

Comparative Salary Report:

LATAM vs. United States

Detailed Compensation Analysis for Bilingual *talent IT, Sales, Marketing, and Finance & Control.*

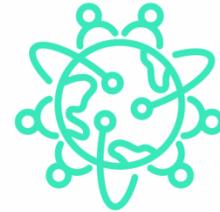
 TalentCross

Why Is This Report *Important for Your Company?*



Cost Optimization

Discover significant cost-saving opportunities by hiring highly qualified Latin American talent without compromising quality.



Global Talent

Access bilingual professionals with international experience who can seamlessly integrate into your team.



Strategic Decision-Making

Real market data to make informed decisions about your hiring and expansion strategy.

TalentCross connects you with the best Latin American talent, combining professional quality with operational cost efficiency.

Analysis Methodology

Verified Data Sources

This analysis is based on updated information from Glassdoor and LinkedIn, the most reliable platforms for market salary data. All salaries are expressed in monthly USD to facilitate direct comparison.

Selection Criteria

Professionals with advanced English proficiency (B2–C2)
Proven experience in similar positions
Ability to work remotely or in hybrid settings
Relevant certifications according to the field

Selection Criteria

Junior (0–2 years), Semi-Senior (3–5 years), Senior (6+ years of experience)



Customer Support and Service: Salary Overview

Support Representative

Junior: LATAM \$800 | EE.UU.
\$3,200 | Savings 75%

Semi-Senior: LATAM \$1,200 |
EE.UU. \$4,100 | Savings 71%

Senior: LATAM \$1,800 | EE.UU.
\$5,300 | Savings 66%



Chat Agent

Junior: LATAM \$750 | EE.UU.
\$2,900 | Savings 74%

Semi-Senior: LATAM \$1,100 |
EE.UU. \$3,800 | Savings 71%

Senior: LATAM \$1,600 | EE.UU.
\$4,900 | Savings 67%



First-Level Technician

Junior: LATAM \$900 | EE.UU.
\$3,500 | Savings 74%

Semi-Senior: LATAM \$1,400 |
EE.UU. \$4,500 | Savings 69%

Senior: LATAM \$2,000 | EE.UU.
\$5,800 | Savings 66%



Finance and Accounting : Cost Analysis

Accounts Payable

Junior: LATAM \$850 | EE.UU.
\$3,100 **Difference: 73%**

Semi-Senior: LATAM \$1,300 |
US \$4,200 **Difference: 69%**

Senior: LATAM \$1,900 |
US \$5,500
**Difference:
65%**

Accounts Receivable

Junior: LATAM \$900 | EE.UU.
\$3,300 **Difference 73%**

Semi-Senior: LATAM \$1,400 |
US \$4,400 **Difference: 68%**

Senior: LATAM \$2,000 |
US \$5,700
**Difference:
65%**

Invoice Processor

Junior: LATAM \$800 | EE.UU.
\$2,900 **Difference 72%**

Semi-Senior: LATAM \$1,250 |
US \$4,000 **Difference: 69%**

Senior: LATAM \$1,750 |
US \$5,200
**Difference:
66%**

Accounting and Administrative Roles

Bookkeeper

Junior: LATAM \$950 vs. EE.UU. \$3,400 | Savings de 72%

Semi-Senior: LATAM \$1,500 vs. EE.UU. \$4,600 | Savings de 67%

Senior: LATAM \$2,200 vs. EE.UU. \$6,000 | Savings de 63%

Administrative Assistant

Junior: LATAM \$800 vs. EE.UU. \$3,000 | Savings de 73%

Semi-Senior: LATAM \$1,200 vs. EE.UU. \$4,000 | Savings de 70%

Senior: LATAM \$1,700 vs. EE.UU. \$5,200 | Savings de 67%

Key Insight:

Latin American professionals in administrative and accounting roles offer an excellent cost-to-quality ratio, with consistent savings exceeding 65% across all experience levels. Moreover, most of these analysts hold university degrees and possess a strong technical foundation, ensuring high standards of performance and reliability.



