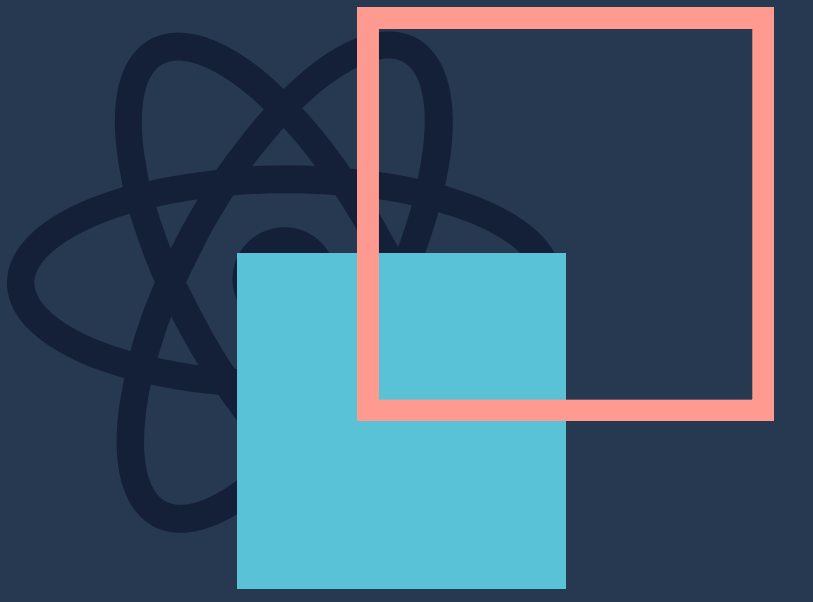




Latin America Remote Tech Talent Report

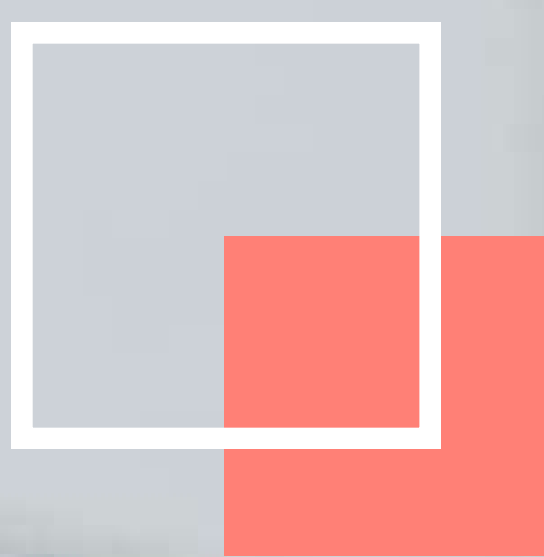
Insights on frameworks, experience, time zones, and more.



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Latin America Remote Tech Talent Report

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Latin America

Remote Tech Talent Report

Introduction

Demand for tech talent, including developers, software engineers, dev ops, data engineers, and data scientists, is outpacing supply, and tech companies worldwide feel the crunch. According to a [recent survey](#) of technology professionals in the US, run by Revelo, the biggest challenge cited by tech professionals in hiring talent was talent shortage, ahead of affordability. What this tells us is that companies are willing to pay top dollar for the right talent, if it were available. Moreover, more than half of those surveyed indicated that they were somewhat or very open to hiring remote tech talent outside the United States.

This report provides an in-depth view in the Latin American tech talent ecosystem and arms the reader with the facts and figures to gauge the appeal and viability of Latin America as a hub to hire remote talent from. The report shows the depth of technical expertise among Latin American tech talent as it relates to the demand for specific skills in the US tech market. The report highlights the most popular tech stacks among developers in Latin America and how they can augment developer needs in the US. We've analyzed data from more than 124,000 software developers who have signed up onto our pre-vetted talent network since 2020. This sample comprises of 12 countries in Latin America, including Brazil, Mexico, Argentina, Colombia, and Costa Rica.



Report Methodology and Data

- Analysis is based on the data from 124,000 candidates that signed up on Revelo from January 1st, 2020, to July 11th, 2022, representing 12 Latin American countries.
- A candidate may have proficiency in more than one framework/skill.
- Charts represent the percent of the total data used for the particular analysis.



Chapter 1

Alignment of Latin American **developers' expertise with skills** sought after in the US market

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Chapter 1

Alignment of Latin American developers' expertise with skills sought after in the US market

The demand for tech talent in the US is massive. According to [CompTIA's August 2022 Tech Jobs Report](#), almost 255k tech jobs were posted in the US in July, 147.7k of which were Software Developer/Engineer and 57.5k under IT.

According to [Stackoverflow's 2022 Developer Survey](#), the top 3 developer roles globally were Full-stack developer (47%), Back-end developer (43%) and Front-end developer (26%). This was followed by Desktop or Enterprise Applications developer (16%) and Mobile developer (12%). Brazil, Latin America's largest economy, was among the top 10 countries represented in the Stackoverflow survey, with the top 10 countries representing 60% of all respondents.

[Analysis done by CodingDojo](#) of data from Glassdoor and the US Bureau of Labor Statistics shows that the Full-stack developer, Back-end developer, Data Science, Machine Learning and Data Engineering were among the top 10 most in-demand tech roles in the United States.

The tech industry in Latin America is growing rapidly, bringing new opportunities to the region. Exciting new startups are springing up, and established companies are expanding their operations. This growth benefits everyone in the tech industry, from developers to companies. According to [data from Statista](#), Brazil and Mexico, Latin America's two largest economies, are among the top 15 countries in the world in terms of the number of unicorns (privately held startups valued at over \$1B) they have, with Brazil being in the top 10.

Remote hiring in the tech industry, especially in regions such as the US, is expected to continue growing in the post-COVID-19 era. According to the Remote Hiring Maturity in US Tech Report published by Revelo, 74% of tech teams are already hiring remotely, with an additional 7% looking to do so within the next 6-12 months, indicating the continued momentum in remote hiring in the tech industry.

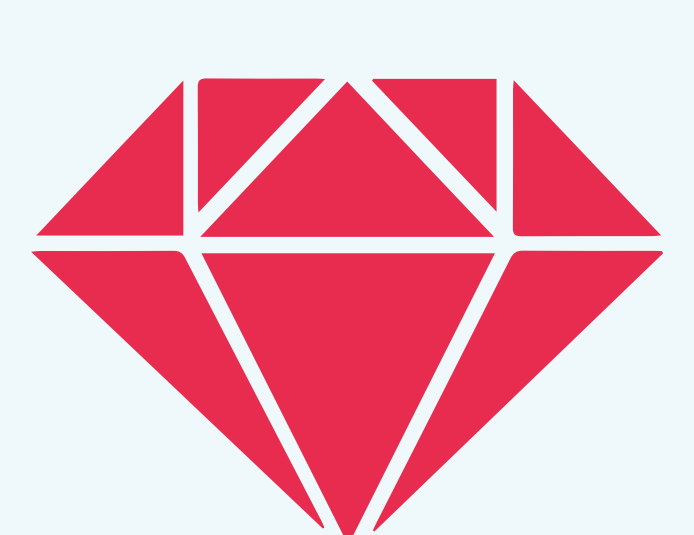
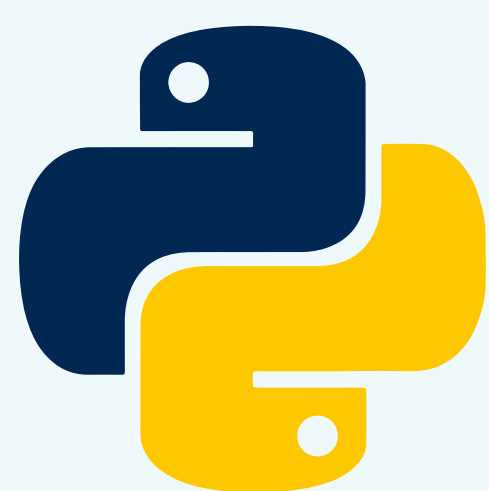
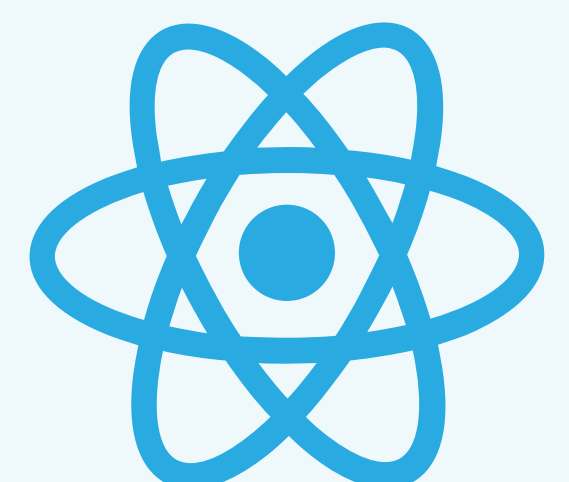
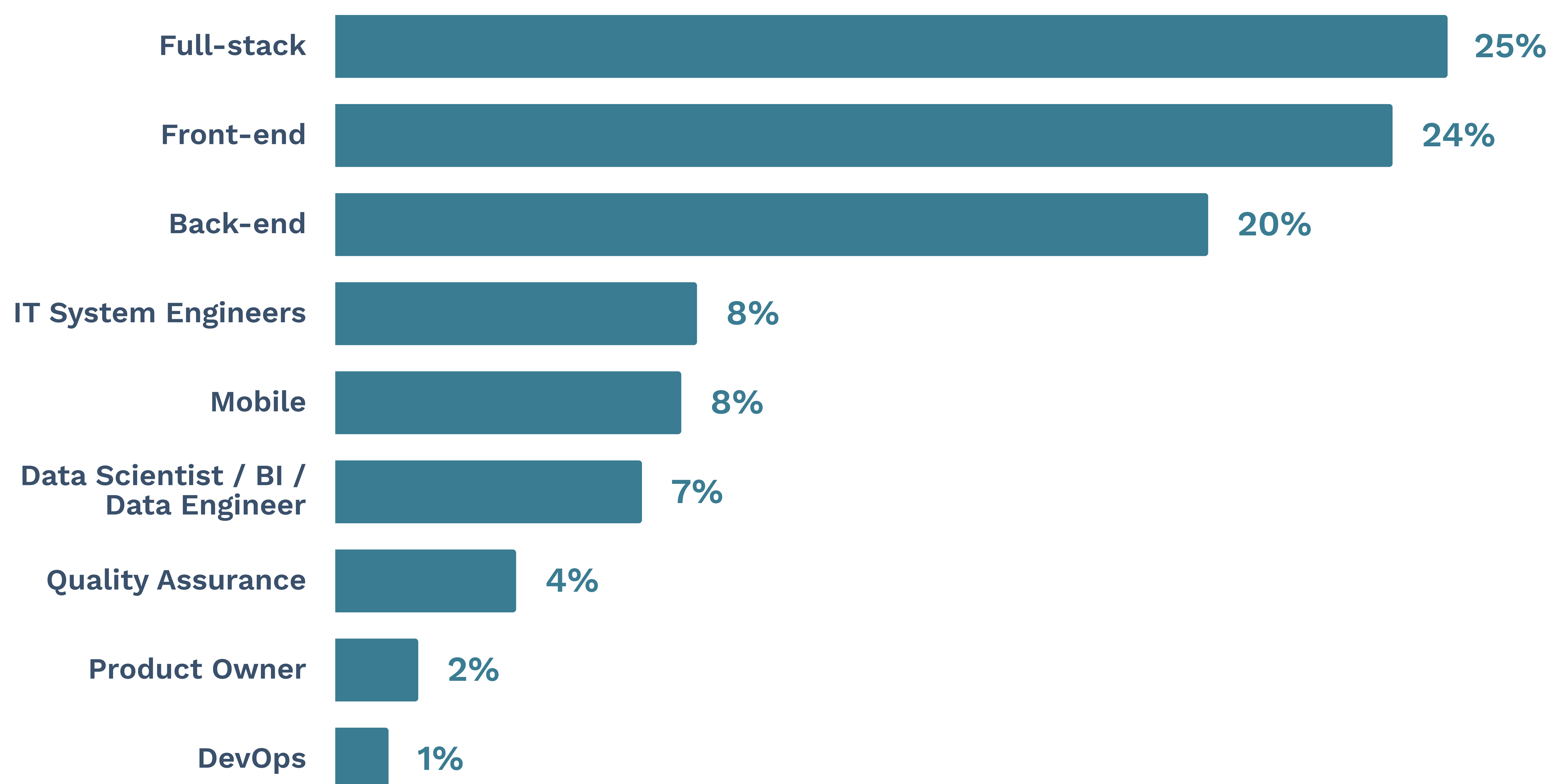
The following data shows that the tech talent in Latin America is well-aligned with global developer skills and the demand in the US.



