

LATAM

# Salary Guide

for Software Engineering\*

2024

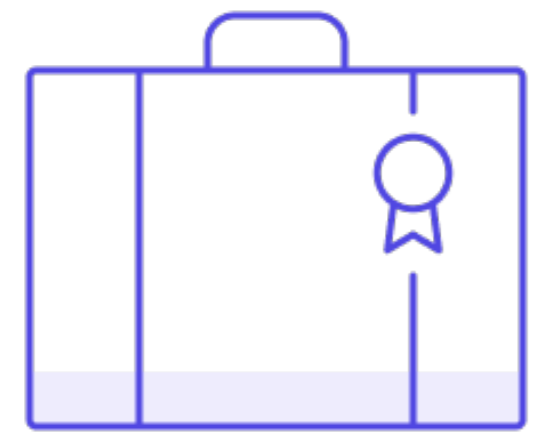


# Introduction

Compensation is a critical level for retaining talent. If you've hired—or are considering hiring—software engineers in LATAM, you need to be able to answer questions such as:

- 1 What should I offer new and current engineers to be competitive?
- 2 Are software engineers at the same level compensated fairly?

This guide is to help you by using real compensation data and insights on company benefits to give you a practical way to **benchmark your compensation strategies—and compare alternatives within your budget**. This data is proprietary to Remotely, as it looks exclusively at developers and companies within the Remotely network.



# Engineering Levels

Defining clear levels for software engineers provides transparency, promotes career growth, and ensures equitable compensation. Each level has specific criteria, such as years of experience, technical expertise, and leadership abilities, that determine an engineer's eligibility to move up the ladder.

Within Remotely, we use these levels to ensure we match the right talent to the right opportunities—and also to provide frameworks and benchmarking to help companies define compensation. Let's dig in.

# Job Leveling for Software Engineers

## Level

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IC 2

**Developing**  
<2 years

Own small, well-defined tasks that can be completed within 7-10 days. Contribute to the definition of the solution alongside their team. Guidance related to best practices for working on developer teams is still required.

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IC 3

**Mid-Level**  
2-4 years

Helps product teams delineate the scope of tasks. Acknowledged as experts or owners in specific technologies or system components, they leverage their in-depth knowledge to guide others. Proactively encourage their peers to adhere to best practices, steering the collective effort towards the "right way to do things" in engineering.

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IC 4

**Senior**  
5-7 years

Actively share their knowledge through code reviews and tech talks, fostering best practices among peers. Additionally, they stand out in crafting solutions that seamlessly integrate various system components. Their leadership extends beyond technical and non-technical discovery tasks, playing a vital role in defining task scopes for product teams.

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IC 5

**Lead**  
8-11 years

Elevate their contributions by incorporating a mid-to-long-term vision for the products they work on. Possess the ability to provide innovative solutions to intricate problems encompassing diverse technologies and stacks, demonstrating enhanced problem-solving proficiency. Furthermore, IC5 engineers consider scalability in their solutions, reflecting a comprehensive understanding of the long-term sustainability and growth potential of the systems they contribute to.

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IC 6

**Coordinator**  
12+ years

Possess the ability to discuss long-term challenges and align their work with the broader company vision. Provide innovative solutions to intricate problems across diverse technologies and stacks, showcase advanced problem-solving proficiency, and consider scalability in their solutions. Organize and lead multiple teams effectively, ensuring collaborative efforts to address complex challenges and play a pivotal role in coordinating strategy between Engineering and Product leadership.

# IC 2

# Junior Software Engineer

also: Developing Software Engineer

Experience	Salary Range	Salary Median
<2 years	\$44-50.8k	\$49.2k

Own small, well-defined tasks that can be completed within 7-10 days. Contribute to the definition of the solution alongside their team. Guidance related to best practices for working on developer teams is still required.

<b>Knowledge</b>	Have engineering and programming foundation. Expected to spend majority of time learning about code and development best practices. Understand scope of small features. Have a basic understanding of what all components in their product are.
<b>Job Complexity</b>	Perform basic programming tasks. Contribute to functional specifications and participates in code reviews. Write and execute test plans.
<b>Communication</b>	Can adequately communicate written and verbally with the team and start writing technical documentation.
<b>Independence/Oversight</b>	Developing professional and technical expertise. Able to resolve routine issues and problems. Have engineering and programming foundation. Performs basic algorithmic tasks, contributes to functional specifications, participate in code reviews. Write and executes test plans.
<b>Professional Character</b>	Given an introduction to a small task from a more senior engineer, can drive a task to completion independently. Can fill in the blanks.

IC 3

## Mid-Level Software Engineer

also: Semi-Senior Software Engineer, Proficient Software Engineer

Experience

Salary Range

Salary Median

**2+ years**

**\$55.5–84k**

**\$72.4k**

Help product teams delineate the scope of tasks. Acknowledged as experts or owners in specific technologies or system components, they leverage their in-depth knowledge to guide others. Proactively encourage their peers to adhere to best practices, steering the collective effort towards the "right way to do things" in engineering.

