521,640 / year

MXN 43,470 / month

SENIOR

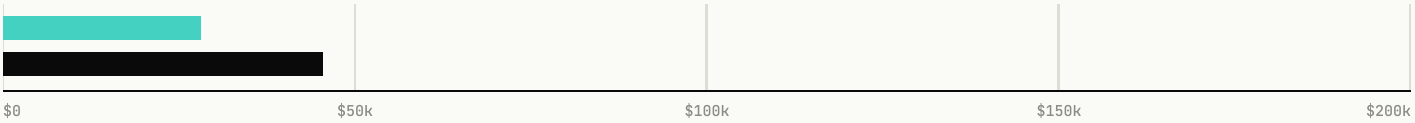
Estimate: upper end of all-level base-pay band

≈ $45,334

USD PER YEAR

MXN 844,560 / year

MXN 70,380 / month



Glassdoor México · Lead Product Designer · 2027 estimate (+3.5%) based on: Modeled junior/senior planning references from all-level monthly base-pay band

2027 ESTIMATES, not observed seniority averages. Glassdoor Mexico all-level base band, adjusted +3.5%: MXN 43,470–70,380/month. Lower end: junior planning proxy; upper end: senior proxy. Small self-reported sample; excludes additional pay.

Conversion: monthly MXN × 12 ÷ 18.6297. Banxico FIX, 6 Nov 2026. USD rounded; excludes benefits and total employer cost. 2027 planning: mid-2026 published bases and references updated/modeled as of 6 Nov 2026, +3.5%. Whole USD/MXN rounding. Not Wandr Studio employee pay.

Budget Mexican benefits separately: IMSS, aguinaldo and vacation premium. US benefits percentages do not apply.