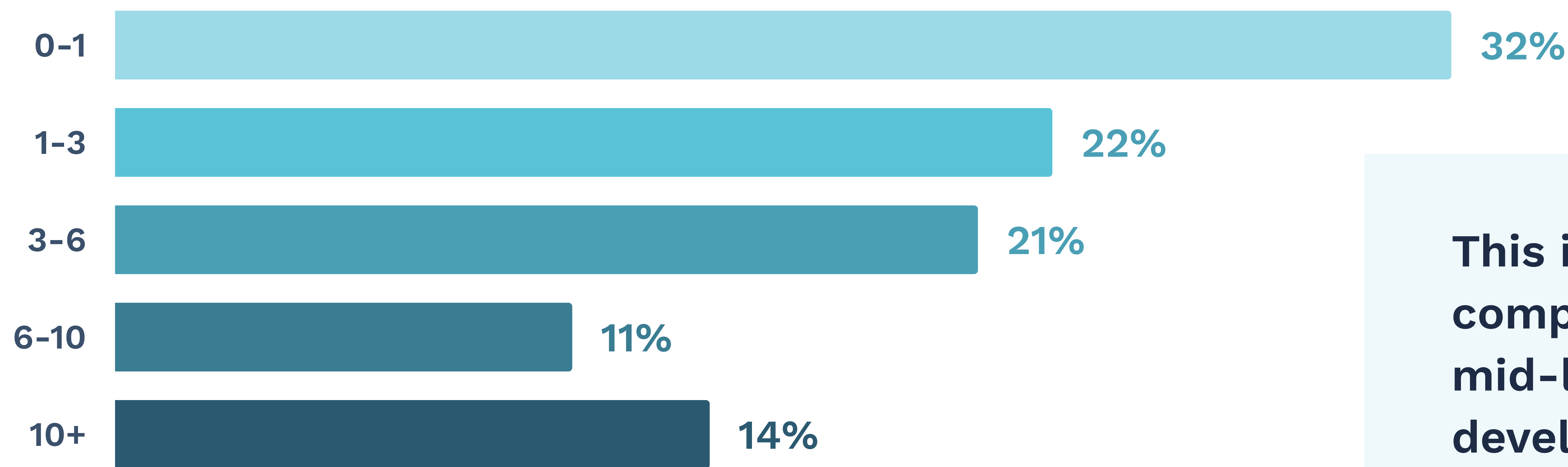
Latin American Talent by Developer Type

Based on Revelo's data, the majority of developers in Latin America fall under three broad categories - full-stack developers (25%), followed by front-end (24%) and back-end (20%). This mirrors the global trend, where these are the most common skills and also in high demand in the United States. Mobile developers and Data Science/BI/Data Engineering are also among the top 10 developer roles, aligning very well with global expertise and US demand.

Developer Type



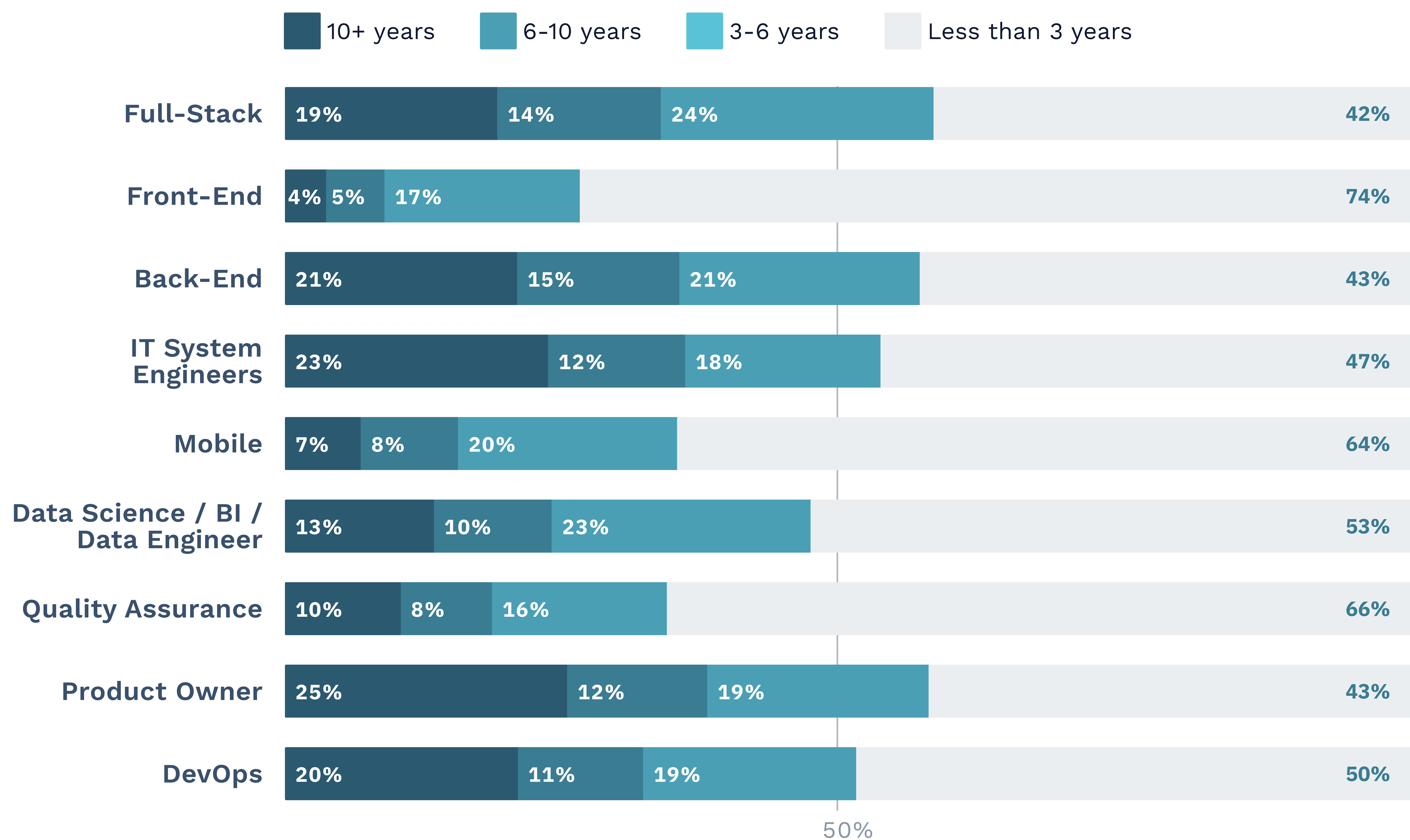
Years of experience as a developer



This is a positive sign for companies looking to hire mid-level and senior developers in the region.

Almost one half of all Latin American developers in Revelo's network have 3 or more years of experience in their careers, which is highly sought-after in the US. Particularly when it comes to Full-stack and Back-end developers, 57% of developers have 3 or more years of development experience.