**Knowledge**

Have a basic understanding of development best practices and are comfortable writing code. Use and understand tools needed to debug and diagnose issues in a test and/or simple production environment. Understand the scope of medium features. Have a basic understanding of all of their product components.

**Job Complexity**

Perform standard programming tasks. Contribute to functional specifications and participates in code reviews. Write and execute test plans.

**Communication**

Elevate communication capabilities by excelling in inter-team communication, aligning with business priorities, and actively contributing to team ceremonies for enhanced problem-solving.

**Independence/  
Oversight**

Given an introduction to the context in which a task is situated, can design and complete a small to medium sized task independently (can fill in some blanks).

**Professional  
Character**

Given an introduction to complex tasks from a more senior engineer, can drive a task to completion independently. Can fill in the blanks.

**IC 4**

# Senior Software Engineer

**Experience****Salary Range****Salary Median****5+ years****\$70–95.5k****\$82.2k**

Actively share their knowledge through code reviews and tech talks, fostering best practices among peers. Additionally, they stand out in crafting solutions that seamlessly integrate various system components. Their leadership extends beyond technical and non-technical discovery tasks, playing a vital role in defining task scopes for product teams.

**Knowledge**

In-depth understanding of development best practice; mastered the tools needed to debug and diagnose issues in any type of environment. Understand the scope and relationships of large features and production stack for their area. Subject matter expertise in at least one component, and a good understanding of all components of their product.

**Job Complexity**

Perform complex programming tasks. Participate in code reviews and can sign off on small features. Write and execute test plans. Can write functional specifications for small features.

**Communication**

Stand out in effective communication, going beyond their technical prowess. They play a crucial role in unblocking fellow developers by providing mentorship, actively share both technical and non-technical knowledge across teams, and demonstrate their expertise by presenting demos and solutions to the entire company.

**Independence/  
Oversight**

Given a medium to large understood problem, can design and implement a solution.

**Professional  
Character**

Show initiative and offer assistance when needed without being asked. Deliver feedback in a constructive manner. Provide guidance to entry-level engineers. Work well with technical leads, incorporating feedback as needed. Help focus discussion on important aspects.

# IC 5

# Lead Software Engineer

also: Staff Software Engineer

Experience	Salary Range	Salary Median
<b>8+ years</b>	<b>\$80-110k</b>	<b>\$96.0k</b>

Elevate their contributions by incorporating a mid-to-long-term vision for the products they work on. Possess the ability to provide innovative solutions to intricate problems encompassing diverse technologies and stacks, demonstrating enhanced problem-solving proficiency. Furthermore, IC5 engineers consider scalability in their solutions, reflecting a comprehensive understanding of the long-term sustainability and growth potential of the systems they contribute to.

<b>Knowledge</b>	Mastered development best practices. Understand the limits of our tools, and when a problem that exceeds those limits deserves the effort of producing a new tool. Understand the scope and relationship of large features and production stack for their area. Subject matter expertise on multiple components; strong understanding of all products relevant to own areas of expertise.
<b>Job Complexity</b>	Perform advanced programming tasks. Handle large-scale technical debt and refactoring. Assist in shaping coding methodologies and best practices. Participate in code reviews and can sign-off on large features. Able to sign-off on test plans. Participate in requirements gathering with a customer.
<b>Communication</b>	Distinguished by their advanced communication skills and technical expertise. Can unblock developers through mentorship and sharing knowledge across teams and excel in generating growth opportunities for their peers. Demonstrate leadership by skillfully coordinating teams that encompass both engineering and non-engineering roles.
<b>Independence/Oversight</b>	Given a large, poorly understood problem, can explore solution space (possibly with numerous POCs) to determine correct course of action. Participate in and supports initiatives outside of main area of responsibility. May coordinate activities of other personnel as a Team Lead.
<b>Professional Character</b>	Approachable mentors: viewed as experts and act like one. Constructively challenges assumptions. Guide more junior engineers to correct solutions while encouraging collaboration.



IC 6

# Coordinator Software Engineer

also: Senior Staff Engineer, Principal Engineer

## Experience

**12+ years**

## Salary Range

**\$100-150k**

## Salary Median

**\$120.0k**

Possess the ability to discuss long-term challenges and align their work with the broader company vision. Provide innovative solutions to intricate problems across diverse technologies and stacks, showcase advanced problem-solving proficiency, and consider scalability in their solutions. Organize and lead multiple teams effectively, ensuring collaborative efforts to address complex challenges and play a pivotal role in coordinating strategy between Engineering and Product leadership.

## Knowledge

Has an in-depth understanding of development best practices. Has mastered the tools needed to debug and diagnose issues in any type of environment. Understands the scope and relationships of large features and production stack for their area. Has subject matter expertise in at least one component, and a good understanding of all components of their product.

## Job Complexity

Perform complex programming tasks. Participate in code reviews and can sign off on small features. Writes and executes test plans. Can write functional specifications for small features.

## Communication

Coordinate teams with engineering and non-engineering roles, and also excel in organizing multiple teams efficiently. This unique ability positions them as strategic leaders, capable of driving success in complex and dynamic organizational environments.

## Independence/ Oversight

Given a medium to large understood problem, can design and implement a solution.

