

URUDEX RESEARCH · 2026 · EDITION 1

The State of LATAM Tech Hiring

What the named research firms, not the vendor blogs, actually say about the Latin American tech talent market in 2026: the size of the market, the supply of engineers, the demand signal from the boardroom, and the variables (English, time zone, tax load) that move country choice.

Executive summary

The Latin American tech market is growing on every independent forecast, and the demand signal is now coming from the boardroom, not just the recruiting team.

A note on method. The LATAM hiring conversation is crowded with eye-catching numbers, '161% growth', 'hired in under four weeks', '53% cheaper', that trace back to nearshore vendors' own marketing, with no published methodology. This report ignores all of them. It uses only figures from named research firms (Grand View Research, Statista, Technavio, EF Education First) and one named consultancy survey (Bain & Company), plus Revelo's 2026 hiring guide for the supply-side data.

Read that way, the picture is consistent: the market is large, growing at a high-single-digit to low-double-digit annual rate, and the intent to move operations closer to core markets has climbed sharply at the executive level. The exact size depends on how each firm scopes 'IT services' versus 'IT outsourcing', which is why the figures below are reported per source, not blended.

On the supply side, the talent pool is broad but uneven. Brazil and Mexico carry the volume; Argentina punches above its weight on English; time-zone overlap with US business hours is universal but not equal across the region. Country choice should be made against the variable that matters most for the role, not against an averaged regional figure.

\$70.8B

LATAM IT services outsourcing market, 2024 (Grand View Research)

8.5-10.1%

Forecast annual growth rate, consensus range across three research firms

81%

Of CEOs/COOs plan to relocate operations closer to core markets (Bain & Company, 2024)

DATA

Three firms, one direction

Forecast compound annual growth rate for the Latin American IT services / outsourcing market. Each firm scopes the market slightly differently, but all three point the same way.



KEY TAKEAWAY

Grand View covers IT services outsourcing (2025-2030); Statista covers IT outsourcing (2024-2029); Technavio covers the broader IT services market (2024-2029). Different scopes, convergent growth.

BREAKDOWN

The market in numbers

Figures as reported by each named source. They are not additive, each measures a different slice of the market.

IT services outsourcing, 2024 · Grand View Research	\$70.85B
IT services outsourcing, 2030 forecast · Grand View Research	\$126.32B
IT outsourcing, 2025 · Statista	\$19.54B
IT outsourcing, 2029 forecast · Statista	\$27.57B
Brazil software market, 2025 · Revelo	\$9.98B
Mexico IT market, 2030 forecast · Revelo	\$20B
Executive relocation intent, 2024 · Bain & Company	81%
Executive relocation intent, 2022 · Bain & Company	63%

ANALYSIS

Why the demand signal matters more than the market size

The market-size figures above tell you the prize is large. Bain's number tells you who is reaching for it. Executive intent to move operations closer to core markets jumped from 63% to 81% in two years, an 18-point swing in board-level operating posture, not a recruiting-team preference shift.