02 · ROLE PAY

Senior UX writer · US

US ONLY · 2027 BASE-PAY PLANNING ESTIMATE · USD PER YEAR

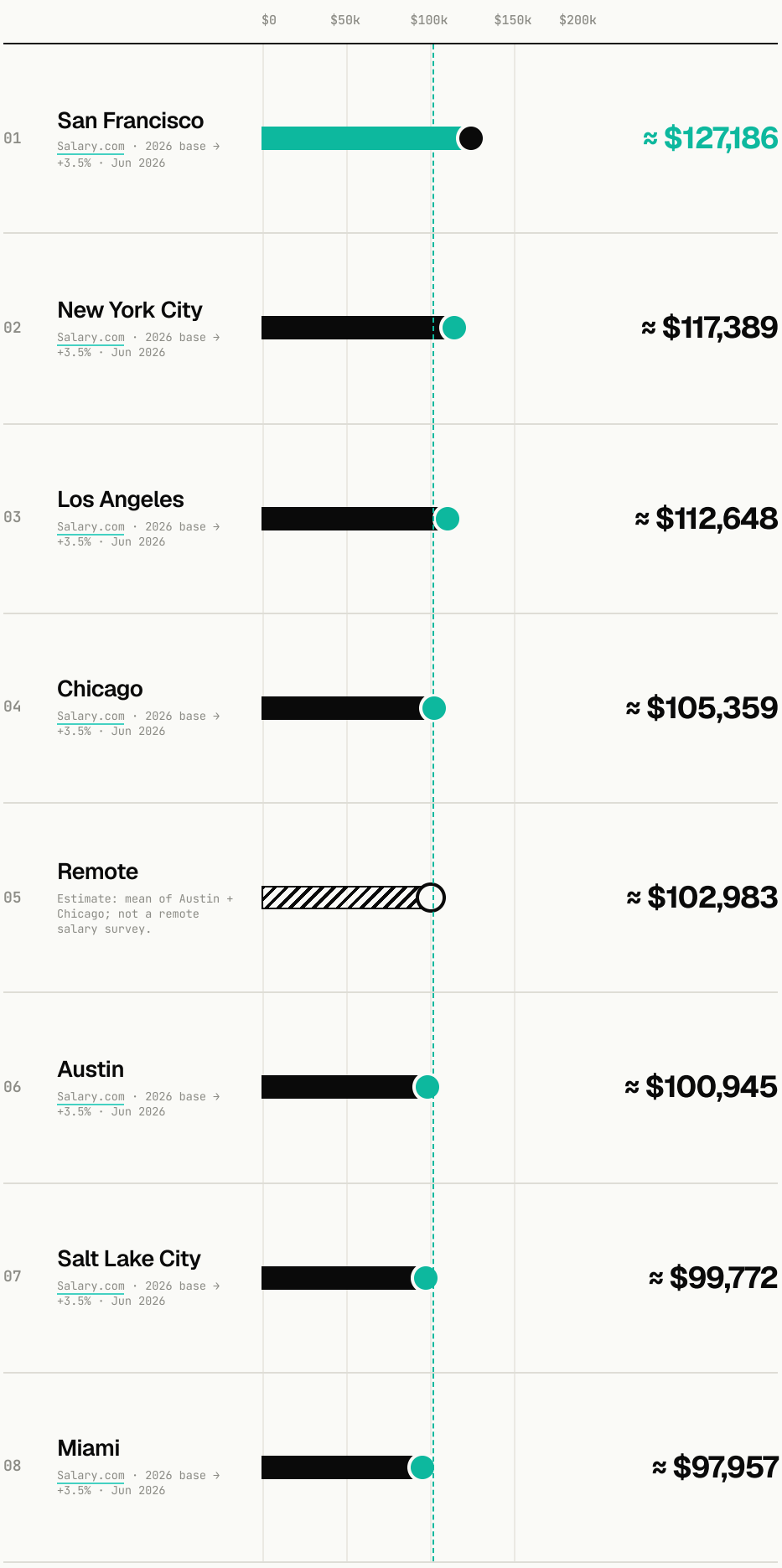
Source title: Senior UX Writer

US OVERALL

≈ $101,954

Salary.com · 2026 base → +3.5% · Jun 2026

Scale: $0–200,000. Base only; excludes bonuses, equity and benefits. All amounts: 2027 estimates (+3.5%); whole USD. Estimated US overall: median of 7 cities, not a Salary.com aggregate. Estimated Remote: Austin/Chicago mean. Not matched offers. Mid-2026 published bases; references updated/modeled as of 6 Nov 2026. Not Wandr Studio employee pay.



02 · ROLE PAY

Junior UX writer · US

US ONLY · 2027 BASE-PAY PLANNING ESTIMATE · USD PER YEAR

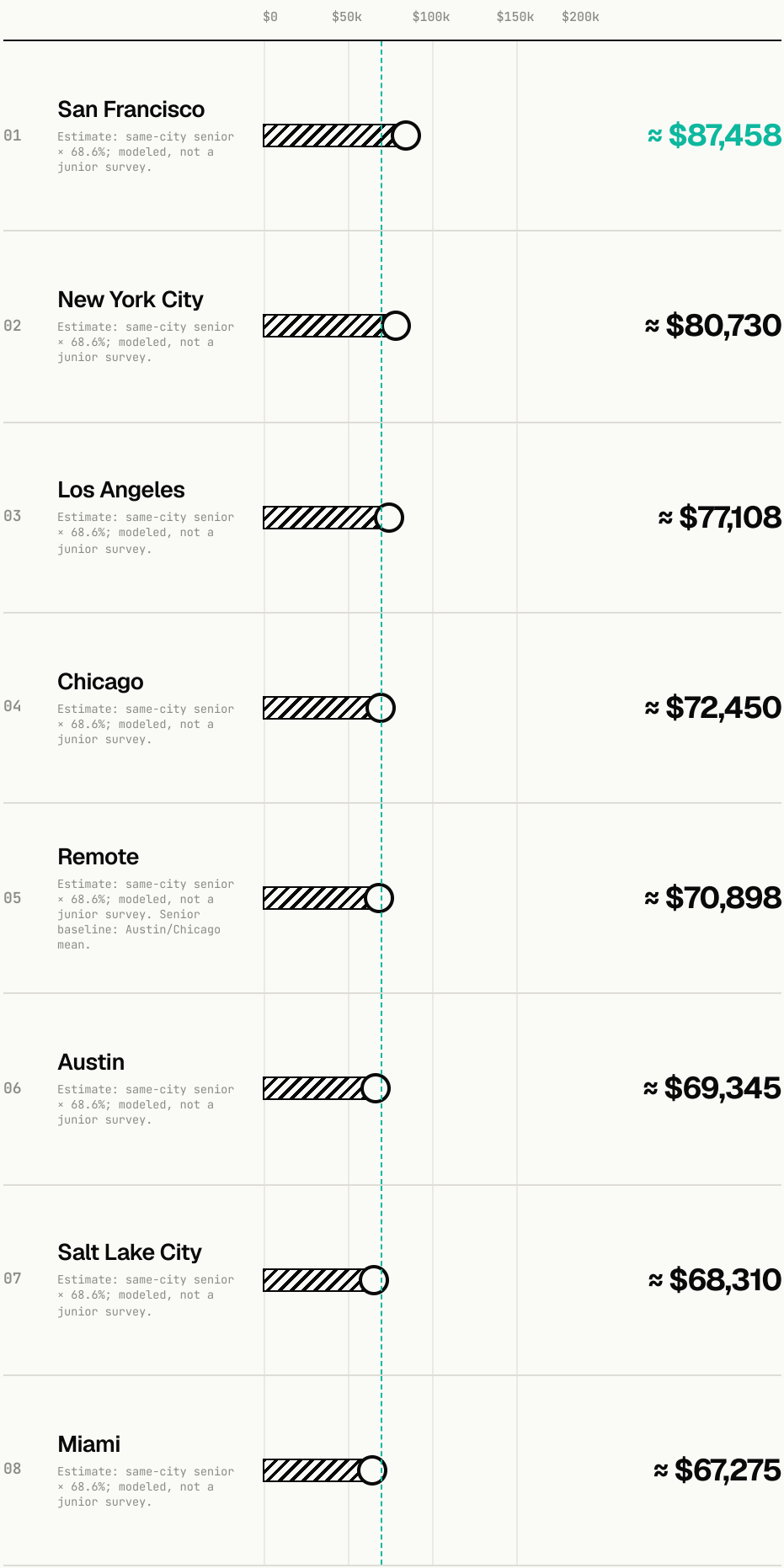
Junior budgeting model: same-role senior × 68.6%; not an observed junior average.

US OVERALL

≈ $69,863

Estimate: same-city senior × 68.6%; modeled, not a junior survey. Senior baseline: published US overall.

Scale: $0–200,000. Base only; excludes bonuses, equity and benefits. All amounts: 2027 estimates (+3.5%); whole USD. 68.6% = median of 21 city junior/senior pairs in designer, front-end and back-end tables (Salary.com). Senior baseline and sources: previous page. Not matched offers. Mid-2026 published bases; references updated/modeled as of 6 Nov 2026. Not Wandr Studio employee pay.