## Professional Character

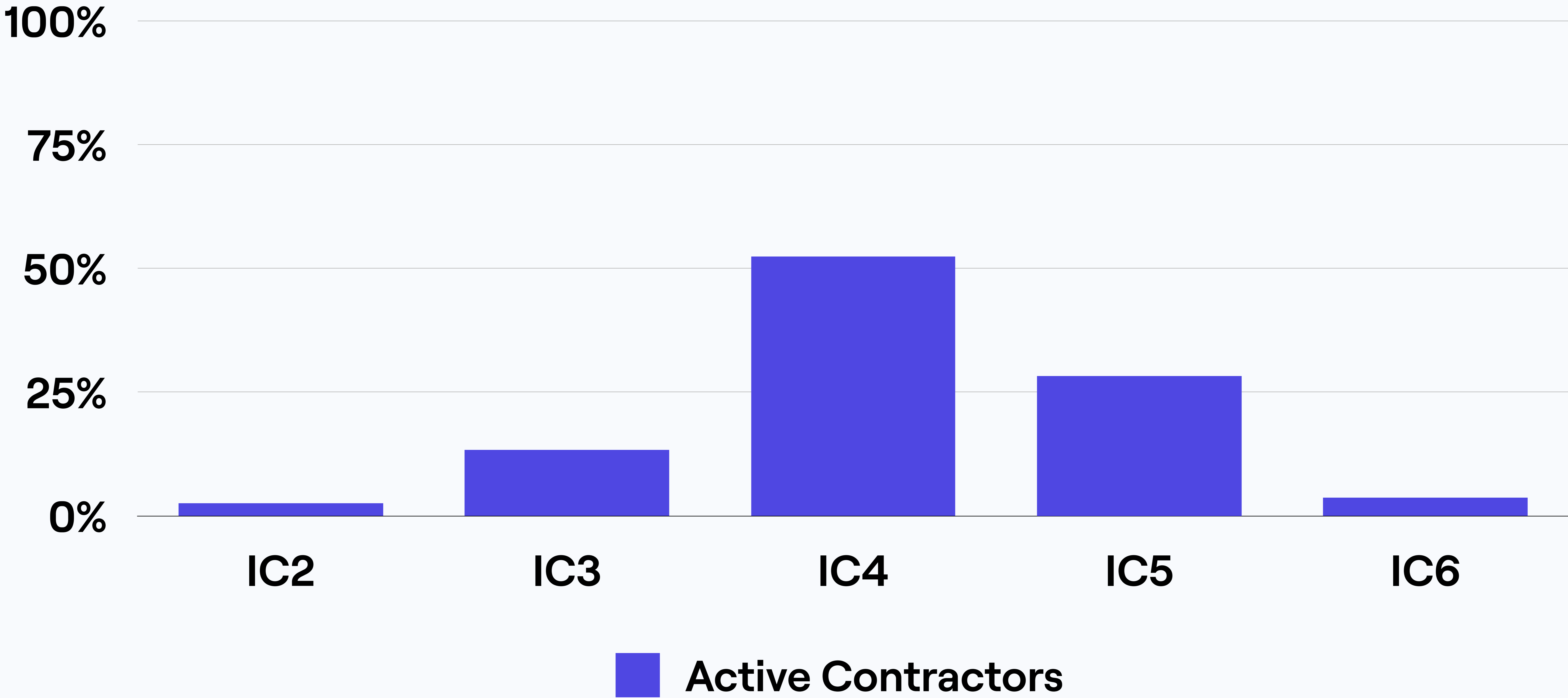
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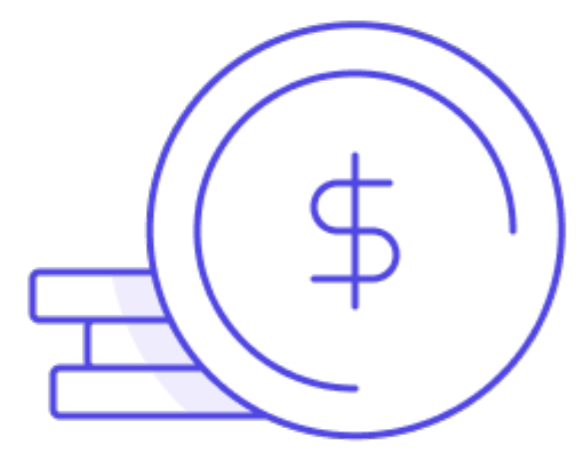
# Remotely Network

This report looks at software engineers within the Remotely network, with active contracts (as of January 2023), located in Latin America. As shown, the seniority of these software engineers is primarily IC4 and IC5.

Note: The composition of candidates in our network largely mirrors that of active contractors.