Software Development: *Frontend y Backend.*



Front-End Developer

Junior: LATAM \$1,400 | US \$5,500 | 75%

Semi-Senior: LATAM \$2,200 | US \$7,500 | 71%

Senior: LATAM \$3,500 | US \$10,000 | 65%

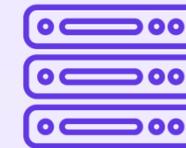


Back-End Developer

Junior: LATAM \$1,500 | US \$6,000 | 75%

Semi-Senior: LATAM \$2,400 | US \$8,000 | 70%

Senior: LATAM \$3,800 | US \$11,000 | 65%



Full-Stack Developer

Junior: LATAM \$1,600 | US \$6,500 | 75%

Semi-Senior: LATAM \$2,600 | US \$8,800 | 70%

Senior: LATAM \$4,200 | US \$12,000 | 65%

Project Management and Analysis

Project Manager

Junior: LATAM \$1,800 | EE.UU.
\$6,200 | **Difference 71%**

Semi-Senior: LATAM \$2,800 |
US \$8,500 **Difference 67%**

Senior: LATAM \$4,500 |
US \$12,000
Difference
63%

Functional Analyst

Junior: LATAM \$1,400 | EE.UU.
\$5,500 | **Difference 75%**

Semi-Senior: LATAM \$2,200 |
US \$7,500 **Difference 71%**

Senior: LATAM \$3,400 |
US \$10,000
Difference
66%

DevOps, QA, and Automation

DevOps / Automation Engineer

Junior: LATAM \$1,700 | US \$6,500 | Savings 74%

Semi-Senior: LATAM \$2,800 | US \$9,000 | Savings 69%

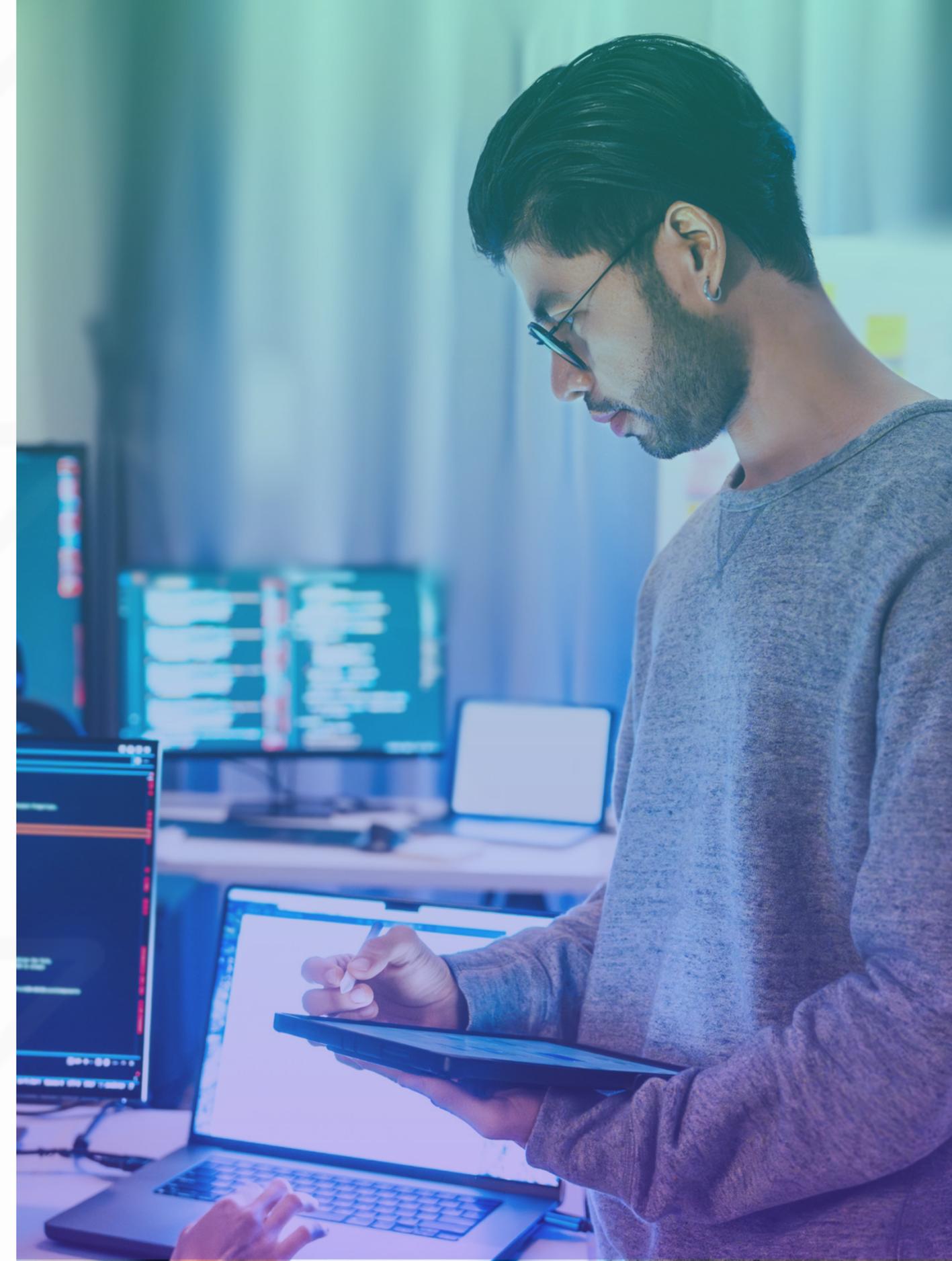
Senior: LATAM \$4,500 | US \$12,500 | Savings 64%