UX writers · Mexico

MEXICO ONLY · 2027 ESTIMATES · ANNUAL USD + MXN

JUNIOR

Estimate: lower end of all-level base-pay band

≈ $15,334

USD PER YEAR

MXN 285,660 / year

MXN 23,805 / month

SENIOR

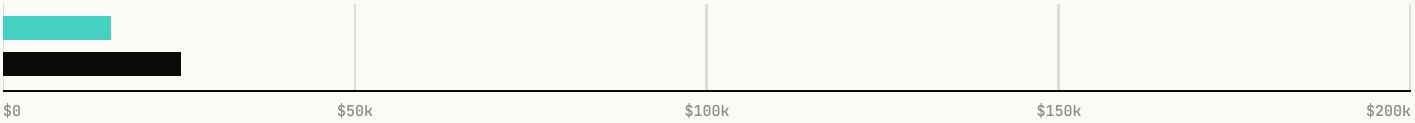
Estimate: upper end of all-level base-pay band

≈ $25,334

USD PER YEAR

MXN 471,960 / year

MXN 39,330 / month



Glassdoor México · UX Writer · 2027 estimate (+3.5%) based on: Modeled junior/senior planning references from all-level monthly base-pay band

2027 ESTIMATES, not observed seniority averages. Glassdoor Mexico all-level base band, adjusted +3.5%: MXN 23,805–39,330/month. Lower end: junior planning proxy; upper end: senior proxy. Small self-reported sample; excludes additional pay.

Conversion: monthly MXN × 12 ÷ 18.6297. Banxico FIX, 6 Nov 2026. USD rounded; excludes benefits and total employer cost. 2027 planning: mid-2026 published bases and references updated/modeled as of 6 Nov 2026, +3.5%. Whole USD/MXN rounding. Not Wandr Studio employee pay.

Budget Mexican benefits separately: IMSS, aguinaldo and vacation premium. US benefits percentages do not apply.