## Seniority of Active Contractors

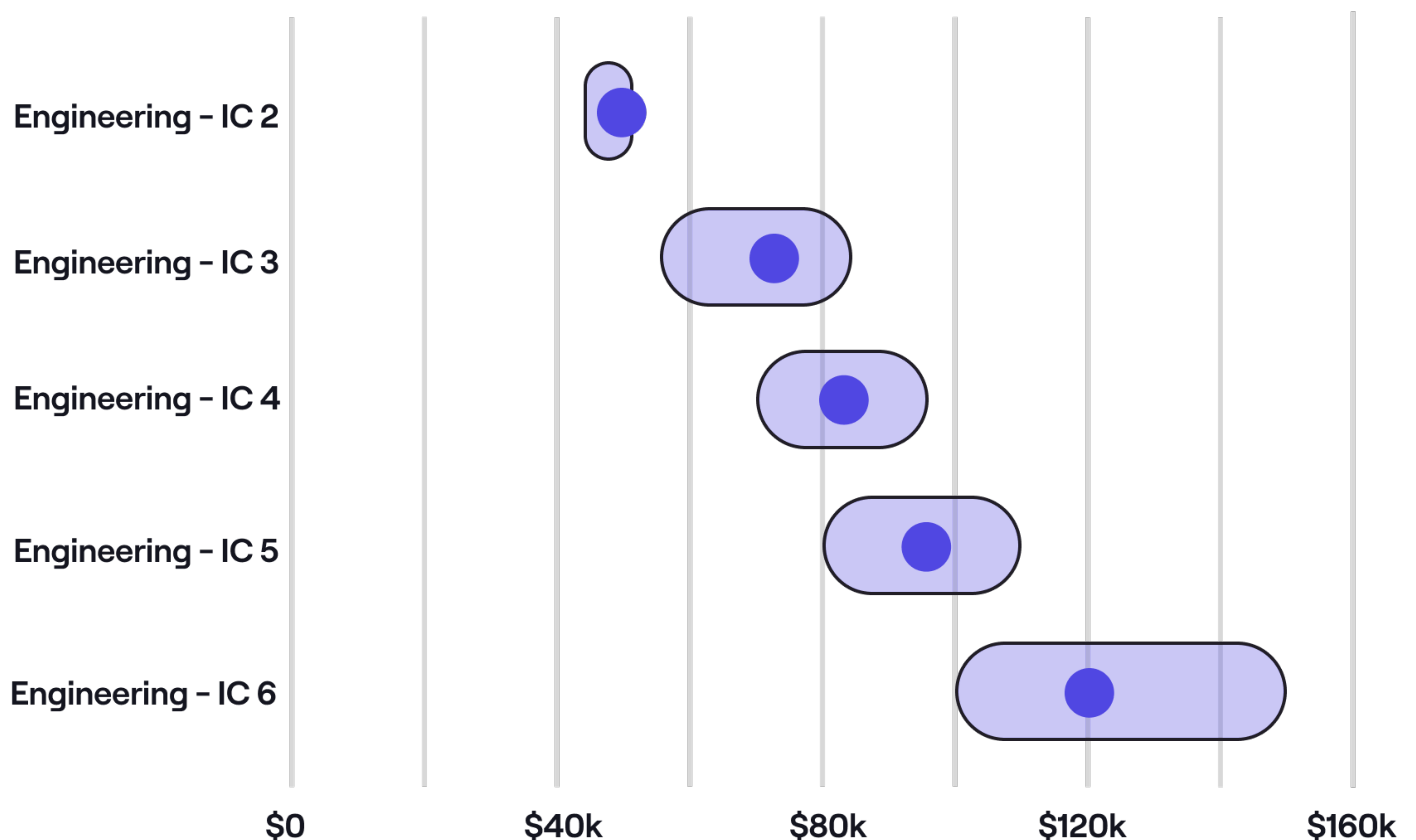




# Salary Ranges

This report looks at all active software engineers, located in Latin America, within the Remotely network as of January 2023. These salaries represent the actual compensation received by developers, as negotiated with the companies Remotely works with. It is intended to provide benchmarking data for budgeting as well as making offers and managing compensation reviews.

## Salary Ranges by Seniority (Actual)



Note: The salaries of developers in the Remotely network, as shown above, are likely higher than other regional reports you may find. Why? At Remotely, we vet and curate a talent pool that is more senior, and is equipped with the skillset and mindset necessary to thrive within fast-paced US-based startups. Thus, these developers command top compensation.

## How Much are LATAM-Based Software Engineers Making Within the Remotely Network?

Median salaries and salary ranges vary primarily by IC level (seniority) of developers, but also by role (and tech stack).

IC Level	Salary Range	Median Salary
IC 2	\$44,000 - \$50,800	\$49,200
IC 3	\$55,500 - \$84,000	\$72,400
IC 4	\$70,000 - \$95,500	\$82,200
IC 5	\$80,000 - \$110,000	\$96,000
IC 6	\$100,000 - \$150,000	\$120,000

### Role

Mobile Engineer	\$70,800 - 80,000	\$73,500
QA Engineer	\$70,000 - 84,000	\$81,500
Data Engineer	\$78,700 - 90,000	\$84,000
Frontend Engineer	\$73,500 - 95,000	\$85,000
Backend Engineer	\$72,000 - 99,500	\$85,000
Fullstack Engineer	\$72,000 - 101,000	\$85,000
DevOps Engineer	\$80,000 - 104,500	\$97,200

Source: Remotely These salaries represent the actual compensation received by developers within the Remotely network, as negotiated with the companies Remotely works with, as of January 2024. To provide ranges, we have removed the top and bottom 25%.

