

HireOffshore.com

Global Recruiting Experts

2024 Salary Guide – LATAM

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Thank you for your interest in HireOffshore.com's 2024 LATAM Salary Guide.

2023 was a year marked by unparalleled challenges, employers successfully steered through global economic turbulence, geopolitical transformations, and a persistent scarcity of skilled professionals.

In today's dynamic job market, employees are placing increasing emphasis on compensation, and adapting to the influence of AI on job opportunities, alongside the evolving landscape of remote work.

Our 2024 Salary Guide delivers insights into prevailing salary norms, empowering employers to make well-informed decisions.

Derived from HireOffshore.com's internal analysis, this guide serves to provide a insights into the prevailing salary landscape.

For more detailed guidance on salary expectations, we encourage you to engage with Our Consultants. Each role varies based on the candidate's expertise and your organizational requirements, thus, these figures serve as indicative benchmarks.

We trust you will find this useful.

Best Regards,

HireOffshore.com team.

HireOffshore.com

Colombia

Accounting, Administration & Human Resources

Annual salary, full-time employee

	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO
	COL	BRL	MXN	AUD	AUD	AUD	USD	USD	USD	GBP	GBP	GBP
	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median
ACCOUNTANT	27,902,688	33,006	132,000	10,882	10,232	11,748	6,976	6,601	7,656	5,581	5,281	6,072
ACCOUNTING MANAGER	46,740,000	66,006	330,000	18,229	20,462	29,370	11,685	13,201	19,140	9,348	10,561	15,180
AUDITOR	27,966,480	36,000	108,000	10,907	11,160	9,612	6,992	7,200	6,264	5,593	5,760	4,968
ACCOUNTING ASSISTANT	14,555,496	24,000	96,000	5,677	7,440	8,544	3,639	4,800	5,568	2,911	3,840	4,416
COMPTROLLER	33,000,012	19,800	117,600	12,870	6,138	10,466	8,250	3,960	6,821	6,600	3,168	5,410
PAYROLL	18,922,908	34,801	120,000	7,380	10,788	10,680	4,731	6,960	6,960	3,785	5,568	5,520
TAXATION	26,356,404	39,780	150,149	10,279	12,332	13,363	6,589	7,956	8,709	5,271	6,365	6,907
ASSISTANT	16,200,000	21,600	95,999	6,318	6,696	8,544	4,050	4,320	5,568	3,240	3,456	4,416
OFFICE MANAGER	40,597,200	24,000	144,000	15,833	7,440	12,816	10,149	4,800	8,352	8,119	3,840	6,624
PROJECT MANAGER	78,000,000	66,000	270,000	30,420	20,460	24,030	19,500	13,200	15,660	15,600	10,560	12,420
RECEPTIONIST	15,000,000	21,600	78,000	5,850	6,696	6,942	3,750	4,320	4,524	3,000	3,456	3,588
HEALTH & SAFETY	25,200,000	42,003	120,000	9,828	13,021	10,680	6,300	8,401	6,960	5,040	6,720	5,520
HUMAN RESOURCES	18,146,664	27,013	96,000	7,077	8,374	8,544	4,537	5,403	5,568	3,629	4,322	4,416
RECRUITER	18,000,000	30,000	96,000	7,020	9,300	8,544	4,500	6,000	5,568	3,600	4,800	4,416

Illustrative purposes only

Architecture & Creative Arts

Annual salary, full-time employee

	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO
	COL	BRL	MXN	AUD	AUD	AUD	USD	USD	USD	GBP	GBP	GBP
	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median
ARCHITECT	3,963,044	51,006	120,000	1,546	15,812	10,680	991	10,201	6,960	793	8,161	5,520
ARTIST	1,600,000	21,006	76,200	624	6,512	6,782	400	4,201	4,420	320	3,361	3,505
AUTHOR	4,367,854	27,827	138,000	1,703	8,626	12,282	1,092	5,565	8,004	874	4,452	6,348
FASHION DESIGNER	2,290,000	30,000	132,000	893	9,300	11,748	573	6,000	7,656	458	4,800	6,072
GRAPHIC DESIGNER	1,650,000	25,154	96,000	644	7,798	8,544	413	5,031	5,568	330	4,025	4,416