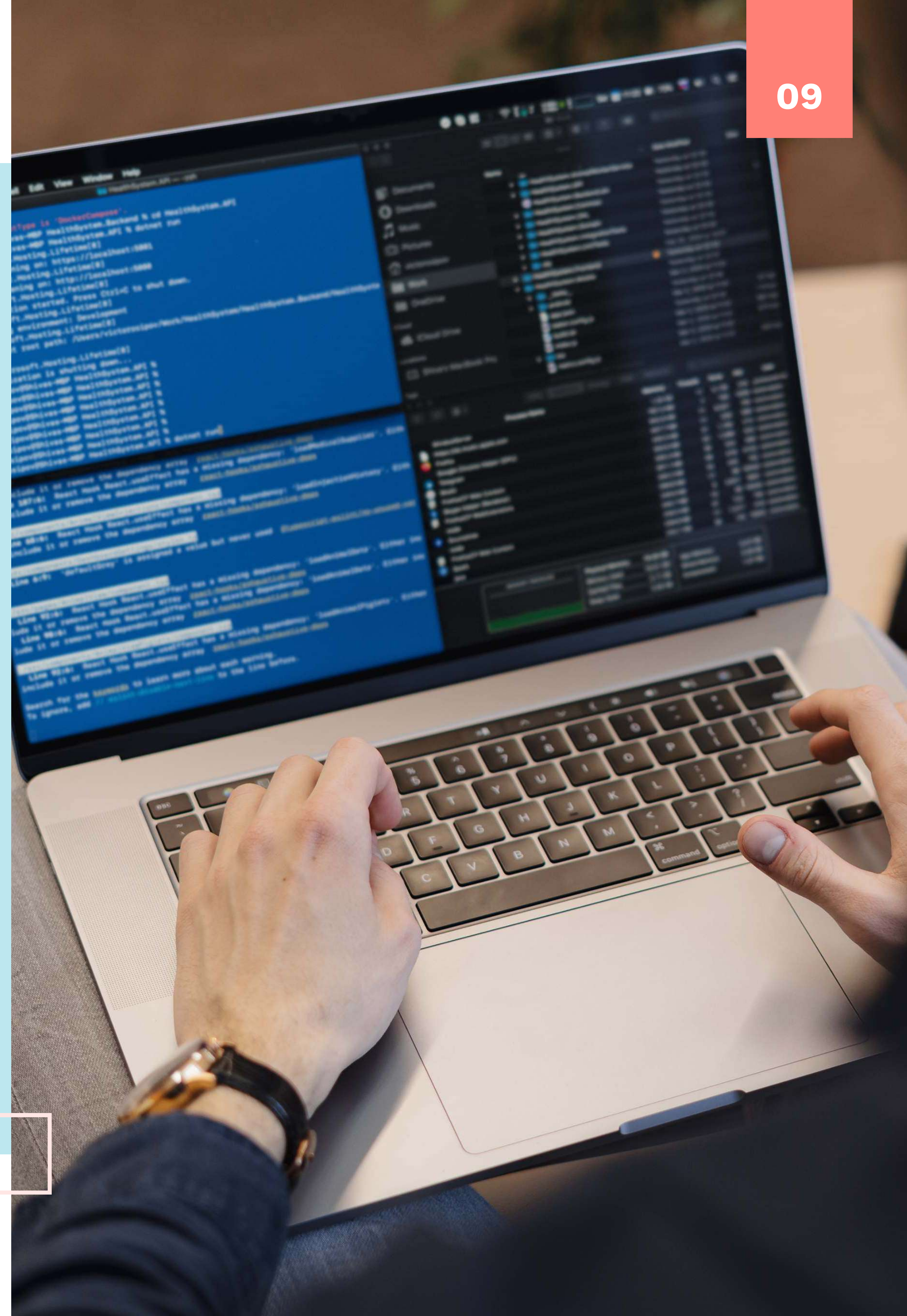
Developer role by years of experience



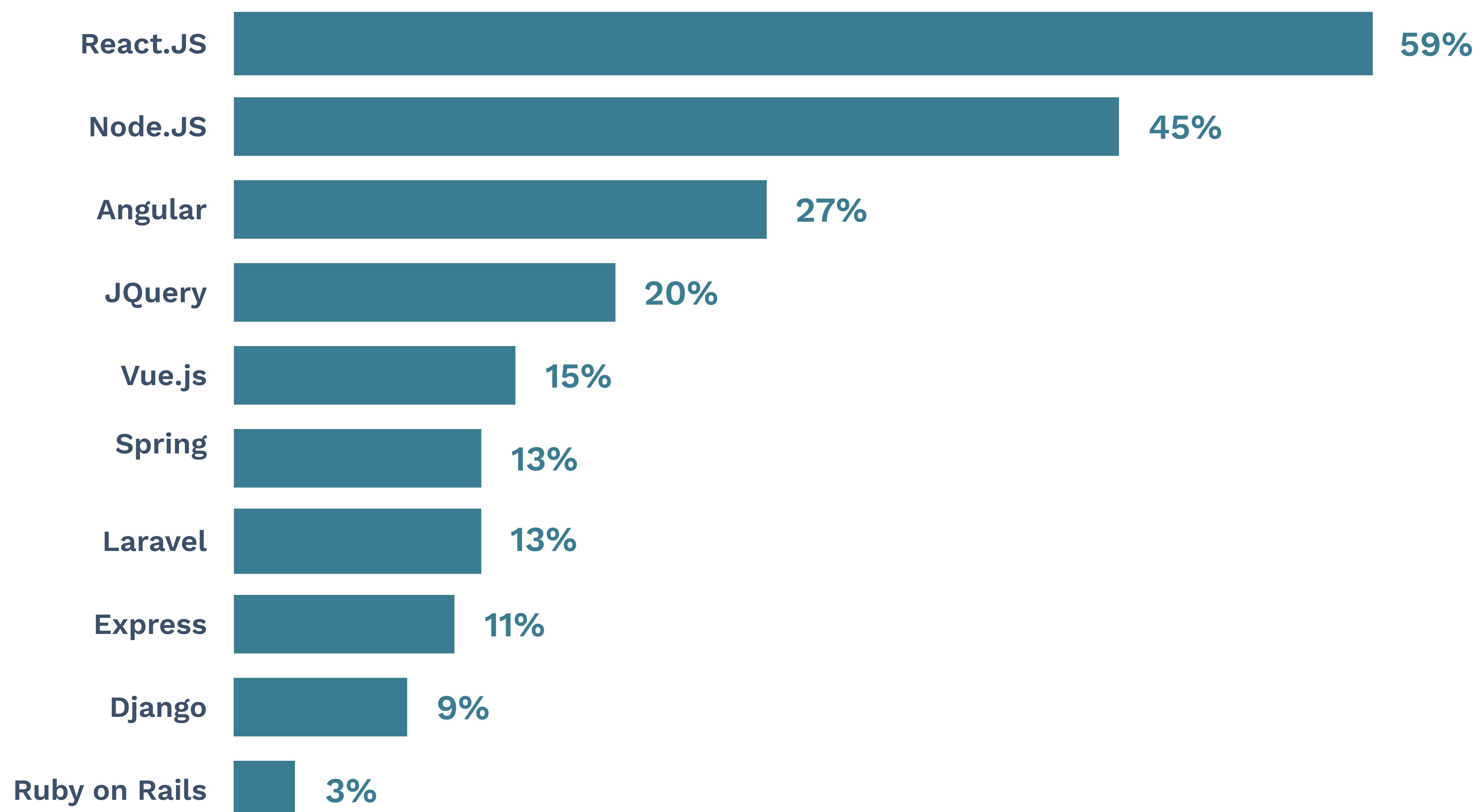
Web frameworks

According to [Stackoverflow's 2022 Developer Survey](#), the top two technologies used by developers globally are React.js and Node.js.

The top two technologies represented in Revelo's network are also React.js and Node.js. Other technologies/frameworks that Revelo's talent network have expertise in and have significant overlap with Stackoverflow's list are listed below.



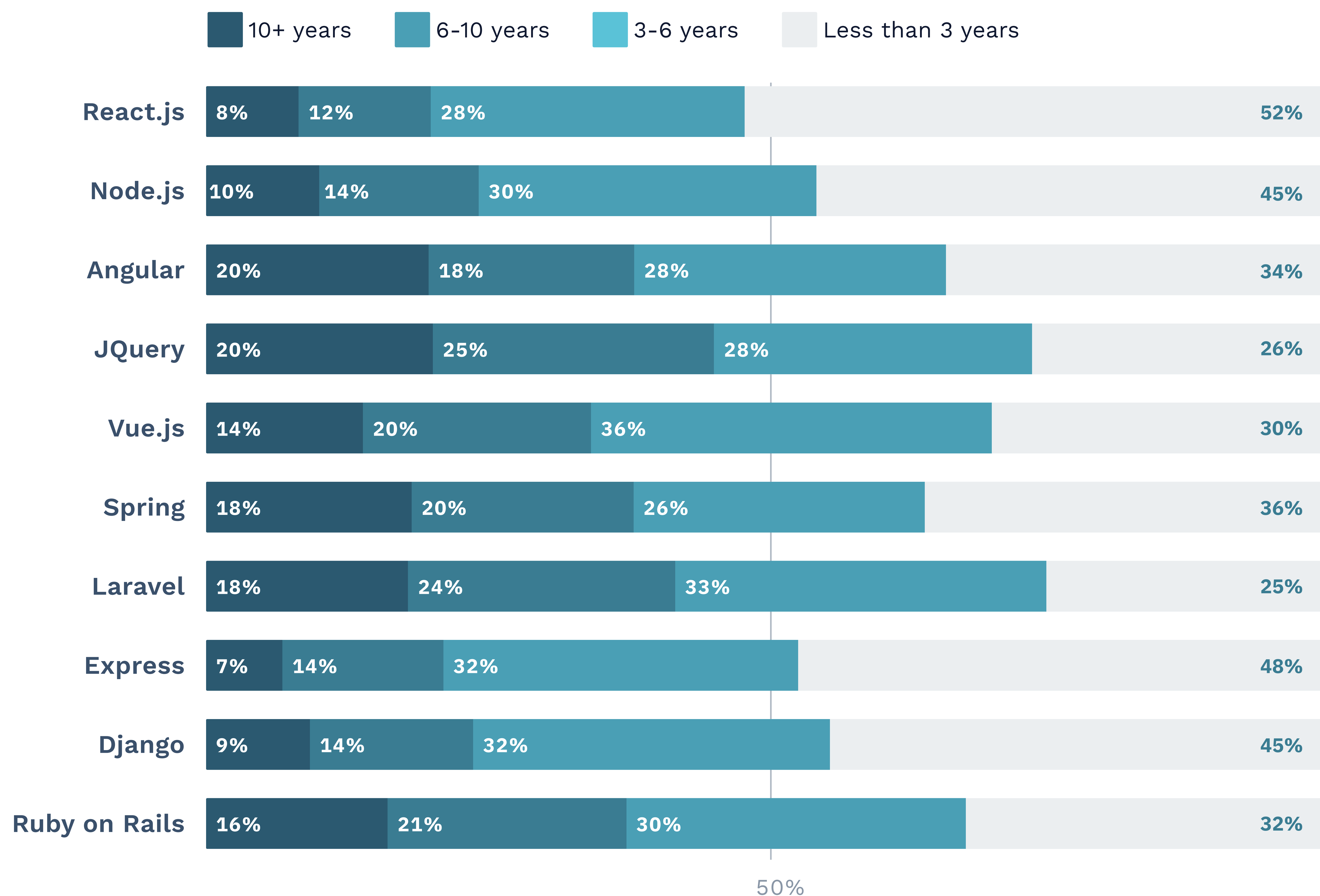
Web developers with in-demand expertise



Seniority of developers that use each web framework

The demand for experienced professionals is high for US companies. Out of 77K full-time, remote software engineer roles posted on LinkedIn we looked at in August 2022, 45.5k (60%) required seniority beyond entry-level. Seniority is important for US companies and this is where Latin American tech talent shines: More than half of the tech talent proficient in the most sought-after web frameworks has more than 3 years of development experience. See details below.

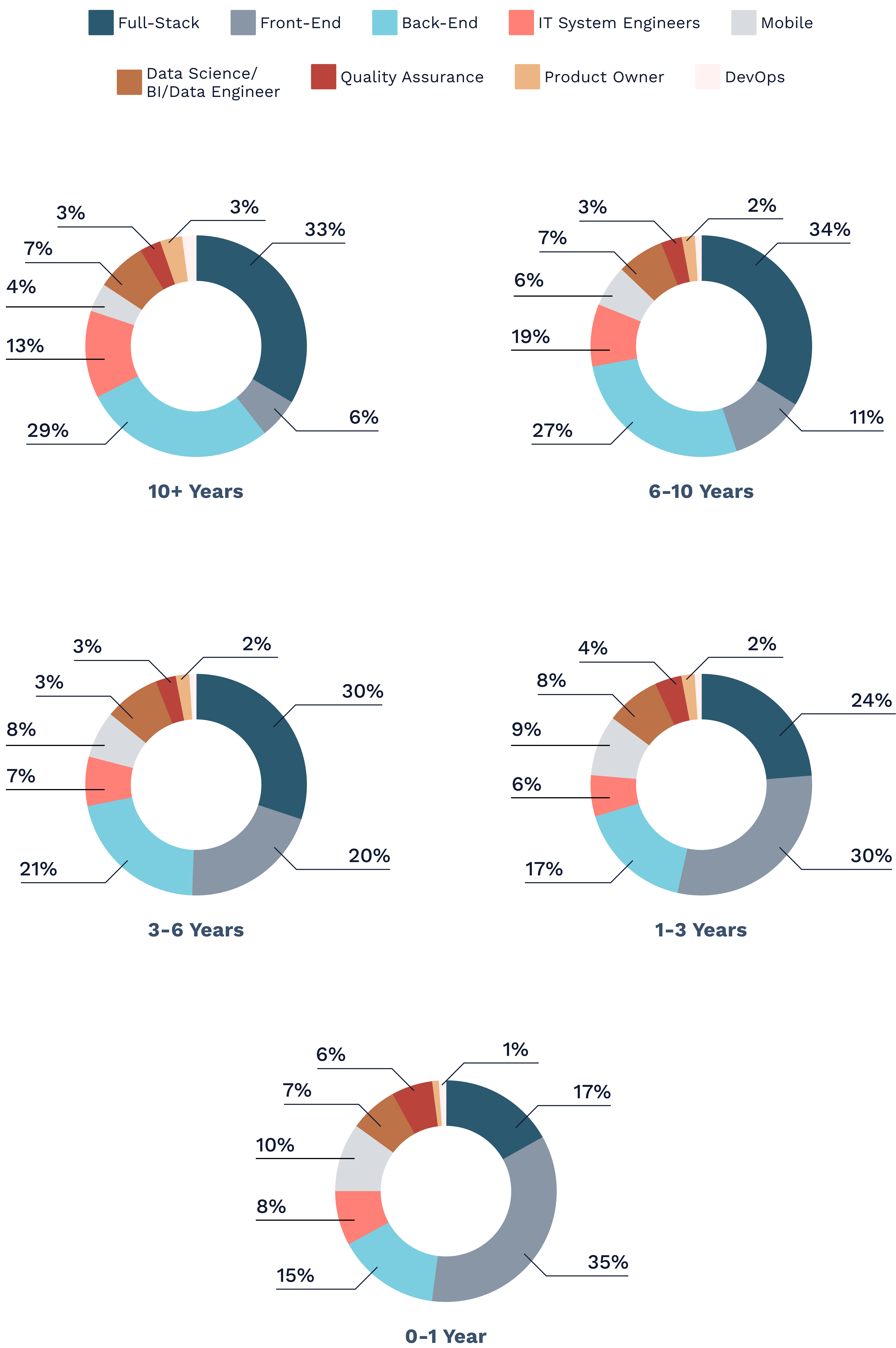
Framework by years of developer experience