The salaries shown are likely higher than other regional reports you may find. Why? At Remotely, we vet and curate a talent pool that is more senior, and is equipped with the skillset and mindset necessary to thrive within fast-paced US-based startups. Thus, these developers command top compensation.

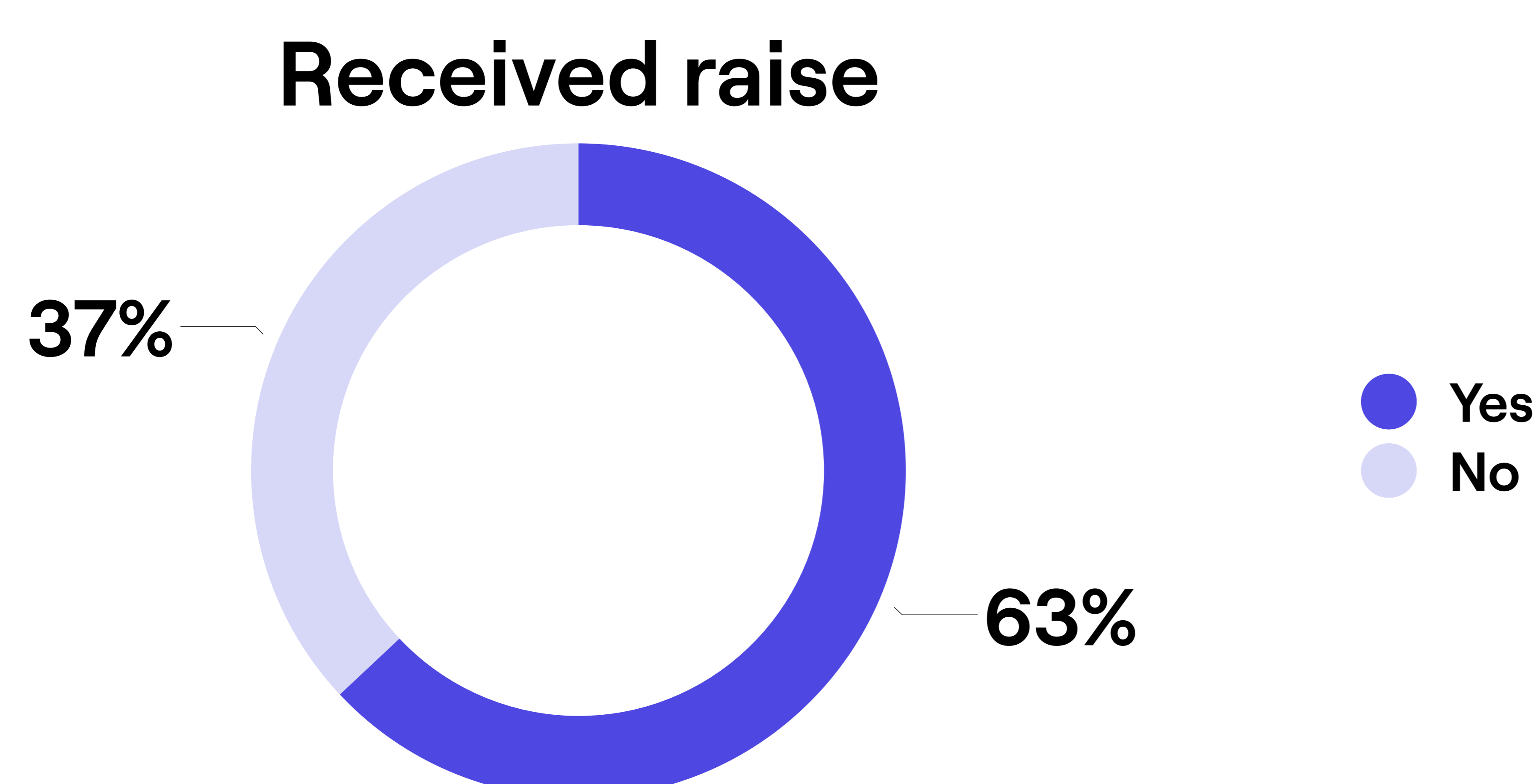


# Other Compensation Levers

Total compensation for software developers extends beyond just their base salary, encompassing various compensation levers like bonuses, equity grants, paid time off, and equipment provisions. These components, when well-structured and competitive, contribute to a comprehensive compensation package that attracts and retains top talent in the software development field.