Illustrative purposes only

Banking, Finance & Insurance

Annual salary, full-time employee

	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO
	COL	BRL	MXN	AUD	AUD	AUD	USD	USD	USD	GBP	GBP	GBP
	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median
ACTUARIAL	42,000,000	36,000	126,000	16,380	11,160	11,214	10,500	7,200	7,308	8,400	5,760	5,796
BUSINESS ANALYST	32,400,000	44,520	168,000	12,636	13,801	14,952	8,100	8,904	9,744	6,480	7,123	7,728
CREDIT ANALYST	21,961,200	28,842	108,000	8,565	8,941	9,612	5,490	5,768	6,264	4,392	4,615	4,968
ECONOMIST	24,600,000	42,000	114,000	9,594	13,020	10,146	6,150	8,400	6,612	4,920	6,720	5,244
FINANCIAL ADVISOR	18,212,004	34,842	95,843	7,103	10,801	8,530	4,553	6,968	5,559	3,642	5,575	4,409
FINANCIAL ANALYST	28,247,160	28,800	150,000	11,016	8,928	13,350	7,062	5,760	8,700	5,649	4,608	6,900
FINANCIAL SERVICES	21,385,500	21,600	96,000	8,340	6,696	8,544	5,346	4,320	5,568	4,277	3,456	4,416
INSURANCE ADJUSTER	21,600,000	22,200	102,000	8,424	6,882	9,078	5,400	4,440	5,916	4,320	3,552	4,692
INSURANCE AGENT	18,000,000	30,000	150,000	7,020	9,300	13,350	4,500	6,000	8,700	3,600	4,800	6,900
INSURANCE BROKER	28,795,848	21,600	96,000	11,230	6,696	8,544	7,199	4,320	5,568	5,759	3,456	4,416
INVESTMENT ADVISOR	23,561,184	54,000	144,000	9,189	16,740	12,816	5,890	10,800	8,352	4,712	8,640	6,624

Illustrative purposes only

Education

Annual salary, full-time employee

	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO
	COL	BRL	MXN	AUD	AUD	AUD	USD	USD	USD	GBP	GBP	GBP
	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median
HEAD OF SCHOOL	72,000,000	70,500	156,000	28,080	21,855	13,884	18,000	14,100	9,048	14,400	11,280	7,176
INSTRUCTOR	20,534,664	24,959	108,000	8,009	7,737	9,612	5,134	4,992	6,264	4,107	3,993	4,968
LIBRARIAN	20,509,200	34,553	84,000	7,999	10,711	7,476	5,127	6,911	4,872	4,102	5,528	3,864
TEACHER	25,200,000	25,270	84,000	9,828	7,834	7,476	6,300	5,054	4,872	5,040	4,043	3,864