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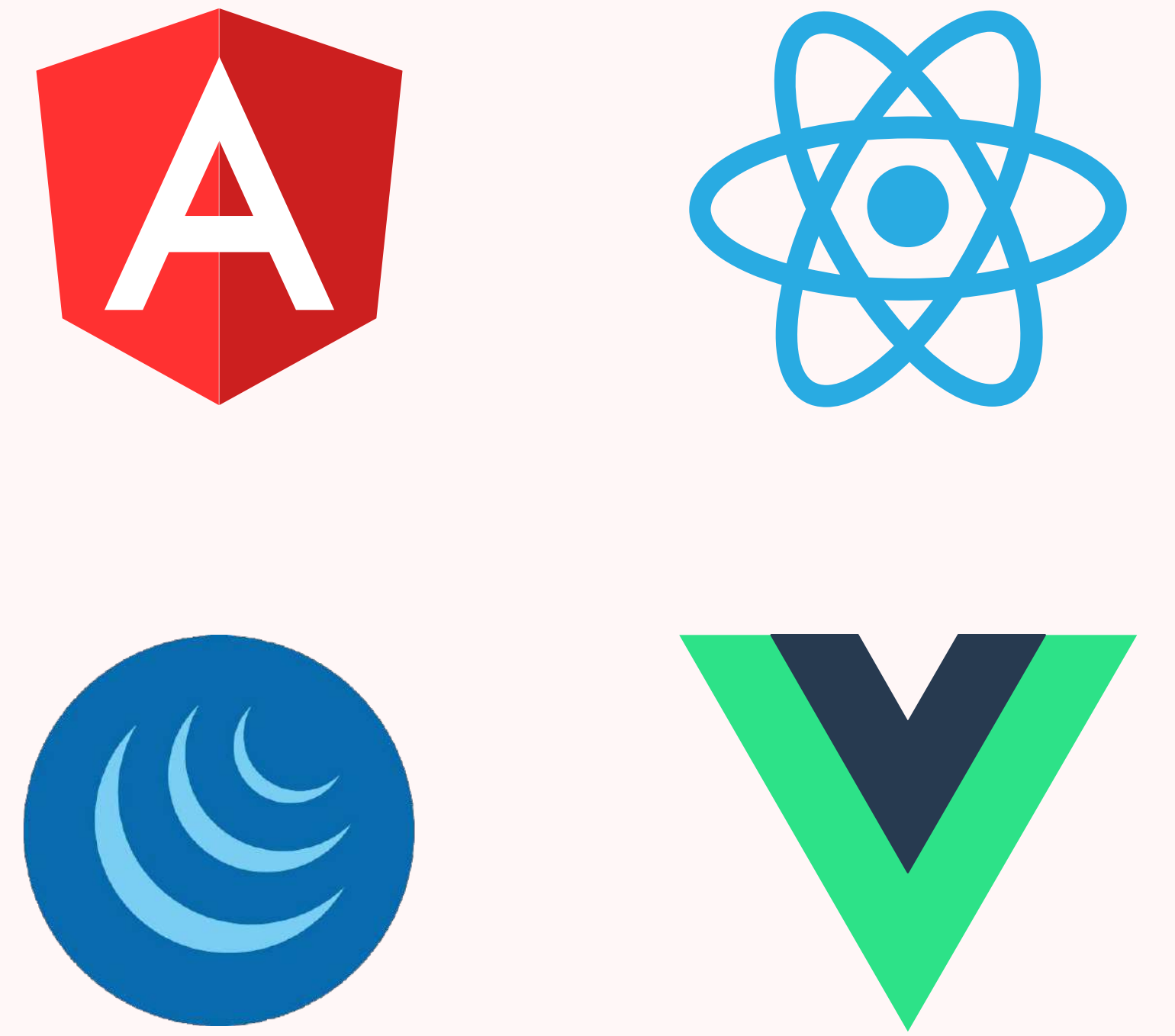
We would like to call out Ruby on Rails, in particular. 75% of positions posted on LinkedIn for this particular framework are beyond entry level and Latin American tech talent aligns very well with this. **68% of them have more than 3 years of experience and 38% have more than 6 years of development experience.**

Years of experience by developer role

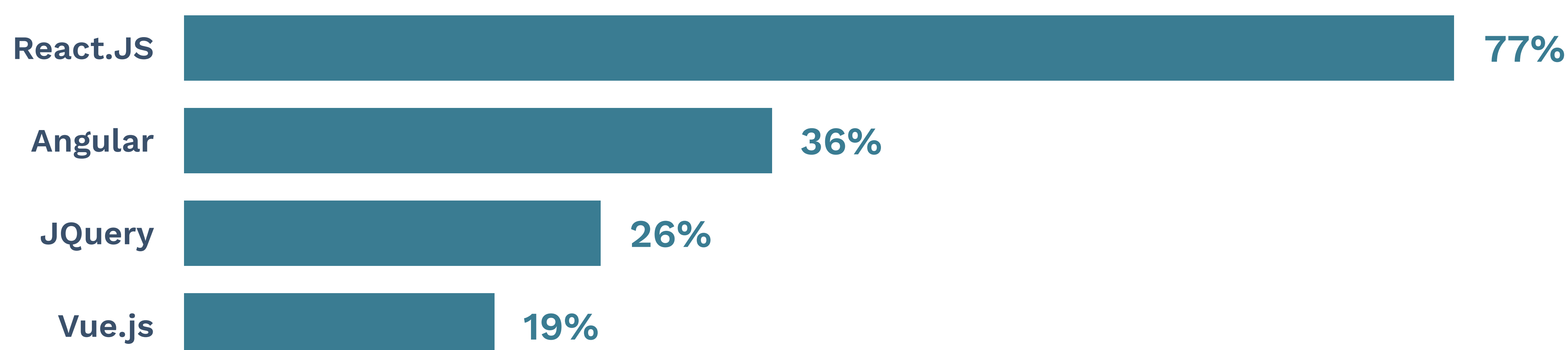


Most in-demand front-end frameworks

According to [data compiled from LinkedIn by Career Karma](#), React.JS, Angular, JQuery and Vue.JS are the top 4 in-demand and popular web frameworks in the US market. Latin American tech talent also reflects the same pattern. React.JS is the most popular framework among developers in Revelo's network with 77% of front-end developers being proficient with it, followed by Angular and JQuery.



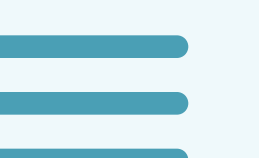
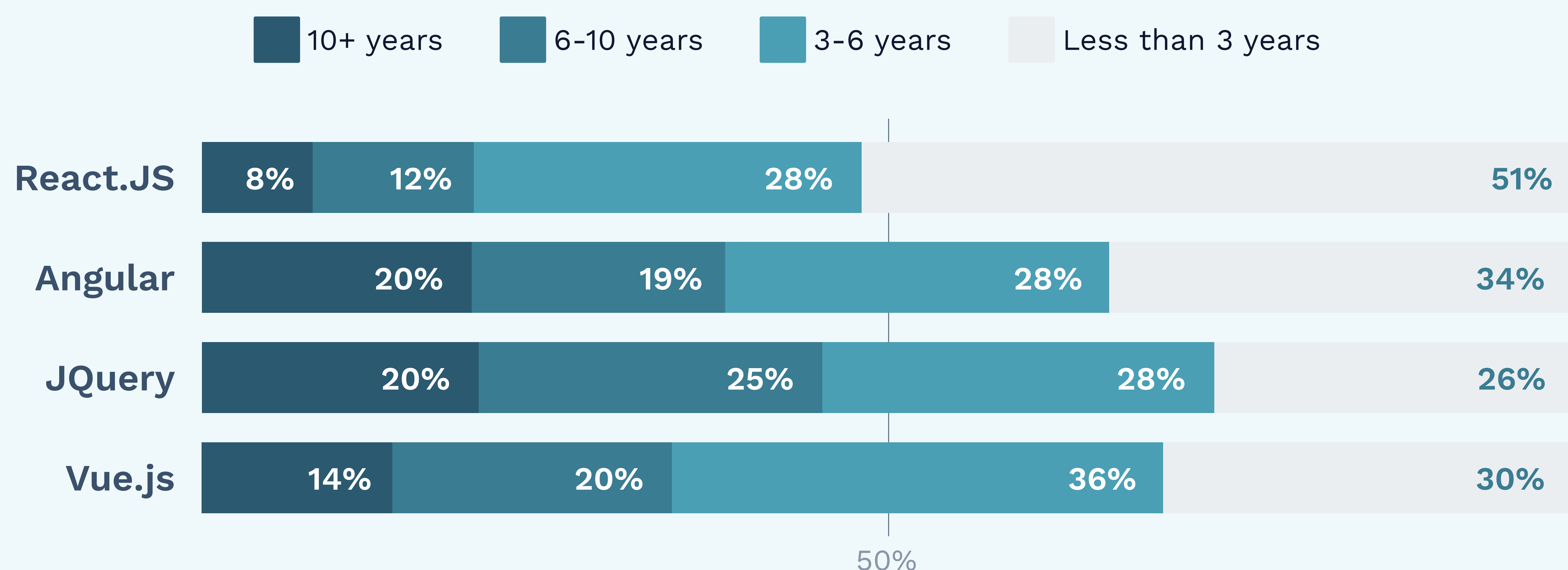
Front-end developers with in-demand expertise



Front-end developer seniority

In Aug 2022, 12k full-time, remote front-end developer job openings on LinkedIn were beyond entry-level, representing 80% of all jobs posted on LinkedIn for this role in the US. Majority of tech talent demand is concentrated on experienced professionals and Latin American talent aligns well with that with a high volume of talent with more than 3 years of experience in their career. Moreover, Latin America also has a significant number of tech professionals with more than 6 years of development experience.

In-Demand front-end frameworks by years of developer experience



Most in-demand back-end frameworks

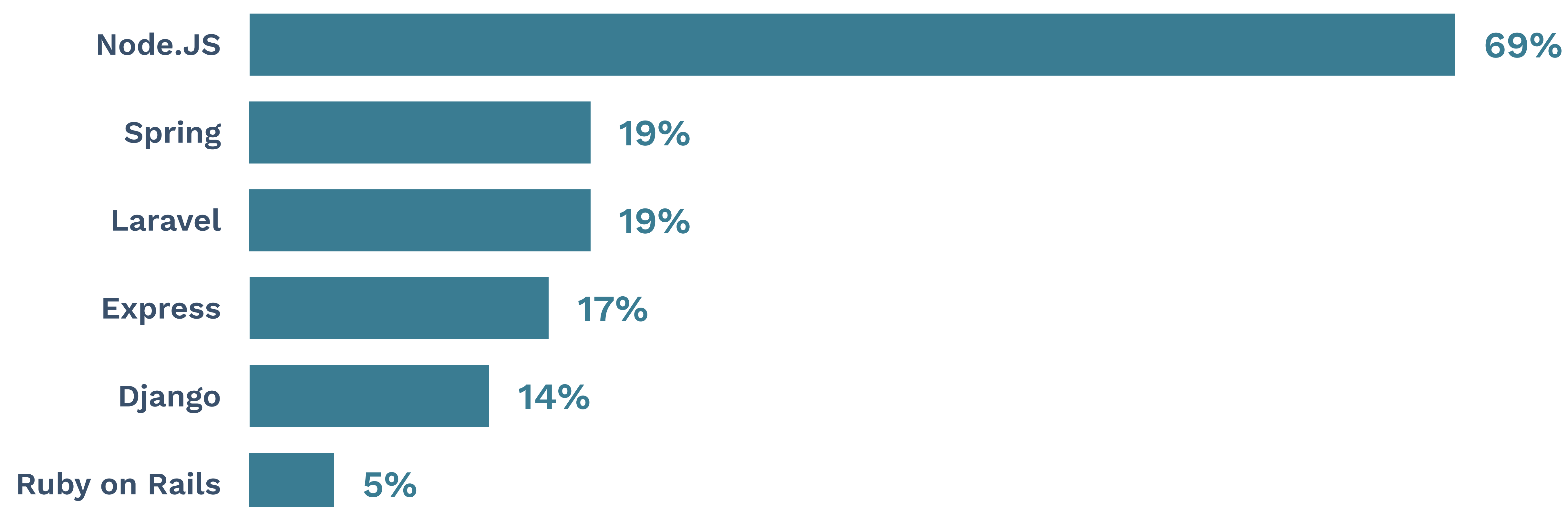
According to Career Karma's [analysis of job postings](#) on LinkedIn, number of repositories in Github search and question threads on Stack Overflow, the top in-demand and popular Backend frameworks were:

1. **Node.js**
2. **Spring Boost**
3. **ASP.NET**
4. **Rails**
5. **Django**

These are followed by other frameworks such as **Nexst.js**, **Laravel** and **Express**.