02 · ROLE PAY

Senior front-end engineer · US

US ONLY · 2027 BASE-PAY PLANNING ESTIMATE · USD PER YEAR

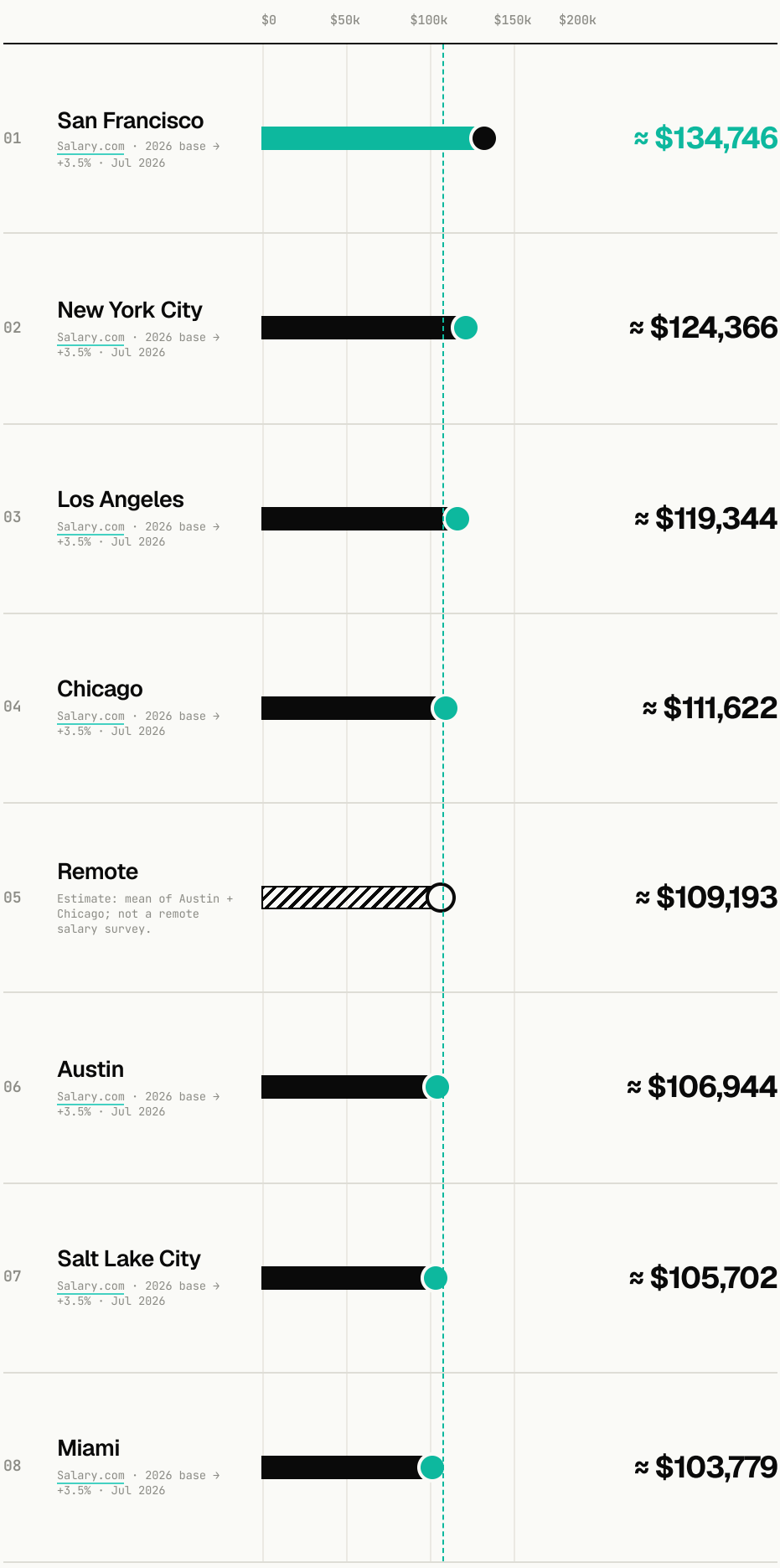
Source title: Senior Frontend Developer

US OVERALL

≈ $108,014

Salary.com · 2026 base → +3.5% · Jul 2026

Scale: $0–200,000. Base only; excludes bonuses, equity and benefits. All amounts: 2027 estimates (+3.5%); whole USD. Estimated US overall: median of 7 cities, not a Salary.com aggregate. Estimated Remote: Austin/Chicago mean. Not matched offers. Mid-2026 published bases; references updated/modeled as of 6 Nov 2026. Not Wandr Studio employee pay.



02 · ROLE PAY

Junior front-end engineer · US

US ONLY · 2027 BASE-PAY PLANNING ESTIMATE · USD PER YEAR

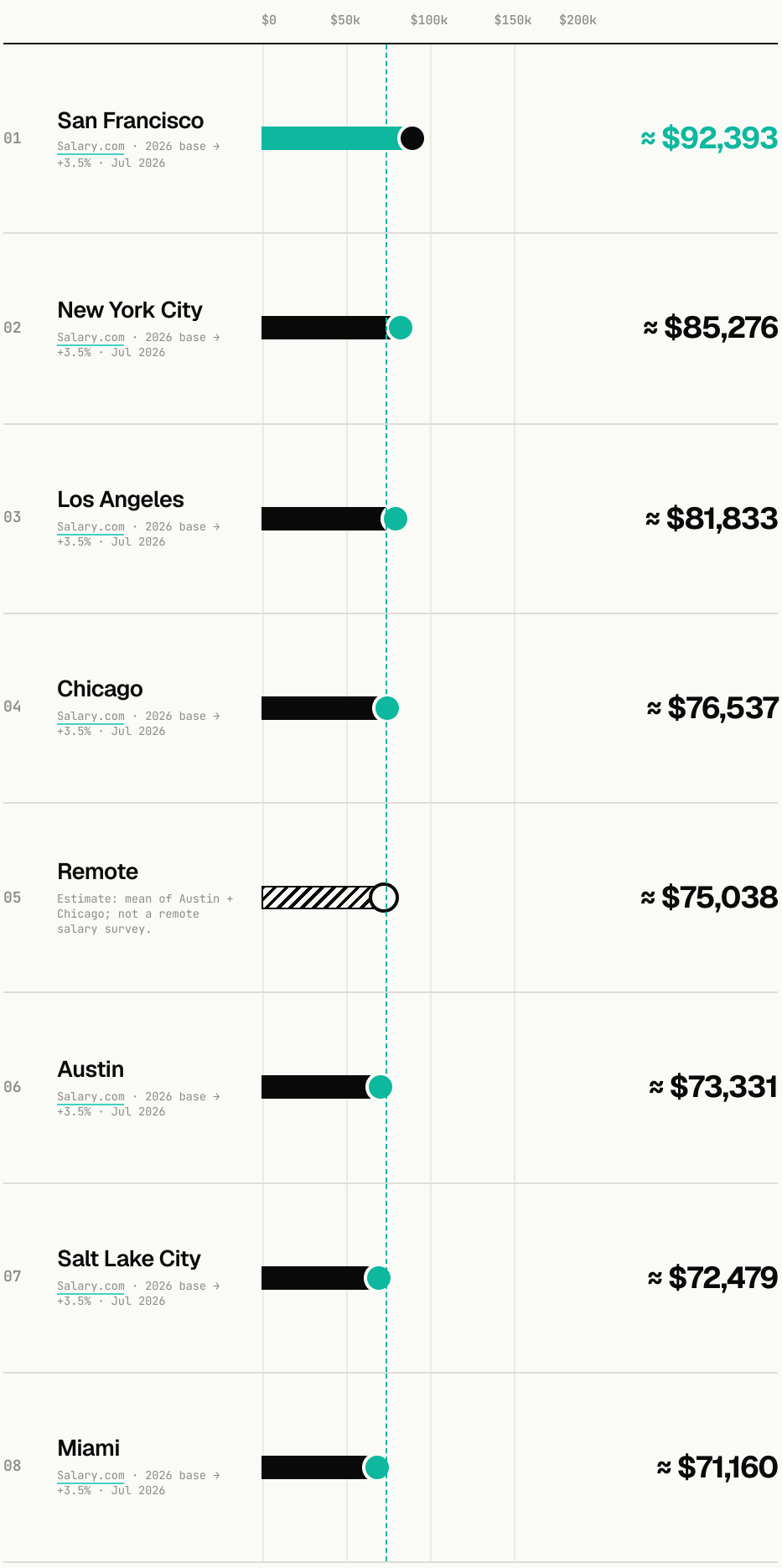
Source title: Junior Front End Developer

US OVERALL

≈ $74,064

Salary.com · 2026 base → +3.5% · Jul 2026

Scale: $0–200,000. Base only; excludes bonuses, equity and benefits. All amounts: 2027 estimates (+3.5%); whole USD. Estimated US overall: median of 7 cities, not a Salary.com aggregate. Estimated Remote: Austin/Chicago mean. Not matched offers. Mid-2026 published bases; references updated/modeled as of 6 Nov 2026. Not Wandr Studio employee pay.