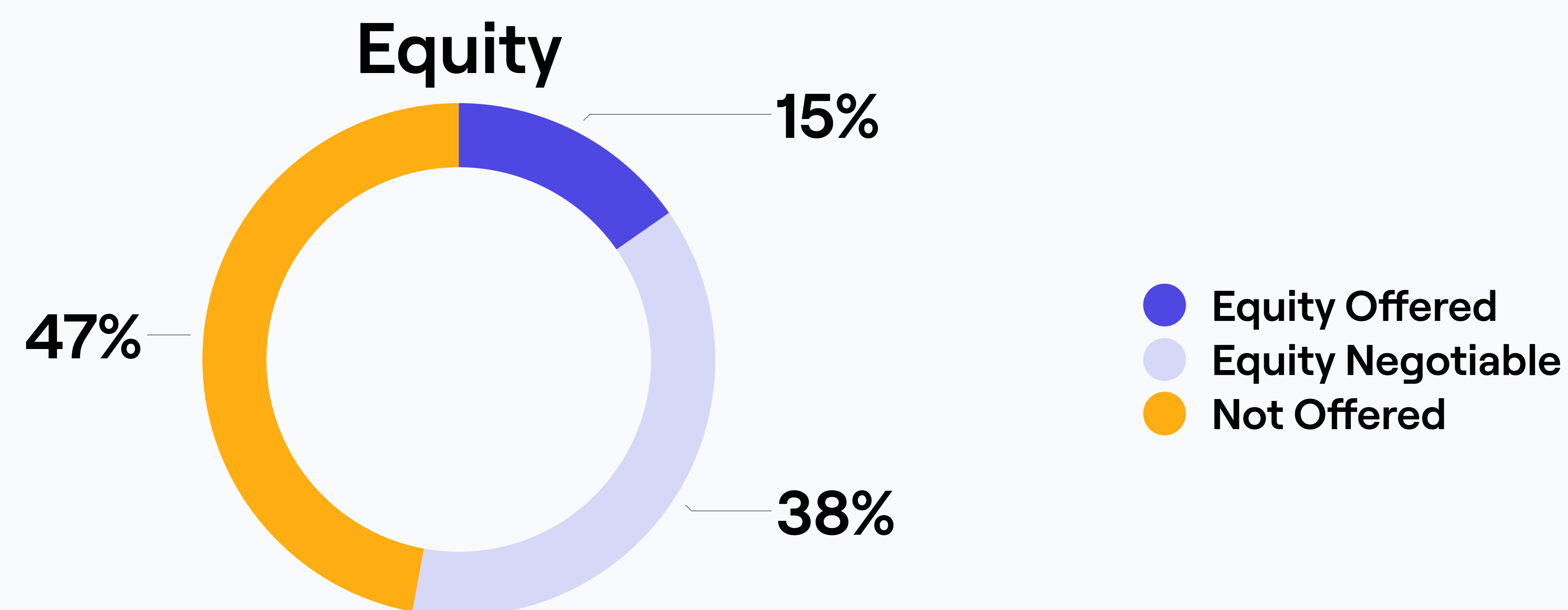
## Raises

Within 2023, 63% of active contractors—with 1+ year tenure in their role—received raises (increases in their salary). The average raise was 14% of their starting salary at the beginning of the year.