Revelo's data shows that Latin American tech talent follows the US trend. Node.js and Spring are the two most popular backend frameworks among developers, followed by other top frameworks as shown below.

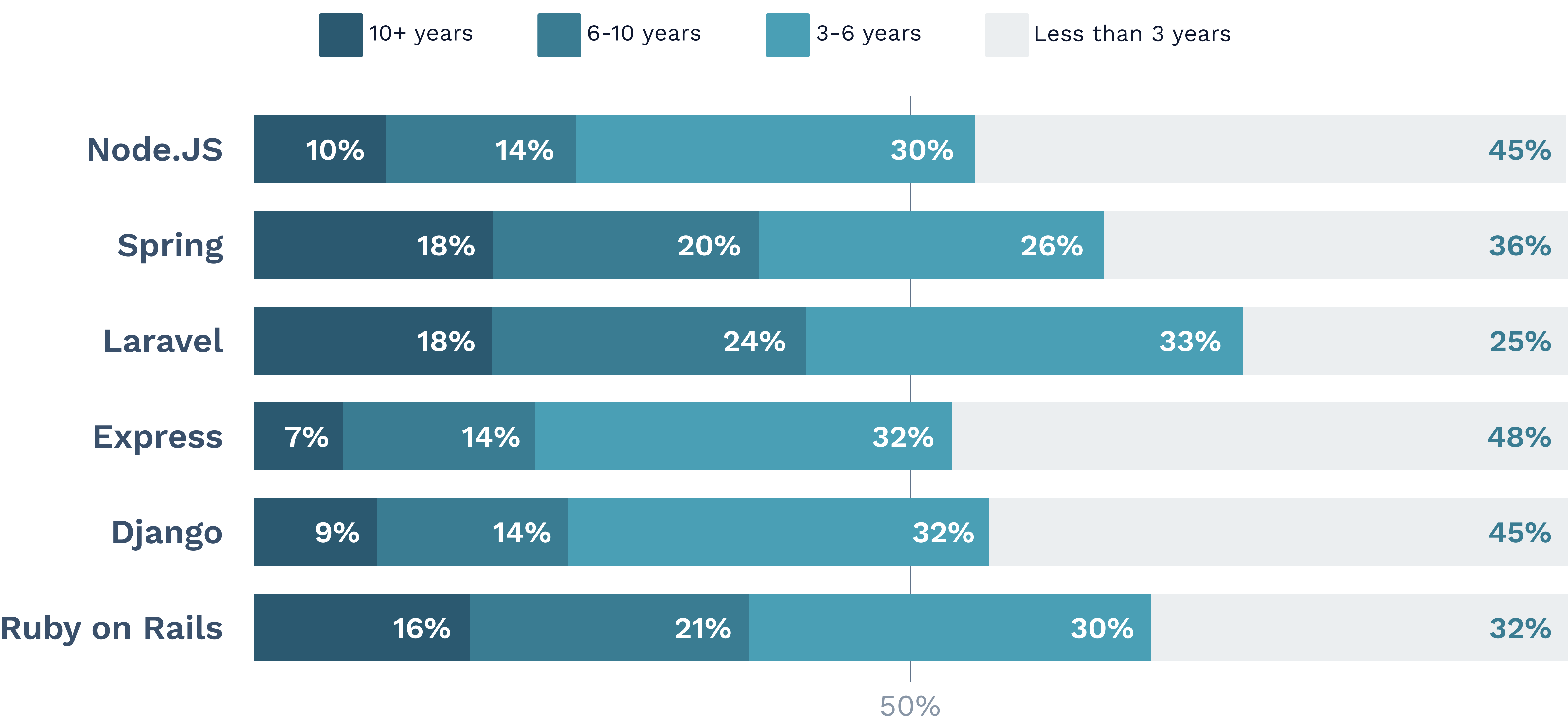
Back-end developers with in-demand expertise



Back-end developer seniority

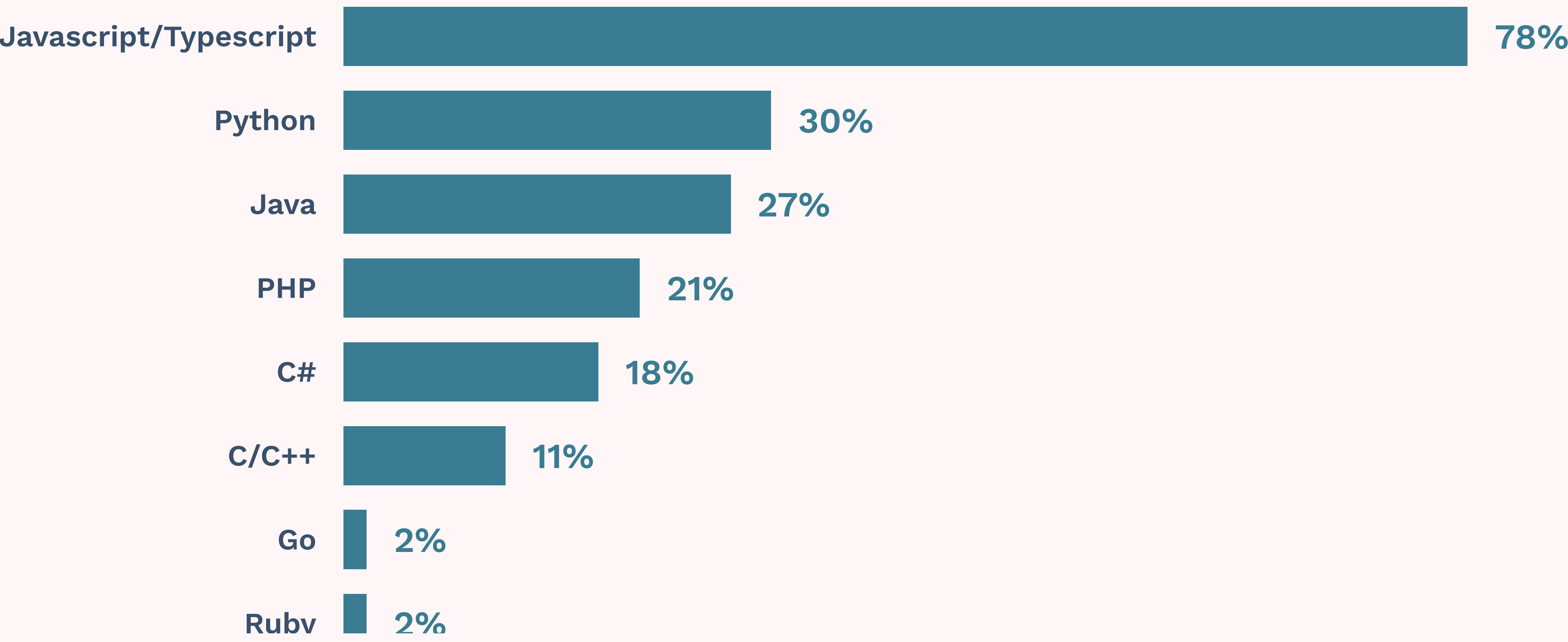
Seniority of back-end developers in Latin America shows its maturity and competence in meeting technological needs in the US tech industry. Revelo's data shows that the majority range have over 3 years of development experience.

In-Demand backend frameworks by years of development experience

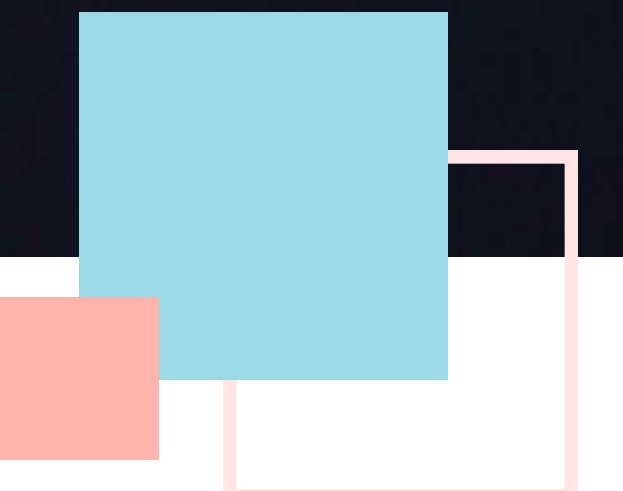


Top 8 programming languages

Latin American developers are skilled in the 8 most popular and highly in-demand programming languages, namely, Java, Python, JavaScript, PHP, C#, C/C++, Go, and Ruby according to [dev jobs scanner](#), which analyzed top sources of job postings in the US such as LinkedIn and Glassdoor.

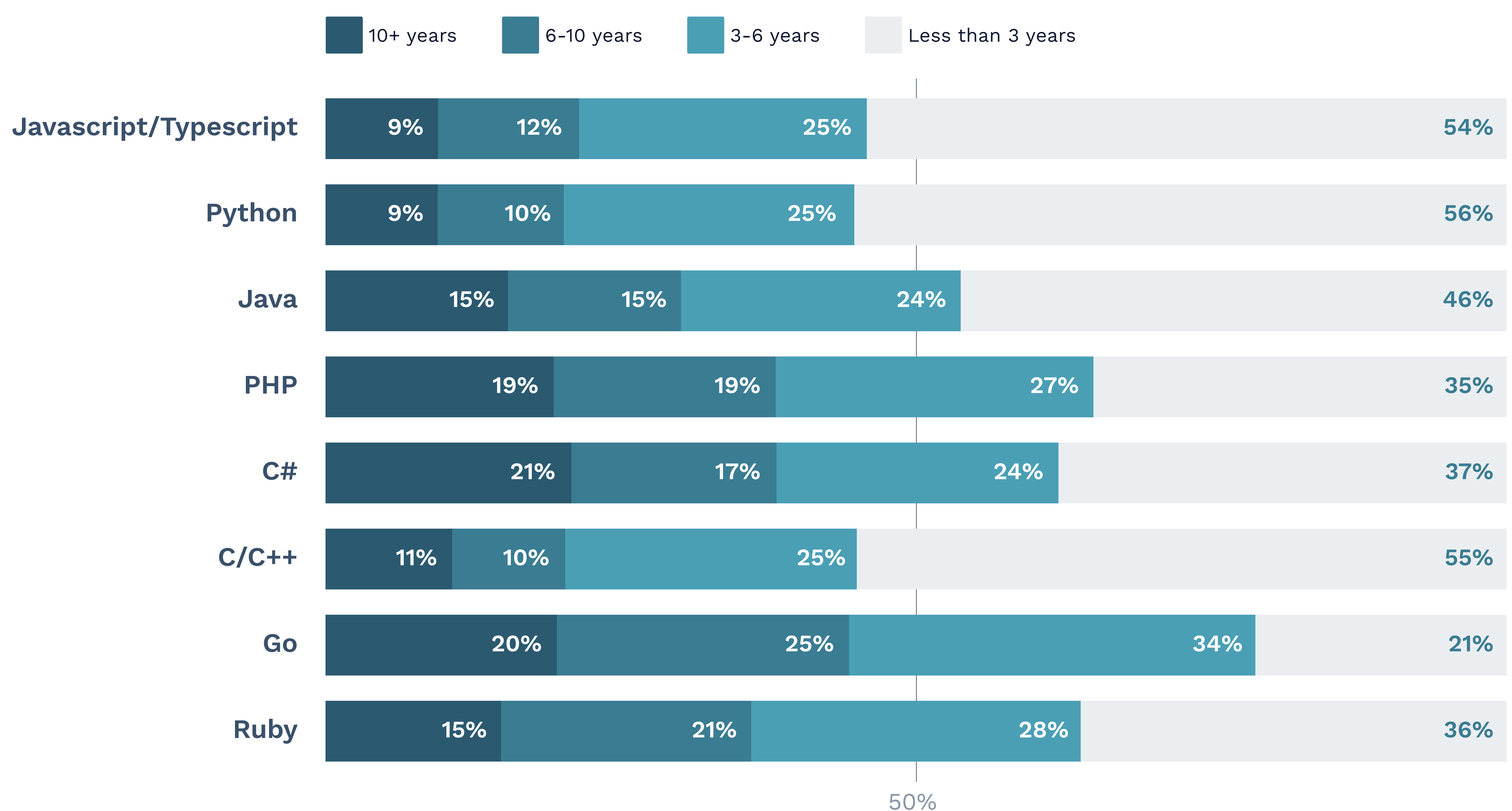


JavaScript



As demonstrated earlier in this report, experienced talent is highly sought-after in the US and Latin American tech talent can address that need. The following chart shows the distribution of talent in the top programming languages by years of career experience.

