



Smarter Hiring. Stronger Code.

LATAM Tech Salary & Hiring Report 2026

Salaries, trends and practical insights for companies hiring in LATAM

Scope: LATAM region, international hiring and distributed teams

HR Oasis

info@hroasis.com | www.hroasis.com

1. Introduction

Latin America has consolidated its position as one of the most attractive regions for global tech hiring. As companies in the US and Europe continue to face talent shortages, rising salary pressure and longer hiring cycles, LATAM offers a compelling alternative.

This report summarizes salary benchmarks, hiring trends and practical insights based on HR Oasis experience working with international companies hiring tech talent across LATAM.

2. Most in demand tech roles in LATAM for 2026

Senior Software Engineer

Senior engineers remain the backbone of distributed tech teams, especially in backend, platform and product roles.

- Backend development with Node.js, Java or Python.
- Experience with cloud platforms.
- Distributed systems and APIs.
- Strong communication skills.

Data Engineer

Data engineers are critical for companies building modern data stacks and analytics platforms.

- ETL and ELT pipelines.
- Data warehouses and streaming.
- Cost efficient architectures.
- Data governance.

AI and Machine Learning Engineer

Demand continues to grow for engineers who can productionize machine learning and AI systems.

- Production ML systems.
- LLM integration.
- Model monitoring.
- Feature engineering.

DevOps and Platform Engineer

These roles support scalability, reliability and developer experience across organizations.

- Infrastructure as code.
- CI CD pipelines.

- Observability.
- Security best practices.

3. Salary benchmarks in LATAM for 2026

The following ranges are indicative and vary by country, seniority, English level and type of contract.

| Role | Monthly range USD |
|----------------------------------|--------------------|
| Senior Software Engineer | USD 4,000 to 6,500 |
| Data Engineer | USD 4,200 to 6,800 |
| AI and Machine Learning Engineer | USD 4,500 to 7,500 |
| DevOps and Platform Engineer | USD 4,200 to 6,800 |

4. Key hiring trends for 2026

- Salary transparency becoming standard practice.
- Shorter hiring cycles with fewer interview stages.
- Remote first team structures.
- Skills over pedigree.

5. Common mistakes when hiring in LATAM

- Slow decision making.
- Unclear salary expectations.
- Over interviewing.
- Weak onboarding.

6. How HR Oasis helps companies hire in LATAM

HR Oasis partners with international companies to design efficient hiring processes and connect them with top tier LATAM tech talent.

- Role definition and salary benchmarking.
- Candidate sourcing and screening.
- Structured interview processes.
- Reduced time to hire.

7. Final thoughts

LATAM is a strategic advantage for companies looking to scale engineering teams efficiently in 2026. With the right process and hiring partner, companies can build high performing distributed teams.

If you need a salary analysis for other positions, contact us and we'll share more information with you.

Contact

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