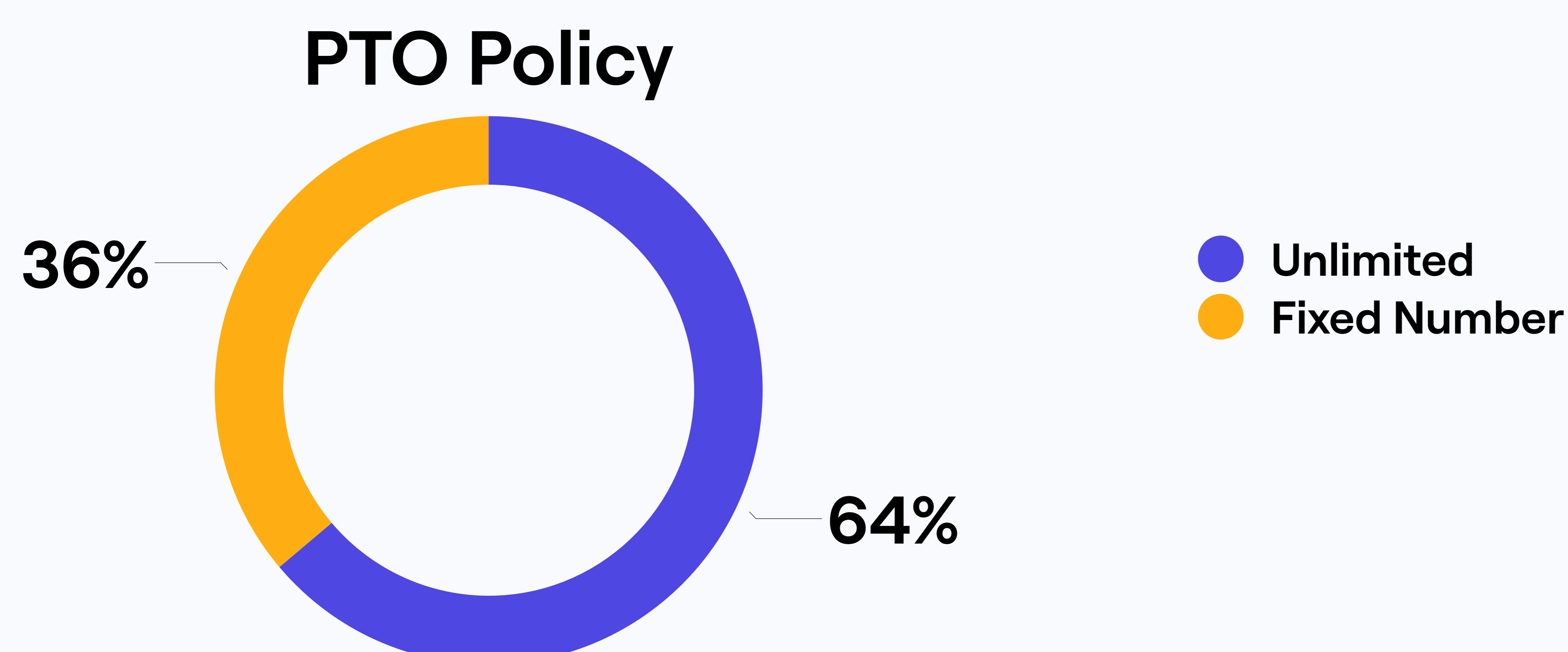
## Equity

Across Remotely's customers, the approach to equity differs. Over half of Remotely's customers are open to providing equity to Remotely developers—this means they either offer equity by default, or are open to providing equity on an offer-by-offer basis.



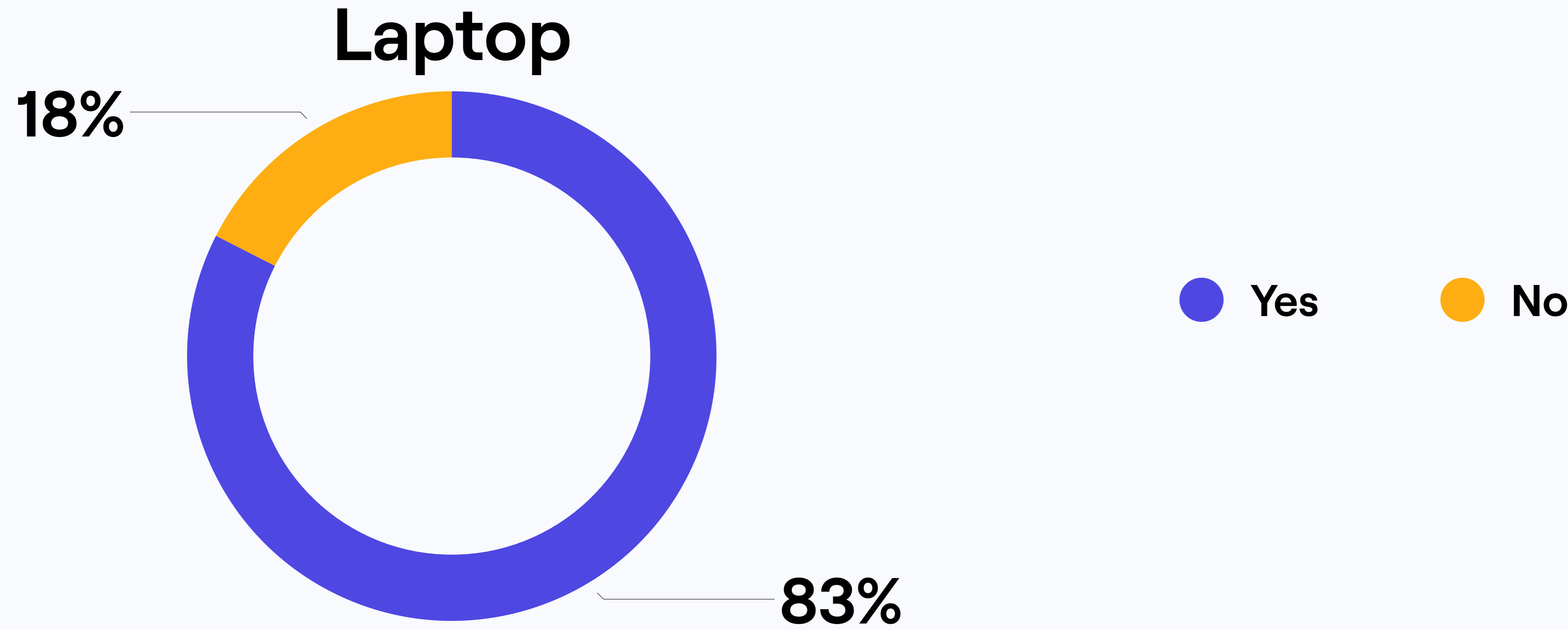
## Paid Time Off

The majority of Remotely's customers provide Unlimited PTO (64%). Of the companies that do not provide Unlimited PTO, 56% provide Unlimited Sick Days—and the average combined vacation and holiday time is 20-30 days.



# Equipment

Across Remotely’s customers, most offer equipment, specifically a laptop, despite the higher cost in Latin America.