Programming Language by years of development experience





Chapter 2

English proficiency

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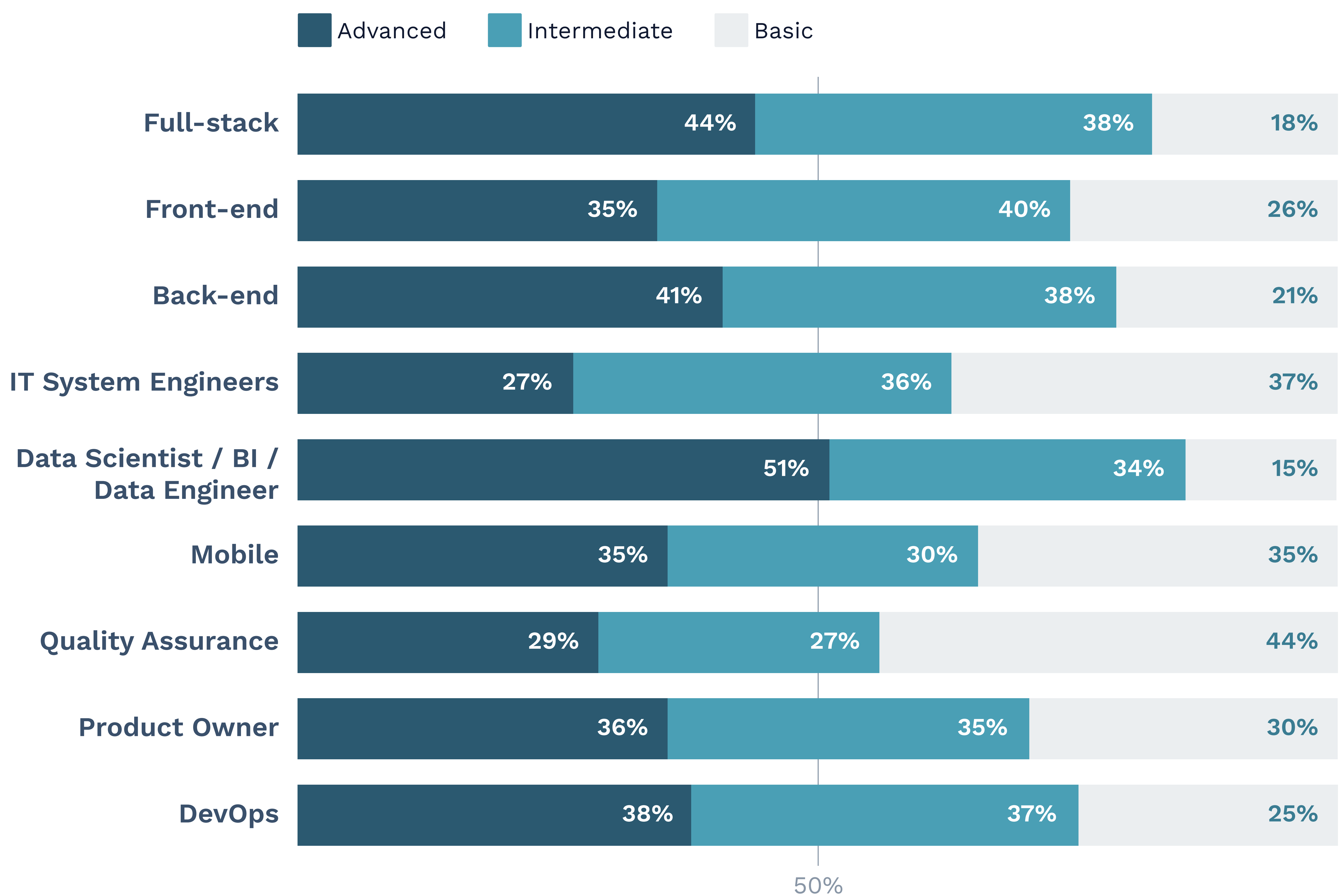
Chapter 2

English proficiency

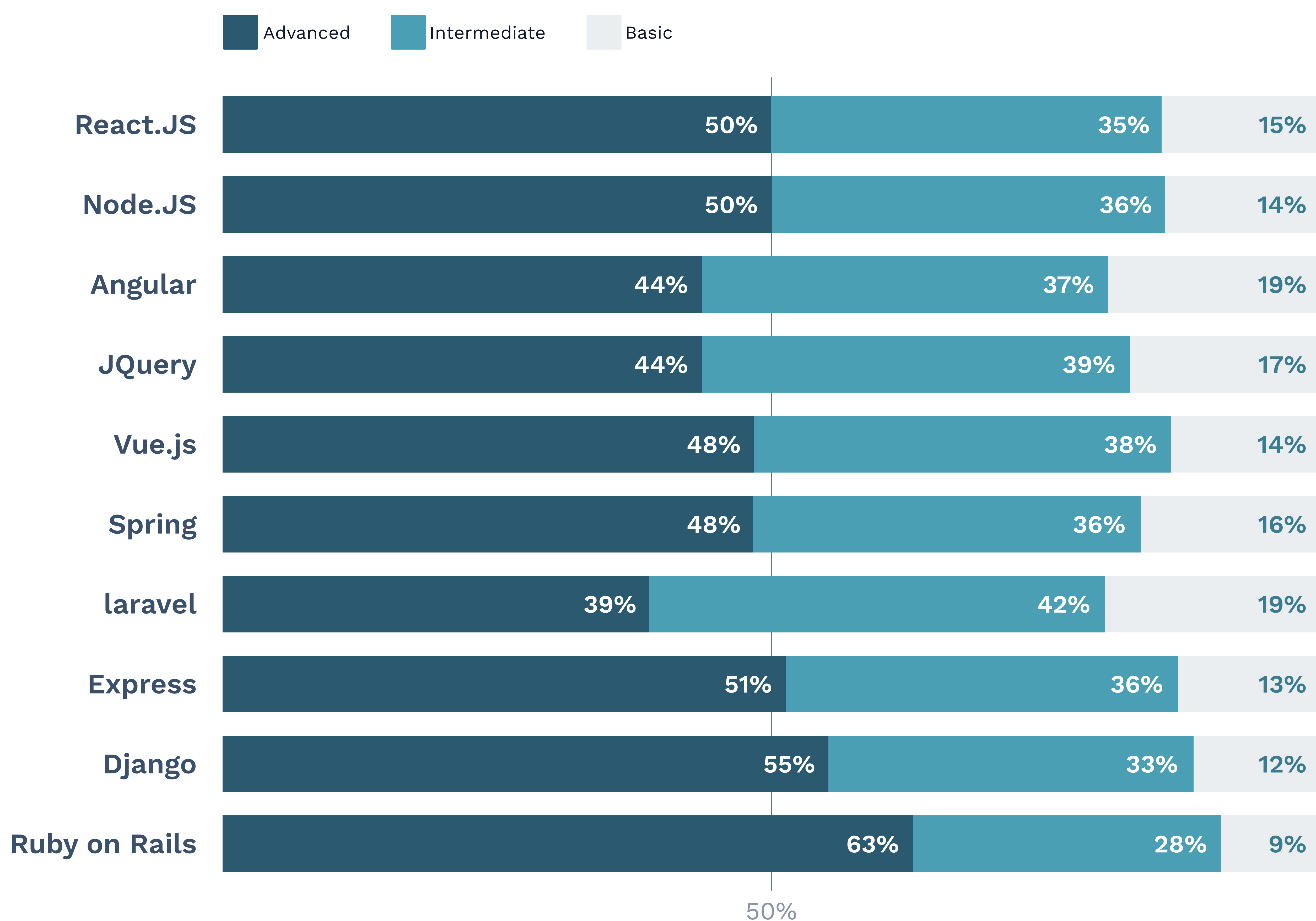
While hiring outside the United States, English proficiency becomes a key consideration in hiring decisions. This is what a recent survey of technology professionals, run by Revelo found. 70% of respondents affirmed that English proficiency is a key factor while hiring remote professionals outside of the United States.

Based on Revelo's data, more than two-thirds of Latin American tech talent has intermediate or higher level of English proficiency, with half of them having advanced proficiency in English. This indicates that they are able to communicate effectively US-based teams. Following charts provide details on the English proficiency across Developer roles, Web frameworks, programming languages, and Front-end and Back-end technologies.