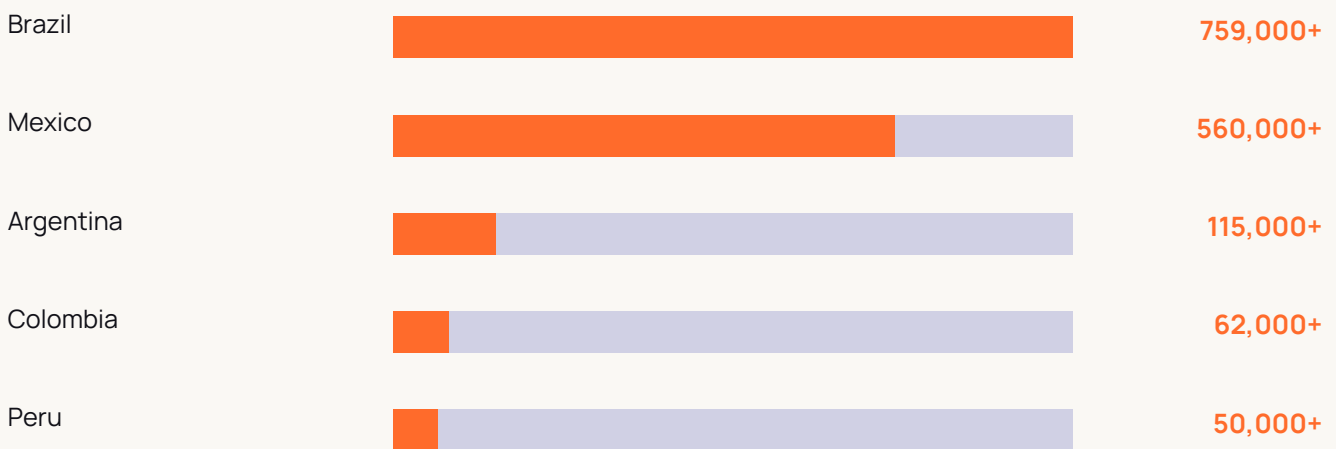
That distinction matters because it changes the nature of LATAM engagements. When nearshoring is a tactical hiring choice, it produces one-off hires that can be unwound at the next budget cycle. When it is a board-level operating decision, it produces multi-year team commitments, embedded engineering hubs, and the kind of long-tenured roles where the talent itself becomes a competitive moat.

The corollary is that the supply side, how many senior engineers exist, where they live, what English level they have, becomes the binding constraint sooner than the demand side does. The rest of this report is about that supply side.

DATA

The talent pool: software engineers by country

Estimated number of working software engineers in each of the largest LATAM tech markets, per Revelo's 2026 hiring guide. These are operational estimates of professionals available to hire, not graduate counts.



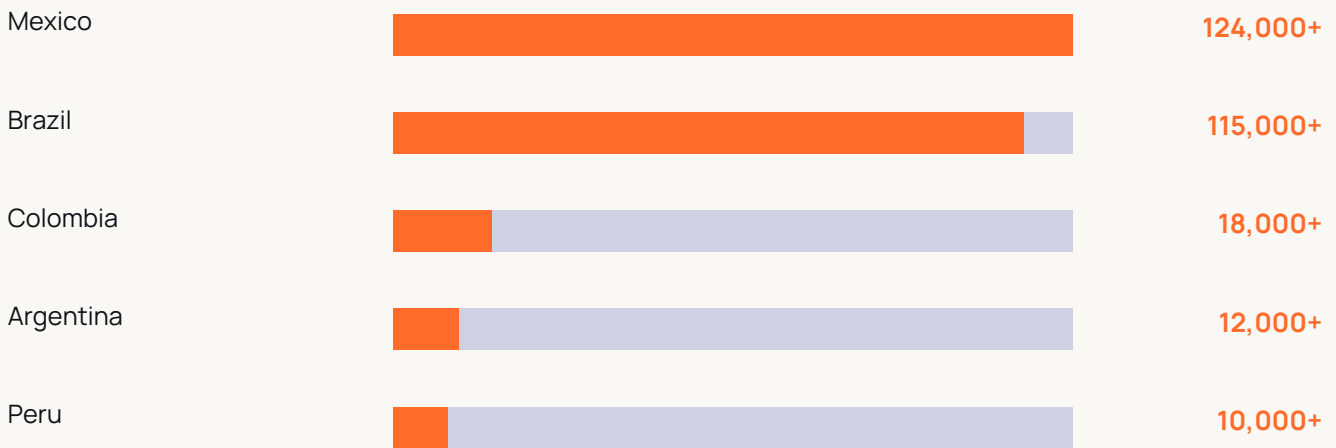
KEY TAKEAWAY

Regional total across the five markets above: approximately 2.8 million technology specialists. Brazil and Mexico alone carry more than 80% of the headcount, but that does not make them the right country for every role (see the English and time-zone sections below).

DATA

Annual STEM graduates by country

The refill rate: how many STEM graduates each market produces every year, per Revelo's 2026 guide. This is the figure that determines whether the talent pool keeps growing, holds steady, or shrinks relative to demand.