QA Engineer / Automation Tester

Junior: LATAM \$1,400 | US \$5,500 | Savings 75%

Semi-Senior: LATAM \$2,300 | US \$7,800 | Savings 71%

Senior: LATAM \$3,600 | US \$10,500 | Savings 66%



Architecture and Mobile Development

Software Architect

Junior: LATAM \$2,500 | EE.UU. \$8,500

Difference: 71% lower in LATAM

Semi-Senior: LATAM \$4,000 | EE.UU. \$11,500

Difference: 65% Lower in LATAM

Senior: LATAM \$6,500 | EE.UU. \$16,000

Difference: 59% Lower in LATAM

Mobile Engineer (Mobile Developer)

Junior: LATAM \$1,600 | EE.UU. \$6,200

Difference: 74% lower in LATAM

Semi-Senior: LATAM: a \$2,600 | EE.UU. \$8,500

Difference: 69% Lower in LATAM

Senior: LATAM \$4,200 | EE.UU. \$11,500

Diferencia: 63% Lower in LATAM

UX/UI Design: Creative and Technical Talent

UX Researchers

Junior: LATAM \$1,300 | EE.UU. \$5,200 | Savings 75%

Semi-Senior: LATAM \$2,100 | EE.UU. \$7,200 | Savings 71%

Semi-Senior: LATAM \$3,200 | EE.UU. \$9,500 | Savings 66%

UI Developers

Junior: LATAM \$1,400 | EE.UU. \$5,500 | Savings 75%

Semi-Senior: LATAM \$2,300 | EE.UU. \$7,800 | Savings 71%

Semi-Senior: LATAM \$3,600 | EE.UU. \$10,500 | Savings 66%

Cloud Infrastructure and Security

Cloud Infrastructure Engineer

Junior: LATAM \$1,800 vs. EE.UU. \$6,800 | **Savings 74%**

Semi-Senior: LATAM \$3,000 vs. EE.UU. \$9,500 **Savings 68%**

Senior: LATAM \$5,000 vs. EE.UU. \$13,500
Savings 63%

Security Engineer SRE

Junior: LATAM \$1,900 | EE.UU. \$7,200 | **Savings 74%**

Semi-Senior: LATAM \$3,200 vs. EE.UU. \$10,000 **Savings 68%**

Senior: LATAM \$5,200 vs. EE.UU. \$14,000
Savings 63%

Security Engineer

Junior: LATAM \$1,700 vs. EE.UU. \$6,500 | **Savings 74%**

Semi-Senior: LATAM \$2,900 vs. EE.UU. \$9,200 | **Savings 68%**

Senior: LATAM \$4,800 vs. EE.UU. \$13,000 |
Savings 63%

Digital Marketing: **Specialists and Strategists**

Digital Marketing Specialist

Junior: LATAM \$1,100 | US \$4,500 | Difference 76%
Semi-Senior: LATAM \$1,900 | US \$6,500 | Difference 71%
Senior: LATAM \$3,000 | US \$9,000 | Difference 67%

SDR (Sales Development Representative)

Junior: LATAM \$1,200 | US \$4,200 | Difference 71%
Semi-Senior: LATAM \$1,800 | US \$5,800 | Difference 69%
Senior: LATAM \$2,800 | US \$8,000 | Difference 65%

Content Creator

Junior: Colombia \$1,000 | US \$4,000 | Difference 75%
Semi-Senior: Colombia \$1,700 | US \$5,800 | Difference 71%
Senior: Colombia \$2,600 | US \$8,000 | Difference 68%

