

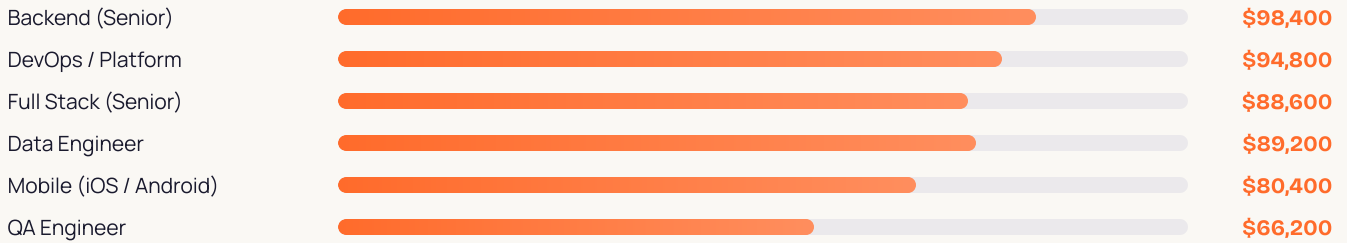
Engineering Compensation *in LATAM.*

Median pay for full-stack, backend, DevOps, and data roles across all 16 countries – by seniority and engagement model.

Engineering pay, *at a glance.*

Median annual gross USD for senior engineering roles across the Urudex network.

Sample n=684, 2024 H2 through 2025 Q4.



+11.2%

MEDIAN YOY GROWTH, ALL ENGINEERING

42-60%

BELOW EQUIVALENT US BASE SALARY

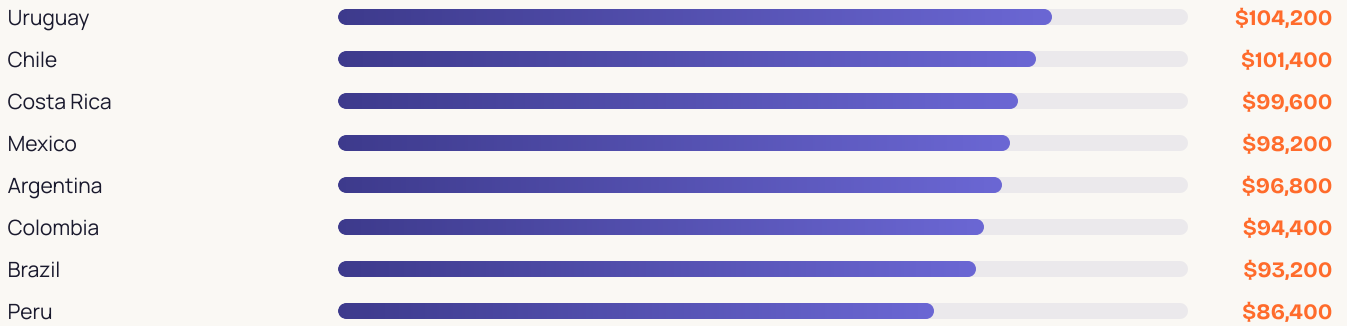
85%

OF PLACEMENTS COMPENSATED IN USD

BY COUNTRY

Where engineers *are paid most.*

Median Senior Backend Engineer comp, by country of residence. Adjusted to USD at engagement-effective FX.



WHAT DRIVES THE GAP

Country-of-residence pay differences are smaller than people assume. The bigger driver is **seniority & specialization** — a senior platform engineer in Lima will out-earn a mid-level backend engineer in Montevideo. The bands above are senior-only and platform-comparable.

Contract or *full-time*?

Compensation differs structurally by engagement model. The full picture isn't just the rate — it's the rate × time × continuity.

CONTRACTOR (MONTHLY)	Senior backend median: \$8,200/mo (\$98,400 annualized). Highest hourly rate, but variable continuity. Used most often for fixed-scope work.
EOR FULL-TIME	Senior backend median: \$92,400/yr + local benefits. Slightly below contractor in cash but with healthcare, paid time off, and statutory contributions covered. Highest 24-month retention.
DIRECT HIRE (LATAM ENTITY)	Senior backend median: \$84,000/yr base + local benefits + equity participation where offered. Used by clients with established LATAM presence.

RECOMMENDATION

For engagements expected to last beyond 6 months, **EOR full-time is the better total-cost model** for most clients. The retention premium typically pays back the slight cash discount within 9 months.

ABOUT URUDEX

Hire engineers *at the right band.*

Urudex publishes one major salary benchmark per quarter, plus shorter playbooks throughout the year. Hiring teams use these to set bands and avoid both over- and underpaying senior LATAM talent.

URUDEX.COM · HIRE@URUDEX.COM