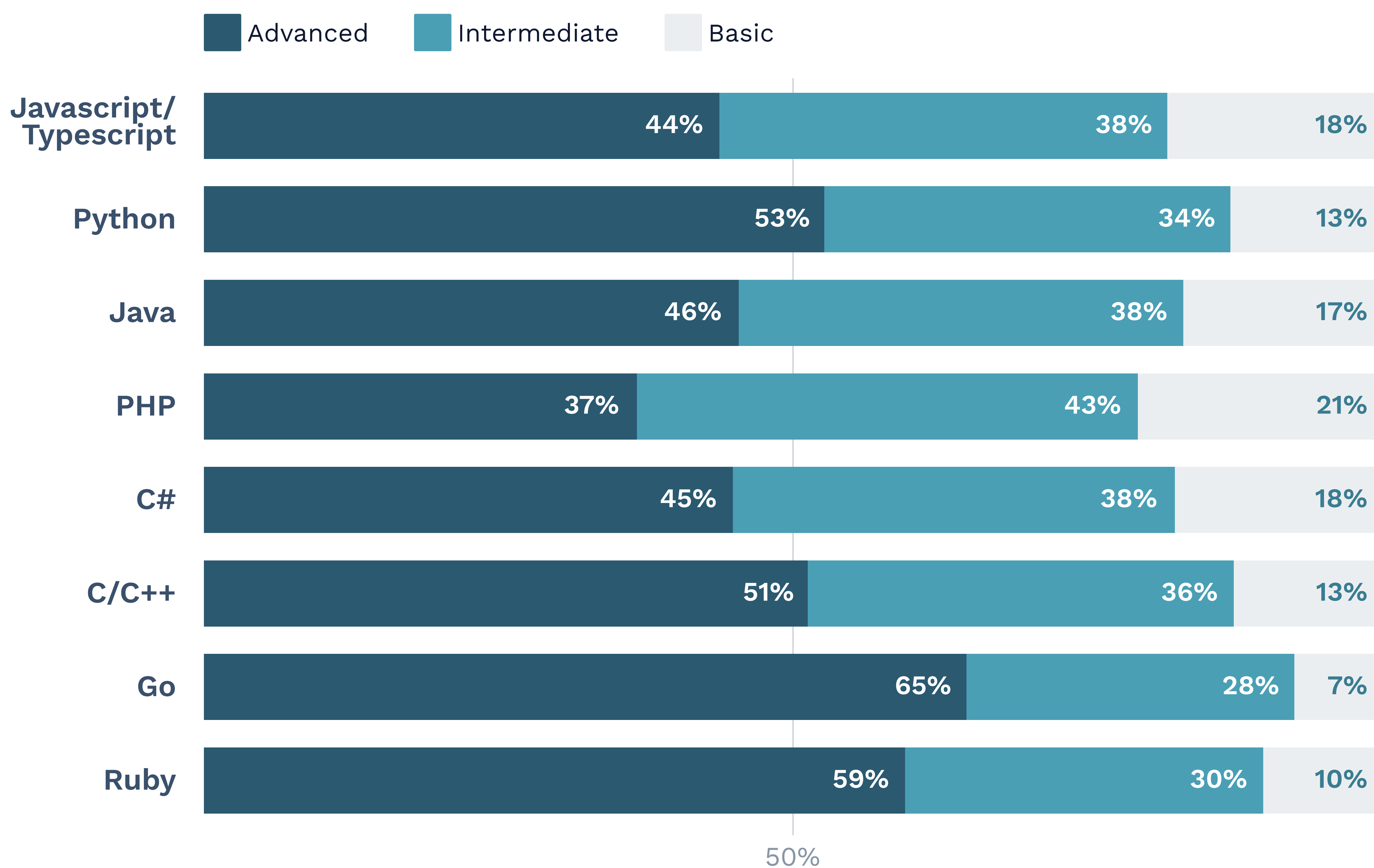
English proficiency by developer role



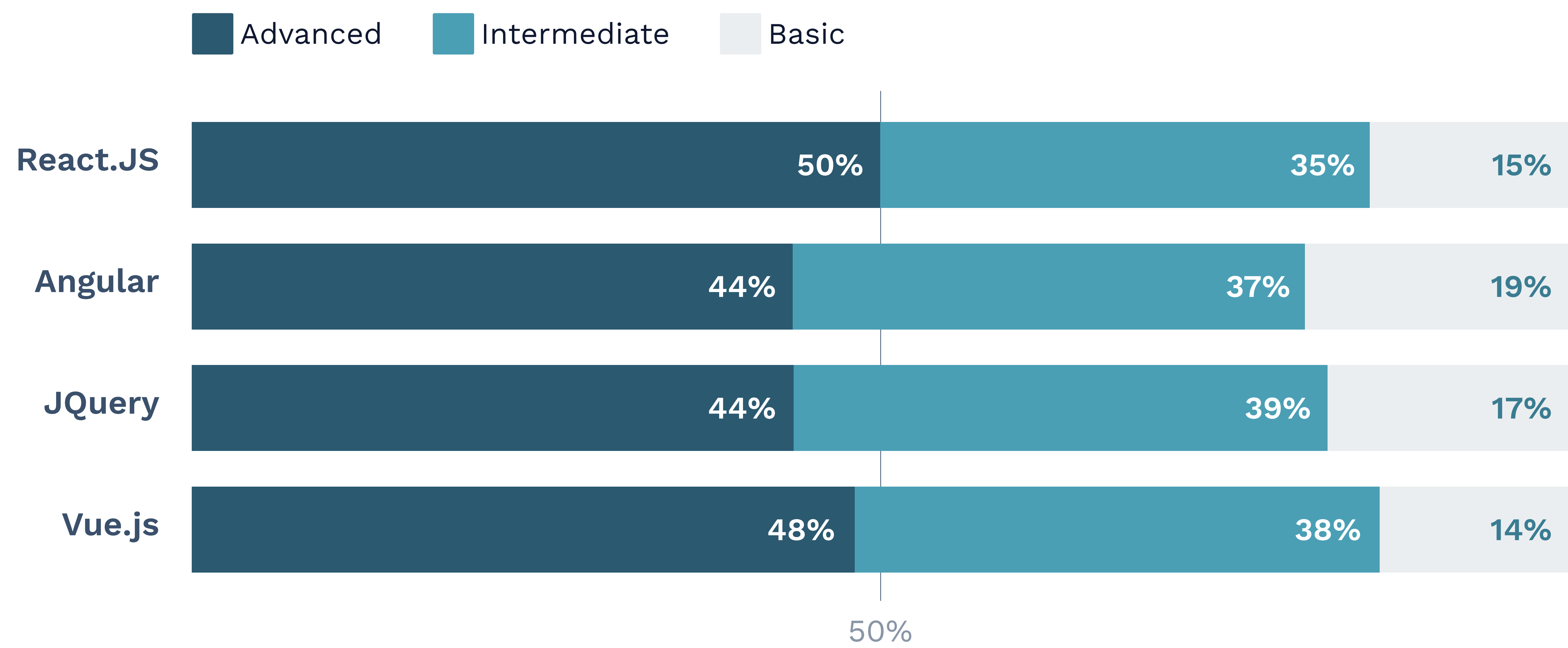
English proficiency by primary skill



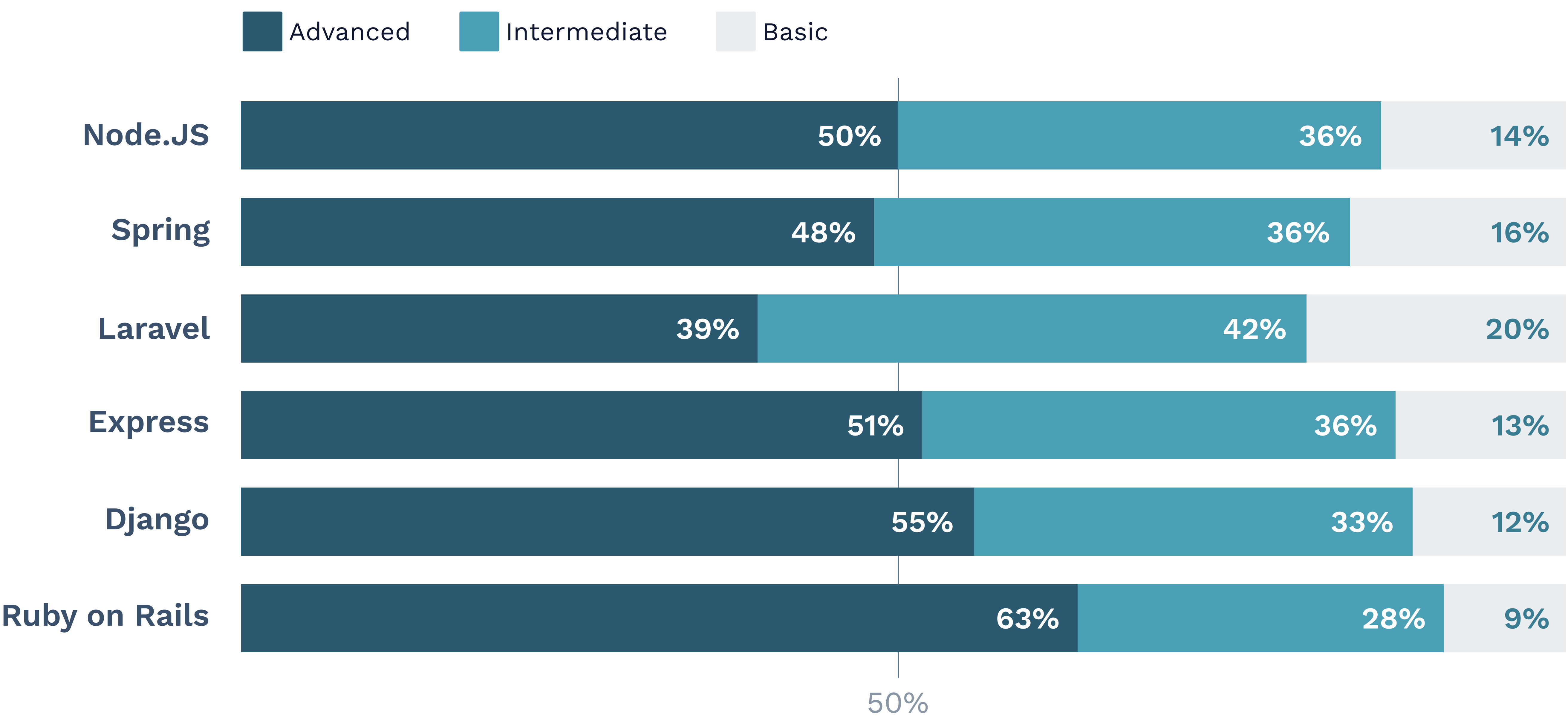
English proficiency by programming language

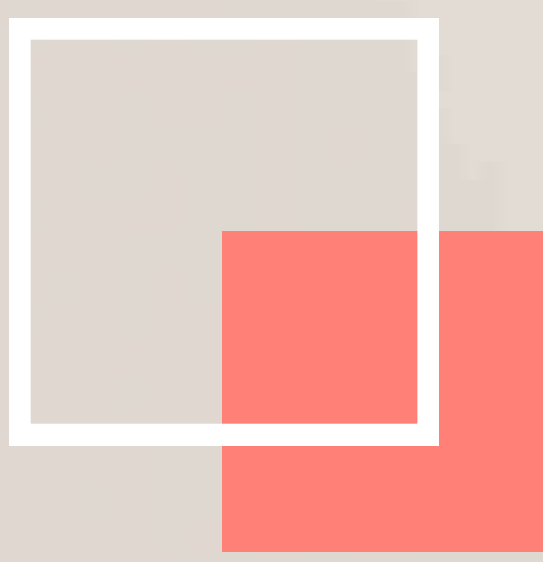


English proficiency by in-demand **front-end frameworks**



English proficiency by in-demand **back-end frameworks**





Chapter 3

Education

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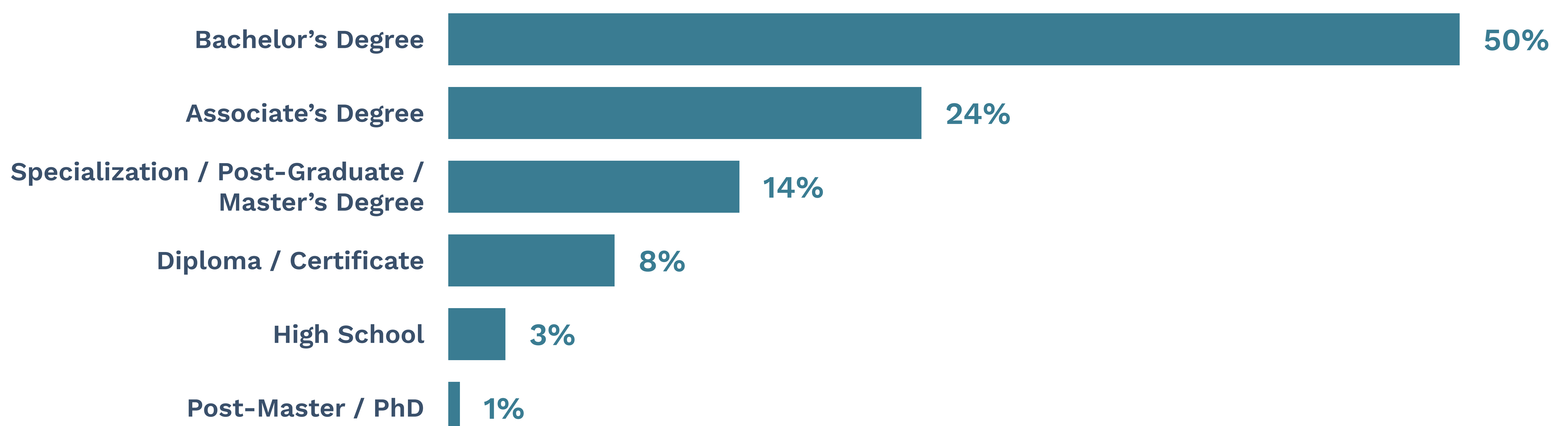
Education

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Tech talent in Latin America is not only skilled and experienced but also has formal education to back it. **The majority of professionals are college-educated.**

As many as 50% of developers have a Bachelor's degree. Another 14% have gone on to further complete specializations or post-graduate degrees. An additional 24% have at least an Associate's degree. While college education may not be the only factor in determining the quality of tech talent, the richness of the education possessed by Latin American talent certainly adds a lot of credibility to the skills and overall maturity of the talent.

Highest level of education





Chapter 4

The **time zone alignment** advantage

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The time zone alignment advantage

Time-zone alignment is also an important factor while hiring outside of the US according to [Revelo's survey](#) of tech professionals. While certain team members may be able to work asynchronously, many roles and responsibilities require teams to work synchronously. Time zone alignment makes synchronous work possible. Moreover, in a remote-first work setup, once teams are able to work in the same time zone, it really doesn't matter whether they physically reside in the same city or in a different continent.

“**Latin American developers are in overlapping time zones with the US**, allowing for seamless collaboration where remote teams share most or all workday hours with US-based headquarters.