SEO, Social Media, and Digital Specialists

SEO/SEM Specialist

Junior: LATAM \$1,200 | USA \$4,800 |
Potential Savings: **75%**

Semi-Senior: LATAM: \$2,000 | USA
\$6,800 | Potential Savings: **67%**

Senior: LATAM \$3,200 | USA \$9,500 |
Potential Savings: **63%**

Social Media Manager

Junior: LATAM \$1,100 | USA \$4,500 |
Potential Savings: **76%**

Semi-Senior: LATAM: \$1,900 | USA
\$6,500 | Potential Savings: **71%**

Senior: LATAM \$3,000 | USA \$9,000 |
Potential Savings:
67%

Human Resources and Data Analysis



Recruitment Specialist

Junior: LATAM \$1,000 | US \$4,000 | Reduction: 75%

Semi-Senior: LATAM \$1,700 | US \$5,800 | Reduction: 71%

Senior: LATAM \$2,700 | US \$8,200 | Reduction: 67%



HR Coordinator

Junior: LATAM \$950 | US \$3,800 | Reduction: 75%

Semi-Senior: LATAM \$1,500 | US \$5,400 | Reduction: 72%

Senior: LATAM \$2,400 | US \$7,500 | Reduction: 65%



Data Analyst

Junior: LATAM \$1,500 | US \$5,800 | Reduction: 74%

Semi-Senior: LATAM \$2,500 | US \$8,200 | Reduction: 70%

Senior: LATAM \$4,000 | US \$11,500 | Reduction: 65%

Cybersecurity and IT Infrastructure



Cybersecurity Analyst

Junior: LATAM \$1,600 vs. EE.UU. \$6,200 Difference 74%

Semi-Senior: LATAM a \$2,700 vs. EE.UU. \$8,800 Difference 69%

Semi-Senior: LATAM \$4,300 vs. EE.UU. \$12,000 Difference 64%

Cloud Infrastructure Administrator

Junior: LATAM \$1,700 vs. EE.UU. \$6,500 Difference 74%

Semi-Senior: LATAM \$2,900 vs. EE.UU. \$9,200 Difference 68%

Semi-Senior: LATAM \$4,700 vs. EE.UU. \$13,000 Difference 64%

Infrastructure Engineer

Junior: LATAM \$1,600 vs. EE.UU. \$6,000 Difference 73%

Semi-Senior: LATAM \$2,700 vs. EE.UU. \$8,500 Difference 68%

Semi-Senior: LATAM \$4,300 vs. EE.UU. \$11,800 Difference 64%

Purchasing and Procurement

Buyer

Junior: LATAM \$1,000 | US
\$3,800 | Savings 74%

Semi-Senior: LATAM \$1,600 |
US \$5,400 | Savings 70%

Semi-Senior: LATAM \$2,500 |
US \$7,500 | Savings 67%



Procurement Specialist

Junior: LATAM \$1,200 | US
\$4,200 | Savings 71%

Semi-Senior: LATAM \$1,900 |
US \$6,000 | Savings 68%

Semi-Senior: LATAM \$3,000 |
US \$8,500 | Savings 65%



Purchasing Manager

Junior: LATAM \$1,800 | US
\$5,800 | Savings 69%

Semi-Senior: LATAM \$2,800 |
US \$8,200 | Savings 66%

Semi-Senior: LATAM \$4,200 |
US \$11,500 | Savings 63%



Sales and Business Development

Sales Administrator

Junior: LATAM \$1,000 | US \$3,600 | Difference 72%
Semi-Senior: LATAM \$1,600 | US \$5,200 |
Difference 69%
Senior: LATAM \$2,500 | US \$7,200 | Difference 65%

Business Development Manager