KEY TAKEAWAY

Regional refill rate: approximately 220,000+ STEM graduates per year. Mexico produces more STEM graduates annually than Brazil despite a smaller working engineer base, a leading indicator that the supply gap will narrow there first.

ANALYSIS

Pool size is not the same as accessible talent

Brazil's 759,000 working engineers and 115,000 annual STEM graduates make it the obvious volume play. But pool size on its own is misleading. Two filters narrow the relevant pool sharply: English proficiency and time-zone overlap with the hiring team's core hours.

A senior English-fluent engineer in Brazil is competing for the same US-facing roles as a senior English-fluent engineer in Argentina or Mexico. Once you filter the country pool down to that subset, the country with the largest absolute headcount is not always the country with the largest accessible headcount, which is why the next two sections matter more for actual hiring decisions than the raw pool figures above.

DATA

English proficiency: EF EPI 2025 scores

EF English Proficiency Index 2025 scores for the largest LATAM tech markets, as reported in Revelo's 2026 hiring guide. Higher score = higher proficiency. The bands are EF's own: very high, high, moderate, low, very low.



KEY TAKEAWAY

Argentina ranks 26th of 123 countries on the 2025 EF EPI, the highest in mainland LATAM and the only market in the 'High' proficiency band. Mexico ranks 103rd despite having the largest STEM graduation output. English filter narrows Mexico's effective pool sharply more than it narrows Argentina's.

ANALYSIS

English is the largest country-to-country variable

Compensation moves about \$10,000 across the by-country averages. English-proficiency scores move 135 points (Argentina 575 vs Mexico 440), the equivalent of an entire EF band. That is the single largest country-to-country variable in this dataset.

The practical implication: for any role where the engineer is paired with US- or UK-based stakeholders, English level is a stronger country filter than salary. Argentina punches well above its 115,000 headcount because its accessible-with-English pool is a much larger share of the total. Mexico, with the largest STEM graduate output in the region, sees the most aggressive narrowing once the English filter is applied.

This is not a quality judgement on any country's engineers, it is a recruiting funnel observation. The same caveat applies in reverse: for back-office or LATAM-internal roles where English is not load-bearing, the proficiency filter relaxes and the headcount-rich markets (Brazil, Mexico) become the obvious volume choice.

BREAKDOWN

Time-zone overlap with US business hours

Standard UTC offset for each major LATAM market and what that means for synchronous overlap with US Eastern and Central time zones, per Revelo's 2026 guide.

Mexico	UTC-6 · exact match to US Central time
Colombia	UTC-5 · exact match to US Eastern time
Peru	UTC-5 · exact match to US Eastern time
Argentina	UTC-3 · 1-2 hour offset vs US East Coast
Brazil · São Paulo / Rio	UTC-3 · 1-2 hour offset vs US East Coast
Daily overlap range, region-wide	6-8 hours with US business hours

ANALYSIS

The time-zone advantage is structural, not marginal

Revelo's hiring data shows that teams with four or more hours of daily overlap report 19% higher satisfaction and 40% faster time-to-market than teams operating with less than two hours of overlap. Every LATAM market clears the four-hour threshold by a wide margin.

This is the variable that genuinely differentiates the region from alternative outsourcing destinations in Asia or Eastern Europe, where overlap is typically two to four hours and requires asynchronous workflows by default. In LATAM, real-time collaboration is the default, not the exception, which compresses code-review cycles, shortens incident-response times, and removes the handoff penalty that erodes velocity in fully asynchronous teams.

It is also the variable that vendor marketing oversells the least, because the data is structural, geography, not a sales claim, and easy to verify. If a hiring team is debating LATAM versus an alternative region, this is the comparison that holds up under scrutiny.

What this report deliberately does not cover

Three categories of figure were excluded on purpose. The first is precise time-to-hire claims ('hired in 28 days', 'shortlist in 72 hours'). These figures circulate constantly in LATAM hiring content but trace exclusively to nearshore vendors' own marketing, with no published methodology and no comparable benchmark. When credible time-to-hire data emerges from a research firm with disclosed methods, a future edition will cover it.