Front-end engineers · Mexico

MEXICO ONLY · 2027 ESTIMATES · ANNUAL USD + MXN

JUNIOR

0–2 years

≈ $18,667–$34,667

USD PER YEAR

MXN 347,760–645,840 / year

MXN 28,980–53,820 / month

SENIOR

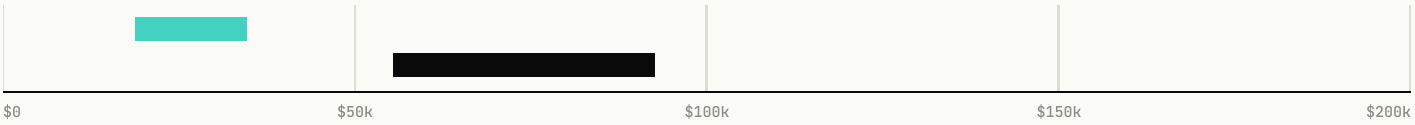
4–7 years

≈ $55,334–$92,668

USD PER YEAR

MXN 1,030,860–1,726,380 / year

MXN 85,905–143,865 / month



LaPieza · Frontend developers México 2026 · 2027 estimate (+3.5%) based on: Gross monthly salary range (MXN approx. as published)

> LaPieza says these ranges run 15–25% above typical job-portal benchmarks because they reflect pay needed to close hires.

Conversion: monthly MXN × 12 ÷ 18.6297. Banxico FIX, 6 Nov 2026. USD rounded; excludes benefits and total employer cost. 2027 planning: mid-2026 published bases and references updated/modeled as of 6 Nov 2026, +3.5%. Whole USD/MXN rounding. Not Wandr Studio employee pay.

Budget Mexican benefits separately: IMSS, aguinaldo and vacation premium. US benefits percentages do not apply.

02 · ROLE PAY

Senior back-end engineer · US

US ONLY · 2027 BASE-PAY PLANNING ESTIMATE · USD PER YEAR

Source title: Senior Back End Engineer

US OVERALL

≈ $117,626

Salary.com · 2026 base → +3.5% · Jun 2026

Scale: $0–200,000. Base only; excludes bonuses, equity and benefits. All amounts: 2027 estimates (+3.5%); whole USD. Estimated US overall: median of 7 cities, not a Salary.com aggregate. Estimated Remote: Austin/Chicago mean. Not matched offers. Mid-2026 published bases; references updated/modeled as of 6 Nov 2026. Not Wandr Studio employee pay.