Junior: LATAM \$1,800 | US \$6,200 | Difference 71%
Semi-Senior: LATAM \$2,900 | US \$8,800 |
Difference 67%
Senior: LATAM \$4,500 | US \$12,500 | Difference
64%

Account Executive

Junior: LATAM \$1,400 | US \$5,200 |
Difference 73%
Semi-Senior: LATAM \$2,300 | US \$7,500 |
Difference 69%
Senior: LATAM \$3,600 | US \$10,500 |
Difference 66%

Inside Sales Representative

Junior: Colombia \$1,100 | US \$4,200 |
Difference 74%
Semi-Senior: Colombia \$1,800 | US \$6,000 |
Difference 70%
Senior: Colombia \$2,800 | US \$8,500 |
Difference 67%

Administrative Assistant

Junior: LATAM \$850 vs. US

\$3,100 = **73% Savings**

Semi-Senior: LATAM \$1,300 vs.

US \$4,300 = **70% Savings**

Senior: LATAM \$1,900 vs. US

\$5,800 = **67% Savings**

Operations Coordinator

Junior: LATAM \$1,100 vs. US

\$4,200 = **74% Savings**

Semi-Senior: LATAM \$1,800 vs.

US \$6,000 = **70% Savings**

Senior: LATAM \$2,800 vs. US

\$8,500 = **67% Savings**

Accountant

Junior: LATAM \$1,300 vs. US

\$4,800 = **73% Savings**

Semi-Senior: LATAM \$2,100 vs.

US \$6,800 = **69% Savings**

Senior: LATAM \$3,300 vs. US

\$9,500 = **65% Savings**

Financial Analyst

Junior: LATAM \$1,500 vs. US

\$5,500 = **73% Savings**

Semi-Senior: LATAM \$2,400 vs.

US \$7,800 = **69% Savings**

Senior: LATAM \$3,800 vs. US

\$11,000 = **65% Savings**

Credit Controller

Junior: LATAM \$1,100 vs. US

\$4,000 = **73% Savings**

Semi-Senior: LATAM \$1,700 vs.

US \$5,800 = **71% Savings**

Senior: LATAM \$2,700 vs. US

\$8,200 = **67% Savings**

Finance Manager

Junior: LATAM \$2,200 vs. US

\$7,200 = **69% Savings**

Semi-Senior: LATAM \$3,500

vs. US \$10,000 = **65% Savings**

Senior: LATAM \$5,500 vs. US

\$14,500 = **62% Savings**

Operations and Corporate Finance

65-75%

Average Savings

In salary costs without compromising quality

48

Positions Analyzed

Verified Current Market Data

100%

Bilingual Professionals

Advanced English Proficiency Guaranteed

Ready to Optimize Your Hiring Strategy?

Contact us today for a personalized consultation and discover how TalentCross can transform your cost structure while strengthening your team with top-tier Latin American talent.

Proven Results

With TalentCross, you gain access to highly qualified Latin American professionals who combine technical excellence, English communication skills, and time zone compatibility with North America. Our comprehensive service includes specialized recruitment, skills assessment, administrative management, and ongoing support to ensure successful integration into your team.



TalentCross

Your Strategic Partner in Nearshoring