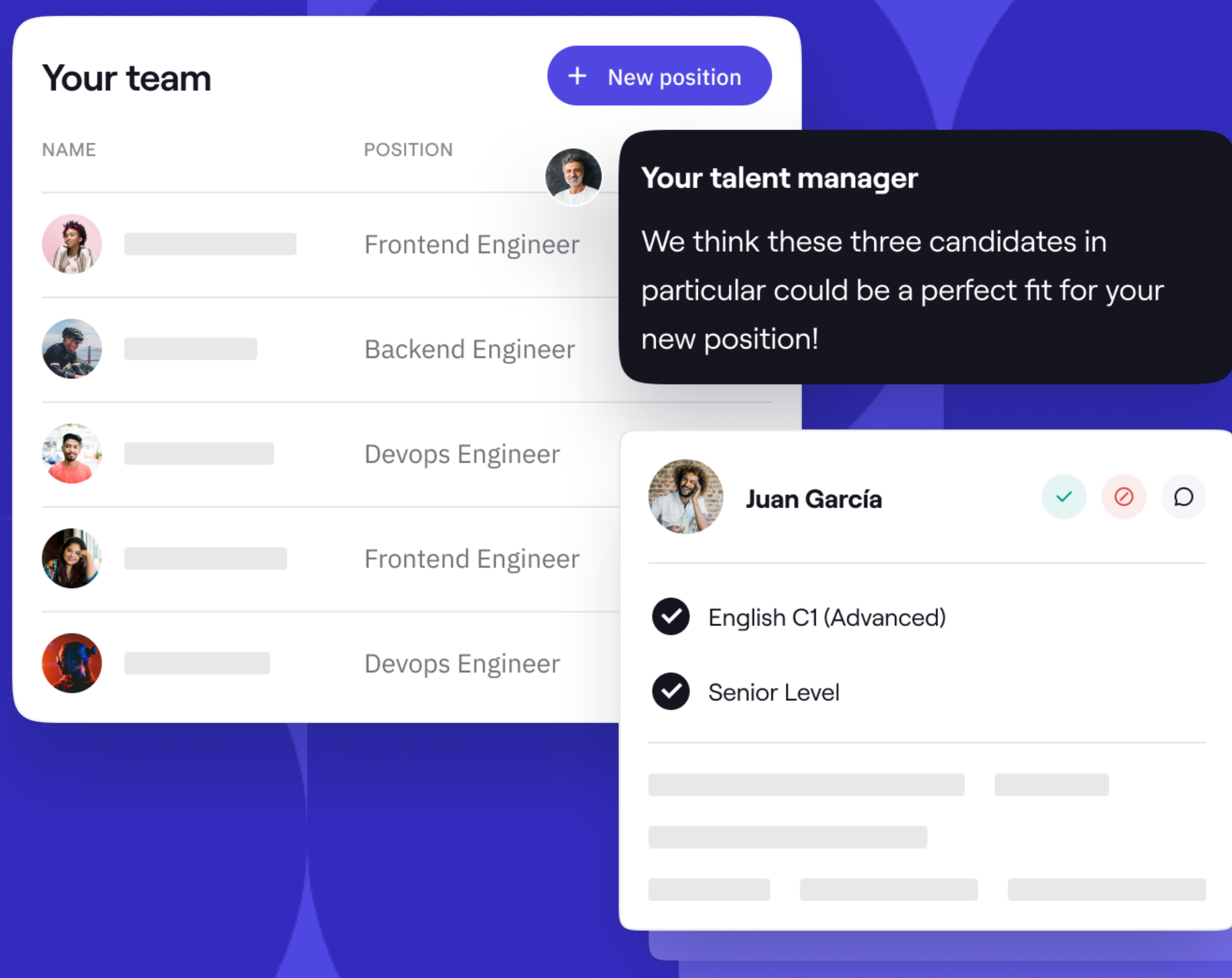
# Build your engineering team, faster and smarter\*

Remotely helps US tech companies hire and retain high-performing, remote software engineers to scale faster and more competitively.

It is your talent investment. Your Remotely engineers keep 100% of what they make, a rate negotiated with you directly—and you give raises and bonuses as you see fit.

- 1 Top Talent:** Pre-vetted remote engineers
- 2 Fast Scaling:** Accelerate your growth
- 3 Your Talent Investment:** Your team; your compensation decisions

Schedule a demo



The screenshot displays the Remotely dashboard interface. At the top, it says "Your team" with a "+ New position" button. Below this is a table with columns for "NAME" and "POSITION". The table lists five team members with placeholder icons and names, and their respective positions: Frontend Engineer, Backend Engineer, Devops Engineer, Frontend Engineer, and Devops Engineer. To the right of the table, there is a dark overlay box titled "Your talent manager" which contains the text: "We think these three candidates in particular could be a perfect fit for your new position!". Below this, there is a white overlay box showing a candidate profile for "Juan García". The profile includes a profile picture, a green checkmark, a red circle with a slash, and a speech bubble icon. Below the name, there are two checked items: "English C1 (Advanced)" and "Senior Level". At the bottom of the profile box, there are several horizontal bars representing additional information or metrics.

NAME	POSITION
[Placeholder]	Frontend Engineer
[Placeholder]	Backend Engineer
[Placeholder]	Devops Engineer
[Placeholder]	Frontend Engineer
[Placeholder]	Devops Engineer

**Your talent manager**  
We think these three candidates in particular could be a perfect fit for your new position!

**Juan García** ✓ ⓧ 🗨️

- ✓ English C1 (Advanced)
- ✓ Senior Level



# Thanks!