02 · ROLE PAY

Junior back-end engineer · US

US ONLY · 2027 BASE-PAY PLANNING ESTIMATE · USD PER YEAR

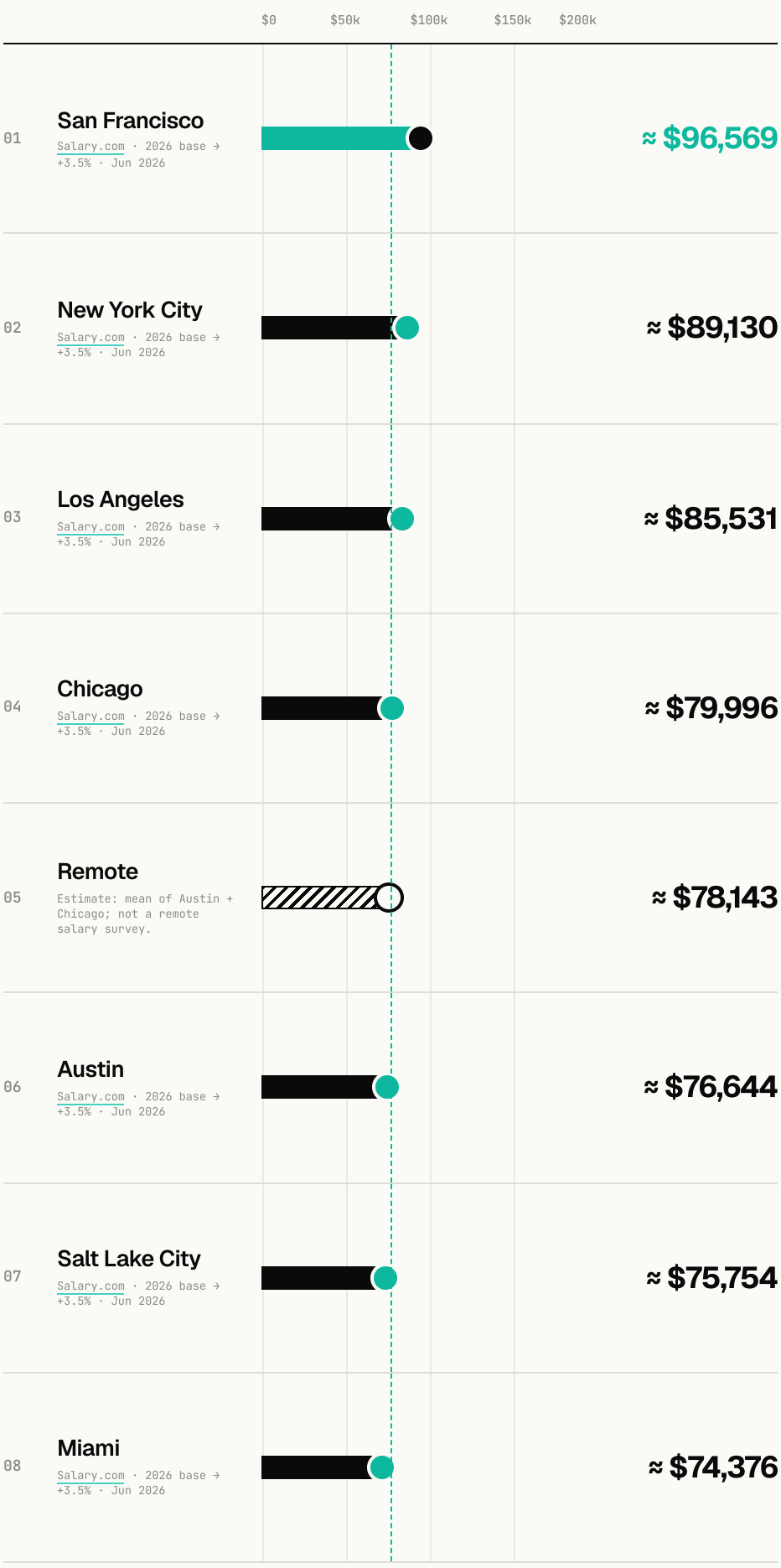
Source title: Junior Backend Developer

US OVERALL

≈ $77,411

Salary.com · 2026 base → +3.5% · Jun 2026

Scale: $0–200,000. Base only; excludes bonuses, equity and benefits. All amounts: 2027 estimates (+3.5%); whole USD. Estimated US overall: median of 7 cities, not a Salary.com aggregate. Estimated Remote: Austin/Chicago mean. Not matched offers. Mid-2026 published bases; references updated/modeled as of 6 Nov 2026. Not Wandr Studio employee pay.



Back-end engineers · Mexico

MEXICO ONLY · 2027 ESTIMATES · ANNUAL USD + MXN

JUNIOR

≈ $16,000

USD PER YEAR

MXN 298,080 / year

MXN 24,840 / month

SENIOR

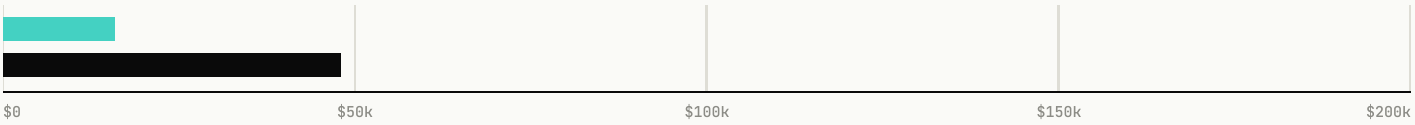
8+ years

≈ $48,001

USD PER YEAR

MXN 894,240 / year

MXN 74,520 / month



CodersLink · Back-end developer México · 2027 estimate (+3.5%) based on: Monthly salary · CodersLink placement sample (published 14 Apr 2026); junior excludes bonuses

Conversion: monthly MXN × 12 ÷ 18.6297. Banxico FIX, 6 Nov 2026. USD rounded; excludes benefits and total employer cost. 2027 planning: mid-2026 published bases and references updated/modeled as of 6 Nov 2026, +3.5%. Whole USD/MXN rounding. Not Wandr Studio employee pay.

Budget Mexican benefits separately: IMSS, aguinaldo and vacation premium. US benefits percentages do not apply.

What to budget beyond salary

US benefits ≠ Mexico benefits. Apply the BLS figures only to US employees; budget Mexican statutory/local benefits separately with the local payroll or employment provider.

US EMPLOYEE BENEFITS

30% of total pay + benefits

That equals about 43% on top of wages—not a 30% salary add-on. Full-time workers: 31.5% of the total (about 46% of wages). US BLS percentages apply only to US employees. Mexico placements use local/Mexican benefits under the applicable arrangement—not the US benefits package.

U.S. Bureau of Labor Statistics, June 2026; private-industry averages, not designer-specific.

RECRUITER FEES

Usually 20–25%

Often charged on first-year cash pay when a recruiter is paid after a hire. An upfront executive search can be around 33%.

Society for Human Resource Management; the fee basis depends on the contract.

TYPICAL RECRUITING COST

$5,475 per hire

Average for a non-executive hire across roles. Executive hires: $35,879. Neither number includes annual salary.

Society for Human Resource Management, 2025 benchmarking.

Mexico figures have their own role pages, junior and senior, in annual USD and original MXN. Sources: Talentosy, Glassdoor México, LaPieza and CodersLink. Lead and writer seniority splits are explicitly modeled planning proxies, not surveyed averages. Budget Mexican statutory benefits separately.

US or Mexico? Compare the trade-offs.

Neither market is better for every team. Start with the role, where your users are and the support you can provide.