The second is role-by-role demand mix. The aggregate market-size figures are solidly sourced, but the breakdown, what share of demand is for senior backend versus AI/ML versus DevOps, is not consistently published across the three research firms cited here. Combining them into a single role-mix chart would imply a precision the underlying data does not support.

The third is remote-versus-hybrid-versus-on-site share. This data exists at the vendor level but not at the market-research level, and vendor figures self-select for the model that vendor sells. Until a research firm publishes a region-wide breakdown, treat any precise share as a sales claim, not a statistic.

What this report does cover is the macro shape of the market: it is large and growing, demand intent has climbed sharply at the executive level, the talent pool is broad but uneven, and the key country-to-country variables are English proficiency and time-zone overlap, both of which are public, named-source data points a hiring team can verify.

What this means for hiring teams

The growth is not in dispute. Three independent research firms, each scoping the market differently, all land in an 8.5-10.1% annual growth band. Whatever the exact denominator, the LATAM tech services market is compounding, and a compounding market means a tightening one for the most senior, most specialised talent.

The more telling number is Bain's. Executive intent to move operations closer to core markets jumped from 63% to 81% in two years. That is the demand signal that matters: nearshoring has moved from a recruiting tactic to a board-level operating decision, which is what turns one-off hires into multi-year engagements and which is why competition for senior English-fluent talent is intensifying rather than easing.

On the supply side, choose country against the variable that matters for the role, not against an averaged regional figure. For US-facing engineering roles where English is load-bearing, Argentina is the highest-proficiency market in mainland LATAM and worth pricing first. For volume hiring of mid-level talent with strong technical depth and acceptable-but-not-fluent English, Brazil and Mexico carry the headcount. For time-zone-critical roles with US East Coast teams, Colombia and Peru offer exact zone match without the Argentina/Brazil one-hour offset.

Treat country as a portfolio of variables, pool size, English, time zone, fully-loaded cost, and rank them against the role's actual constraints. The region-as-a-whole story is real and well-sourced. The country-vs-country choice underneath it is where the actual hiring decision happens.

SOURCES

Where this data comes from

Every figure in this report traces to a source below. Ranges are medians unless noted.

[1] Latin America IT Services Outsourcing Market Size & Outlook, 2030

Grand View Research · 2024-2025 data, 2030 forecast

<https://www.grandviewresearch.com/horizon/outlook/it-services-outsourcing-market/latin-america>

Used for: 2024 market size (\$70.85B), 2030 projection (\$126.32B), 10.1% CAGR (2025-2030)

[2] IT Outsourcing - LATAM, Market Forecast

Statista · 2024-2029 forecast

<https://www.statista.com/outlook/tmo/it-services/it-outsourcing/latam>

Used for: 2025 market size (\$19.54B), 2029 projection (\$27.57B), 8.99% CAGR (2024-2029)

[3] IT Services Market in Latin America, Growth Analysis & Forecast 2025-2029

Technavio · 2024-2029 forecast

<https://www.technavio.com/report/it-services-market-in-latin-america-industry-analysis>

Used for: 8.5% CAGR forecast for the broader LATAM IT services market

[4] Why US companies hire tech talent in Latin America (citing Bain & Company, 2024)

Oyster HR, citing Bain & Company · Published Oct 2025; Bain survey 2024

<https://www.oysterhr.com/library/why-us-companies-hire-tech-talent-in-latin-america>

Used for: Executive relocation intent, 81% in 2024 vs 63% in 2022 (Bain & Company)

[5] Hire Software Developers in Latin America, 2026 Salary & Hiring Guide

Revelo · Updated May 2026

<https://www.revelo.com/blog/hire-software-developers-latin-america>

Used for: Working software engineer counts by country; annual STEM graduate counts by country; EF EPI 2025 country scores; time-zone overlap data; 4+ hour overlap satisfaction and time-to-market metrics; Brazil software market and Mexico IT market figures

[6] EF English Proficiency Index 2025

EF Education First · Released November 2025; based on 2024 test data from 2.2M test takers across 123 countries

<https://www.ef.com/wwen/epi/>

Used for: English proficiency methodology and band definitions (very high / high / moderate / low / very low) underlying the country scores reported via Revelo

ABOUT URUDEX

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