Illustrative purposes only

Engineering

Annual salary, full-time employee

	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO
	COL	BRL	MXN	AUD	AUD	AUD	USD	USD	USD	GBP	GBP	GBP
	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median
BIOMEDICAL ENGINEER	26,400,000	57,006	138,000	10,296	17,672	12,282	6,600	11,401	8,004	5,280	9,121	6,348
CHEMICAL ENGINEER	28,496,712	57,000	114,640	11,114	17,670	10,203	7,124	11,400	6,649	5,699	9,120	5,273
CIVIL ENGINEER	33,600,000	66,000	120,000	13,104	20,460	10,680	8,400	13,200	6,960	6,720	10,560	5,520
DESIGN ENGINEER	33,306,000	57,006	150,200	12,989	17,672	13,368	8,327	11,401	8,712	6,661	9,121	6,909
ENVIRONMENTAL ENGINEER	30,000,000	58,503	114,000	11,700	18,136	10,146	7,500	11,701	6,612	6,000	9,360	5,244
INDUSTRIAL ENGINEER	26,400,000	72,000	108,000	10,296	22,320	9,612	6,600	14,400	6,264	5,280	11,520	4,968
MECHANICAL ENGINEER	27,234,000	66,006	120,000	10,621	20,462	10,680	6,809	13,201	6,960	5,447	10,561	5,520
MINING ENGINEER	69,000,000	107,232	144,000	26,910	33,242	12,816	17,250	21,446	8,352	13,800	17,157	6,624
PROJECT ENGINEER	36,000,000	72,003	144,000	14,040	22,321	12,816	9,000	14,401	8,352	7,200	11,520	6,624
SOFTWARE ENGINEER	39,210,456	84,000	192,000	15,292	26,040	17,088	9,803	16,800	11,136	7,842	13,440	8,832
SYSTEMS ENGINEER	36,000,000	60,000	116,109	14,040	18,600	10,334	9,000	12,000	6,734	7,200	9,600	5,341

Illustrative purposes only

Hospitality & Travel

Annual salary, full-time employee

	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO
	COL	BRL	MXN	AUD	AUD	AUD	USD	USD	USD	GBP	GBP	GBP
	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median
GUEST SERVICE	18,600,000	19,296	105,240	7,254	5,982	9,366	4,650	3,859	6,104	3,720	3,087	4,841
PILOT	14,400,000	23,715	120,000	5,616	7,352	10,680	3,600	4,743	6,960	2,880	3,794	5,520
TOUR GUIDE	16,800,000	18,000	89,880	6,552	5,580	7,999	4,200	3,600	5,213	3,360	2,880	4,134
TRAVEL	19,920,000	25,200	96,000	7,769	7,812	8,544	4,980	5,040	5,568	3,984	4,032	4,416
TRAVEL AGENT	19,080,000	22,200	84,000	7,441	6,882	7,476	4,770	4,440	4,872	3,816	3,552	3,864

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Journalism

Annual salary, full-time employee

	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO
	COL	BRL	MXN	AUD	AUD	AUD	USD	USD	USD	GBP	GBP	GBP
	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median
JOURNALIST	22,286,880	30,000	95,400	8,692	9,300	8,491	5,572	6,000	5,533	4,457	4,800	4,388
WRITER	19,800,000	24,012	136,800	7,722	7,444	12,175	4,950	4,802	7,934	3,960	3,842	6,293
INTERPRETER	26,400,000	30,048	132,000	10,296	9,315	11,748	6,600	6,010	7,656	5,280	4,808	6,072
TRANSLATOR	26,994,000	30,144	144,000	10,528	9,345	12,816	6,749	6,029	8,352	5,399	4,823	6,624

Illustrative purposes only

Information Technology

Annual salary, full-time employee

	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO
	COL	BRL	MXN	AUD	AUD	AUD	USD	USD	USD	GBP	GBP	GBP
	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median
BACK-END DEVELOPER	34,500,000	48,000	276,000	13,455	14,880	24,564	8,625	9,600	16,008	6,900	7,680	12,696
BUSINESS INTELLIGENCE	48,000,000	45,627	90,000	18,720	14,144	8,010	12,000	9,125	5,220	9,600	7,300	4,140
DATA	40,218,540	42,000	266,400	15,685	13,020	23,710	10,055	8,400	15,451	8,044	6,720	12,254
DATA ANALYST	26,581,596	38,400	120,000	10,367	11,904	10,680	6,645	7,680	6,960	5,316	6,144	5,520
DATABASE	30,048,000	22,443	120,000	11,719	6,957	10,680	7,512	4,489	6,960	6,010	3,591	5,520
FRONT-END DEVELOPER	48,000,000	41,867	294,000	18,720	12,979	26,166	12,000	8,373	17,052	9,600	6,699	13,524
FULL-STACK DEVELOPER	51,000,000	54,000	324,000	19,890	16,740	28,836	12,750	10,800	18,792	10,200	8,640	14,904
NET	28,351,896	25,200	104,384	11,057	7,812	9,290	7,088	5,040	6,054	5,670	4,032	4,802
PROGRAMMERS & DEVELOPERS	33,000,000	43,680	27,500	12,870	13,541	2,448	8,250	8,736	1,595	6,600	6,989	1,265
QUALITY ASSURANCE	19,200,000	38,400	95,945	7,488	11,904	8,539	4,800	7,680	5,565	3,840	6,144	4,413
SUPPORT TECHNICIAN	16,238,784	22,932	96,000	6,333	7,109	8,544	4,060	4,586	5,568	3,248	3,669	4,416
SYSTEM ADMINISTRATOR	43,200,000	96,468	144,000	16,848	29,905	12,816	10,800	19,294	8,352	8,640	15,435	6,624