WHAT MATTERS	UNITED STATES	MEXICO
Salary & total cost	Higher salary references here. Budget for benefits and recruiting too.	Lower local salary references may help the budget. Add benefits, payroll support and exchange-rate changes.
Talent pool	Many established tech and fintech teams to recruit from; strong competition for specialist roles.	Active tech hubs and bilingual talent. A narrow specialist brief can reduce the available pool.
Working hours	Choose a location that fits your team; a US address does not guarantee matching hours.	Mexico City stays on UTC–6. Usually good US overlap; check city and seasonal clock changes.
English & users	A large English-speaking pool. Check writing quality and financial-language skills.	English varies by candidate. Test real work; Spanish can help with Mexican and regional users.
Benefits & payroll	US employers may already have payroll set up. State taxes, benefits and worker rules still vary.	Local payroll includes required benefits, social security and leave. Use local expertise or a compliant employment provider.
Employee or contractor	Both exist. The actual working relationship—not the title of the contract—determines the rules.	Independent contractors also exist. Ongoing supervised work may require employment and its legal protections.
Security / compliance	A US address does not remove vendor or data-access risk. Some projects require US persons, local access or a specific clearance; check actual eligibility, not residence alone.	Remote Mexico can be suitable where contracts and data rules allow. Review cross-border access with security/legal; use least privilege, approved devices/VDI, MFA, logs and incident terms. Keep restricted work on eligible teams.

Practical planning considerations, not a measured ranking of talent or legal advice. Check each candidate's skills; confirm employment, tax and service-provider arrangements with local advisers.

Sources: Gusto Mexico employment guide; salary reference pages in this chapter. Pool and language notes are practical considerations, not survey statistics.

Three ways to add people to your team.

Choose who owns the work, how long you need help and who handles employment. Timing and terms depend on the role and agreement.

Full-time hire

LONG-TERM TEAM MEMBER

TIMING

Designer hiring reference: 6–10+ weeks. Other roles vary.

YOU PAY

Salary, benefits and any stock; recruiter fees if used.

WORKS WELL FOR

Ongoing work and knowledge you want to keep in-house.

WATCH FOR

Time to hire, training time and employment responsibilities.

Project agency

A DEFINED PIECE OF WORK

TIMING

Agree on a start date and milestones before signing.

YOU PAY

A fixed project price or agreed hours.

WORKS WELL FOR

A launch, redesign or first usable version of a product.

WATCH FOR

Changes to scope and how work transfers to your team.

Added team member

WORKS WITH YOUR TEAM

TIMING

WANDR can fill roles in 72 hours or less and share 3–5 reviewed candidates.

YOU PAY

An agreed ongoing fee; confirm what is included.

WORKS WELL FOR

Extra capacity or a missing skill, using your tools and process.

WATCH FOR

Who manages the person, employment duties and any trial terms.

Before choosing, compare the full cost, time to start, who manages the work, ownership of the output and what happens when the agreement ends. WANDR rates are not included.

03

CHAPTER THREE

Skills

What to check when your product handles money.

DECIDE BEFORE YOU START

01 **Which skill is essential for this role?**

Choose the work you need done: design, engineering, writing or leading the team.

02 **What would prove that skill?**

Ask for a relevant example and the person's own decisions, not just the team's output.

03 **How will everyone be assessed?**

Use the same questions and a clear rating scale. Adjust expectations to experience.



Work that handles money.

Look for work that shows clear decisions when money, identity or access is at stake. Check the skills relevant to the role—not just a polished portfolio.

01



Follow the rules

Clear consent, disclosures and records of decisions.

Ask how the person worked with legal or compliance reviewers.

02



Build trust

Understandable fees, balances and messages when something fails.

Ask how a confusing or failed transfer was made clearer.

03



Check identity

A way to verify documents, retry and get help.

Ask what happened when a user could not complete a check.

04



Handle payments

Clear costs and exchange rates before someone confirms.

Ask about failed, delayed or duplicate payments.

05



Include more people

Readable amounts, keyboard access and screen-reader support.

Ask how the team tested with assistive tools.

06



Work with complex data

Useful views of transactions, limits and account activity.

Ask how the person prevented mistakes in busy screens.

Designers: decisions and usability. Engineers: reliability, security and testing. UX writers: clear financial language and error messages. Design leads: team decisions, coaching and delivery.

Score what you can see.

Rate finalists from 1–5 using the same questions. These sample weights fit product design; adapt them before interviewing engineers, UX writers or design leads.

WHAT TO CHECK	WEIGHT	EVIDENCE TO ASK FOR
Problem solving	20%	Goal, limits and reasons for a decision.
Financial-product experience	15%	Money or identity work; how risk was handled.
Quality of the work	15%	Usable designs; reliable code; clear copy, as relevant.
Testing and learning	10%	A test or study that changed the work.
Teamwork	15%	A disagreement resolved with product or engineering.
Reusable work	10%	Shared components, code or writing guidelines.
Communication	10%	A clear explanation and useful written updates.
Taking responsibility	5%	Follow-through when the plan was uncertain.

SUGGESTED NEXT-ROUND RULE

≥4.0

Average at least 4.0, no essential skill below 3, and at least one interviewer who strongly recommends hiring. Ask for evidence when scores differ.

1–5
rating scale

≥3
essential-skill minimum

1+
strong recommendation

05 · 72 HOURS

A candidate list in 72 hours.

A three-day working plan for finding and reviewing candidates. WANDR can fill roles in 72 hours or less.

Day 1

0–24H

Define

Agree on the role, experience, working hours and tools. Write a half-page evaluation form. Set aside three 45-minute interviews. Share 2–3 sample portfolios or work examples.

Day 2

24–48H

Find

Review 15–25 people. Use 20-minute conversations to check skills, pay expectations and start dates. Aim for 5–8 written evaluations.

Day 3

48–72H

Choose

Share 3–5 candidates with a résumé, relevant work, scores, pay expectations, availability and a short explanation of the match.

Then: 2–3 interviews and a two-week trial using your tools and process. If you are not happy with the candidate, you do not pay for the trial.

Work we bring to your team.

500+

PROJECTS SHAPED, SHIPPED AND SUPPORTED

TEAMS WE HAVE WORKED WITH

WWF · MERCY FOR ANIMALS · GE · FORTRESS Information Security · cinépolis

BUILDBOX · Fanatics · tenable network security · SAMSUNG · Adobe

IBM · synchrony · SM · U.S. AIR FORCE · UNITED STATES SPACE FORCE

Client logos shown on wandr.studio · checked 6 Nov 2026. Projects ≠ clients. Logos do not imply endorsement of this guide.

Work with security requirements

Experience includes U.S. Air Force, Tenable, Synchrony Bank and Fortress Information Security—client relationships shown in WANDR's proof, not a certification claim. Security still depends on the specific work, person and controls. Confirm data access, vendor review, confidentiality, location and any clearance restrictions before staffing. No blanket clearance or compliance guarantee is implied.

01

Least-privilege access

Agree which systems and data each person needs; limit permissions and revoke them at the end.

02

Vendor review

Align confidentiality, devices, work environment and the approval process.

03

Person-specific requirements

Confirm citizenship, location or clearances when the project requires them.

HOW WE HELP REMOTELY

UX & product design

Designing clear, usable digital products.

Development

Building and improving digital products.

Added team members

People working in your tools and process.

Junior, mid-level, semi-senior and senior talent: product and UX designers, engineers, UX writers and design leads.

How WANDR can help.

WANDR helps teams with product and UX design, engineering, UX writing and design leadership. We work with junior, mid-level, semi-senior and senior talent. Share the role and experience you need; we will help choose the right approach.

Book a short call

Bring your open role, product area and deadline. We will discuss whether an added team member, a project or recruiting support makes sense.

If you are not happy with the candidate, you do not pay for the two-week trial.

BOOK A STAFF AUGMENTATION CALL →

3–5
REVIEWED CANDIDATES

72h
OR LESS TO FILL ROLES

2 weeks
CANDIDATE TRIAL

SOURCES & LIMITS

01 Society for Human Resource Management · recruiting costs, 2025

02 Society for Human Resource Management · recruiter fees

03 U.S. Bureau of Labor Statistics · employer compensation costs, June 2026

04 AIEH · public recruiting-time benchmarks

05 Gusto · Mexico employment, payroll and contractor guide

06 WANDR · services and client logos

Prepared 6 Nov 2026 · Mexico City time (UTC-6). 2027 planning estimates: mid-2026 published bases and references updated/modeled as of 6 Nov 2026, adjusted +3.5%. Budgeting assumption, not an inflation forecast. USD and MXN rounded to whole units. Market benchmarks, not Wandr Studio employee pay, rates or offers. Estimates are not observed 2027 market averages; actual offers vary.

APPENDIX

Salary sources & method

US published figures: Salary.com title-specific city tables, June–July 2026, annual base pay. All displayed salaries are 2027 planning estimates (+3.5%), not observed 2027 provider aggregates. Original modeled inputs were rounded to USD 500 before uplift; final values are whole USD. Mexico uses separate named local sources and differing measures. These are planning references, not matched offers.

01	Junior UX Designer	02	Senior UX Designer
03	Associate / early-career design lead · modeled from Lead Product Designer	04	Lead Product Designer
05	Junior UX Writer · modeled from Senior UX Writer	06	Senior UX Writer
07	Junior Front End Developer	08	Senior Frontend Developer
09	Junior Backend Developer	10	Senior Back End Engineer
11	Junior Backend Developer · US overall	12	Talentosy · Diseño UX/UI México
13	Glassdoor México · Lead Product Designer	14	Glassdoor México · UX Writer
15	LaPieza · Frontend developers México 2026	16	CodersLink · Back-end developer México
17	Banco de México · FIX · 6 Nov 2026		

Missing US overall = median of the 7 available cities, not population-weighted or a Salary.com aggregate. Remote = mean of Austin and Chicago, not a remote-worker survey. Junior design lead and UX writer = same-role senior × 68.6%, the median of 21 observed junior/senior city pairs in designer, front-end and back-end tables. Junior US overall and Remote inherit senior baselines, including estimates where needed. Mexico lead and writer: lower/upper endpoints of Glassdoor's all-level base-pay bands serve as junior/senior planning proxies, NOT observed seniority averages. Annual USD = monthly MXN × 12 ÷ 18.6297, Banxico FIX, 6 Nov 2026. All Mexico salary inputs, including design and engineering, receive the same +3.5% planning uplift. Public sources checked 6 Nov 2026; Salary.com direct access returned 403, so indexed excerpts were used.

Prepared 6 Nov 2026 · Mexico City time (UTC-6). 2027 planning estimates: mid-2026 published bases and references updated/modeled as of 6 Nov 2026, adjusted +3.5%. Budgeting assumption, not an inflation forecast. USD and MXN rounded to whole units. Market benchmarks, not Wandr Studio employee pay, rates or offers. Estimates are not observed 2027 market averages; actual offers vary.