Illustrative purposes only

Legal

Annual salary, full-time employee

	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO
	COL	BRL	MXN	AUD	AUD	AUD	USD	USD	USD	GBP	GBP	GBP
	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median
PARALEGAL	27,600,000	24,000	102,000	10,764	7,440	9,078	6,900	4,800	5,916	5,520	3,840	4,692
LAWYER	31,644,000	36,000	120,000	12,341	11,160	10,680	7,911	7,200	6,960	6,329	5,760	5,520
MEDIATOR	16,428,000	30,000	114,000	6,407	9,300	10,146	4,107	6,000	6,612	3,286	4,800	5,244

Illustrative purposes only

Marketing and Sales

Annual salary, full-time employee

	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO	COLOMBIA	BRASIL	MEXICO
	COL	BRL	MXN	AUD	AUD	AUD	USD	USD	USD	GBP	GBP	GBP
	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median	Median
MEDIA MANAGER	19,200,000	33,600	84,000	7,488	10,416	7,476	4,800	6,720	4,872	3,840	5,376	3,864
CONTENT WRITER	12,600,000	56,400	99,000	4,914	17,484	8,811	3,150	11,280	5,742	2,520	9,024	4,554
CREATIVE DIRECTOR	36,000,000	42,000	375,000	14,040	13,020	33,375	9,000	8,400	21,750	7,200	6,720	17,250
DIGITAL MARKETING	24,000,000	30,000	130,036	9,360	9,300	11,573	6,000	6,000	7,542	4,800	4,800	5,982
MARKETING ANALYST	24,000,000	33,012	132,000	9,360	10,234	11,748	6,000	6,602	7,656	4,800	5,282	6,072
MARKETING COORDINATOR	36,000,000	54,000	162,480	14,040	16,740	14,461	9,000	10,800	9,424	7,200	8,640	7,474
MARKETING MANAGER	60,000,012	39,000	240,000	23,400	12,090	21,360	15,000	7,800	13,920	12,000	6,240	11,040
PRODUCT MANAGER	84,000,000	69,012	147,600	32,760	21,394	13,136	21,000	13,802	8,561	16,800	11,042	6,790
PUBLIC RELATIONS	25,200,000	30,000	114,000	9,828	9,300	10,146	6,300	6,000	6,612	5,040	4,800	5,244
SALES ANALYST	23,526,000	30,000	120,000	9,175	9,300	10,680	5,882	6,000	6,960	4,705	4,800	5,520
SALES CONSULTANT	15,600,000	24,000	72,000	6,084	7,440	6,408	3,900	4,800	4,176	3,120	3,840	3,312
SALES ENGINEER	26,400,000	60,000	132,000	10,296	18,600	11,748	6,600	12,000	7,656	5,280	9,600	6,072
SALES MANAGER	47,400,000	33,612	144,001	18,486	10,420	12,816	11,850	6,722	8,352	9,480	5,378	6,624
SALES REPRESENTATIVE	20,700,000	33,000	108,000	8,073	10,230	9,612	5,175	6,600	6,264	4,140	5,280	4,968

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