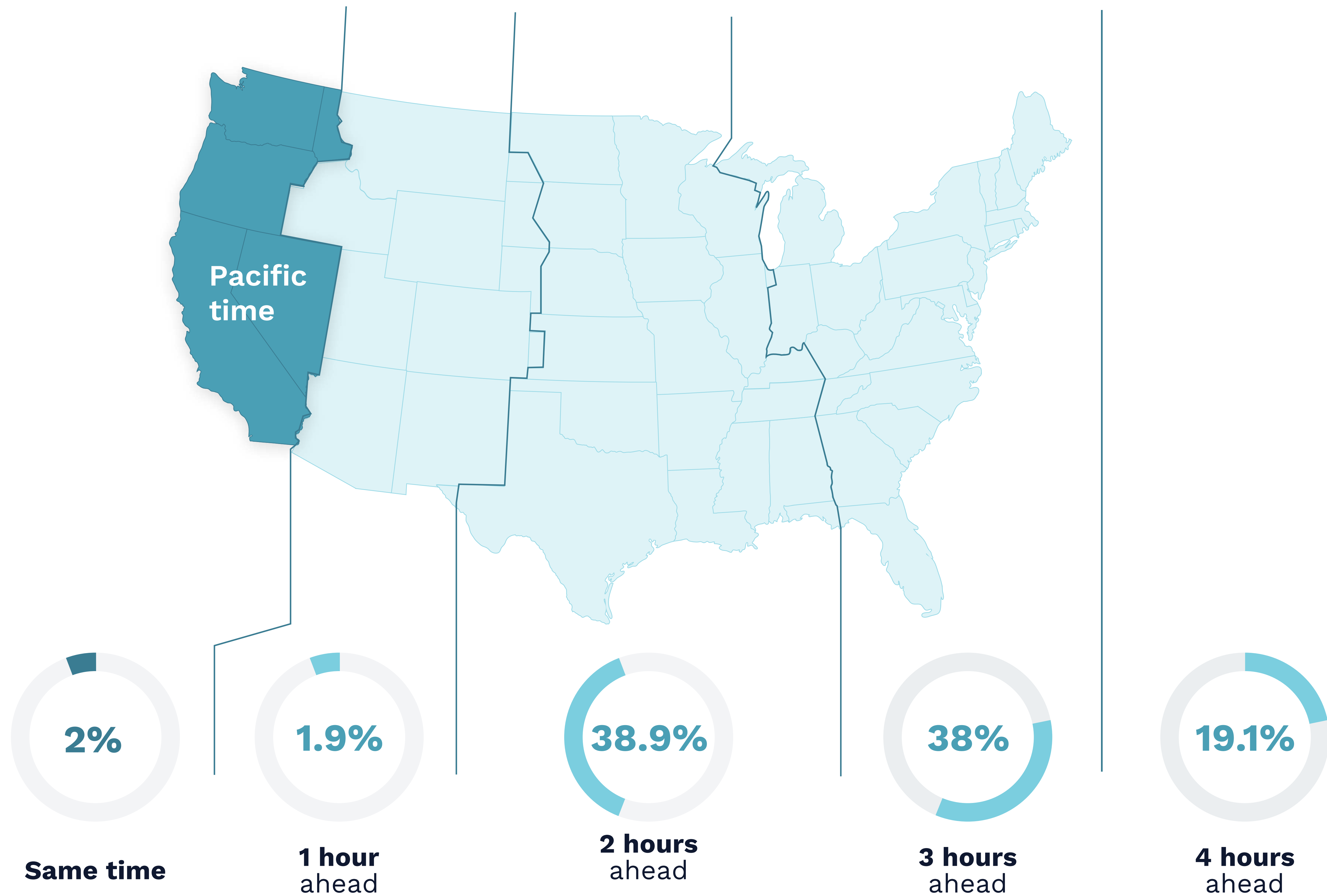
Developers by time zones

Latin America has significantly overlapping time zones with North America. US tech companies can expect practically no major disruptions in software development work caused by time zone differences when they hire tech talent in Latin America. Having the ability for various engineering and product teams to work synchronously is invaluable and leads to higher productivity and availability to address issues without delays.

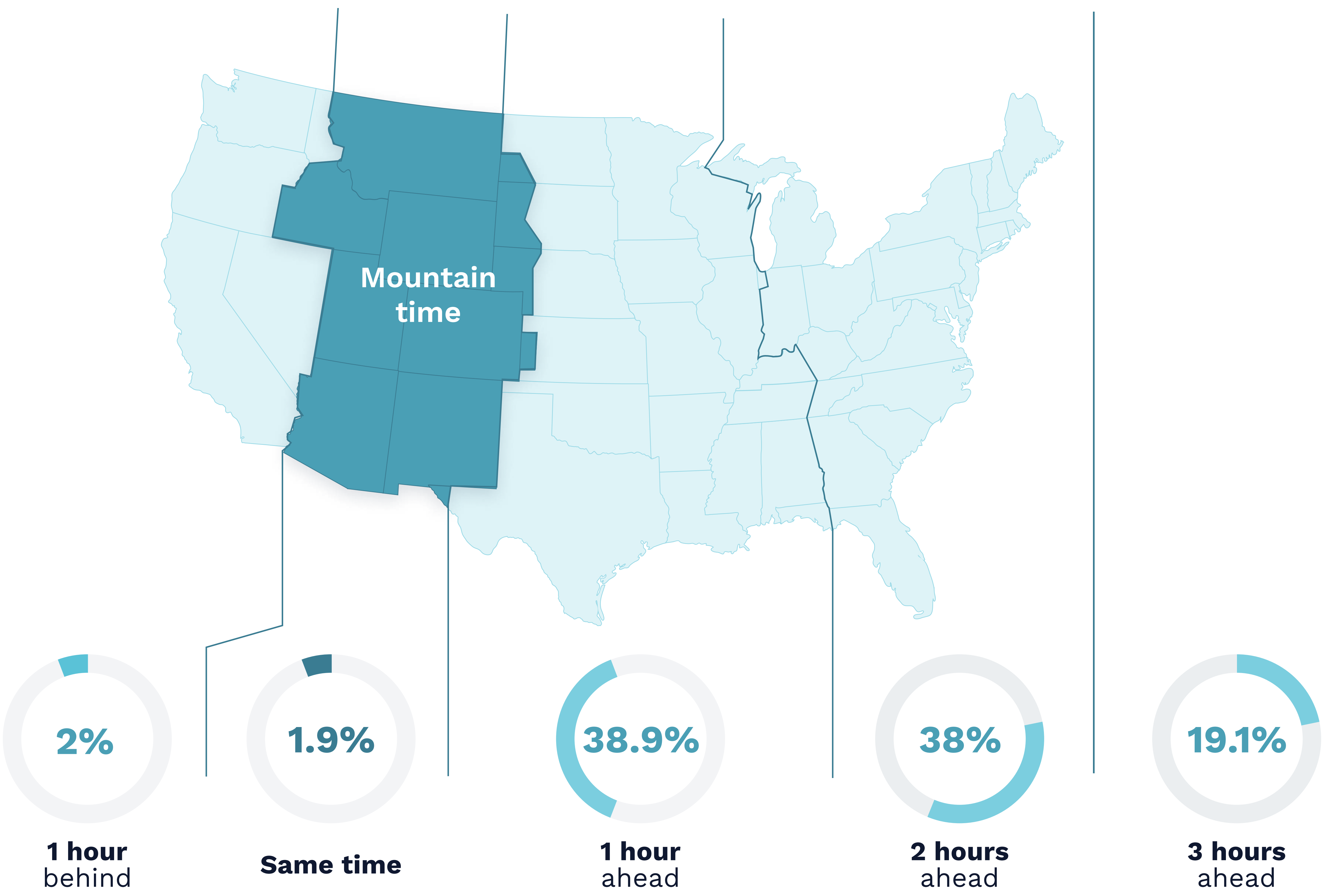
US-PT	US-MT	US-CT	US-ET	US-ET+1
<div><input checked="" type="checkbox"/> Mexico <small>(Baja Calif.)</small></div>	<div><input checked="" type="checkbox"/> Mexico</div>	<div><input checked="" type="checkbox"/> Mexico</div> <div><input checked="" type="checkbox"/> Costa Rica</div> <div><input checked="" type="checkbox"/> Panama</div>	<div><input checked="" type="checkbox"/> Mexico</div> <div><input checked="" type="checkbox"/> Ecuador</div> <div><input checked="" type="checkbox"/> Peru</div> <div><input checked="" type="checkbox"/> Colombia</div>	<div><input checked="" type="checkbox"/> Brazil</div> <div><input checked="" type="checkbox"/> Argentina</div> <div><input checked="" type="checkbox"/> Uruguay</div>



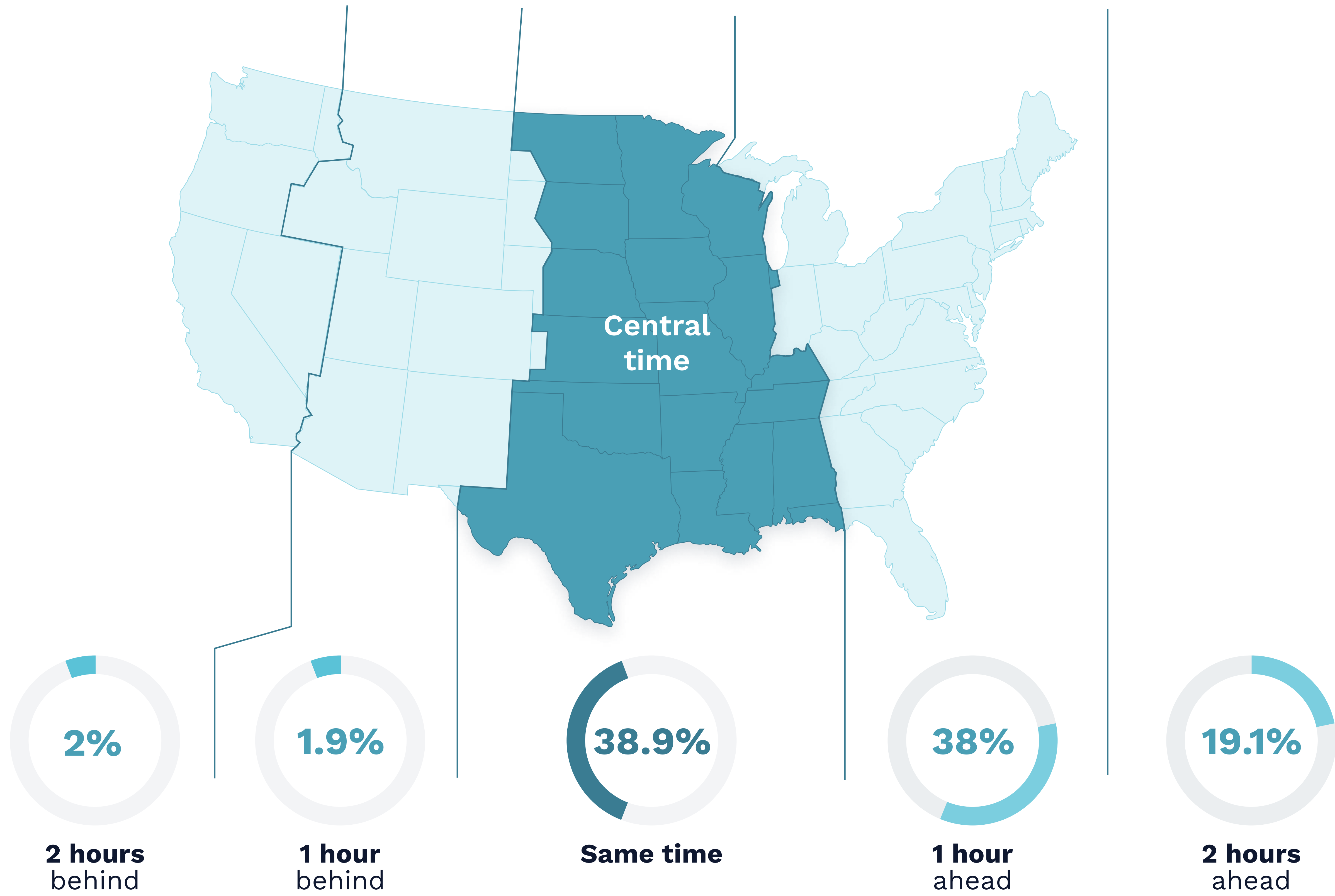
Timezone Proximity to Pacific timezone



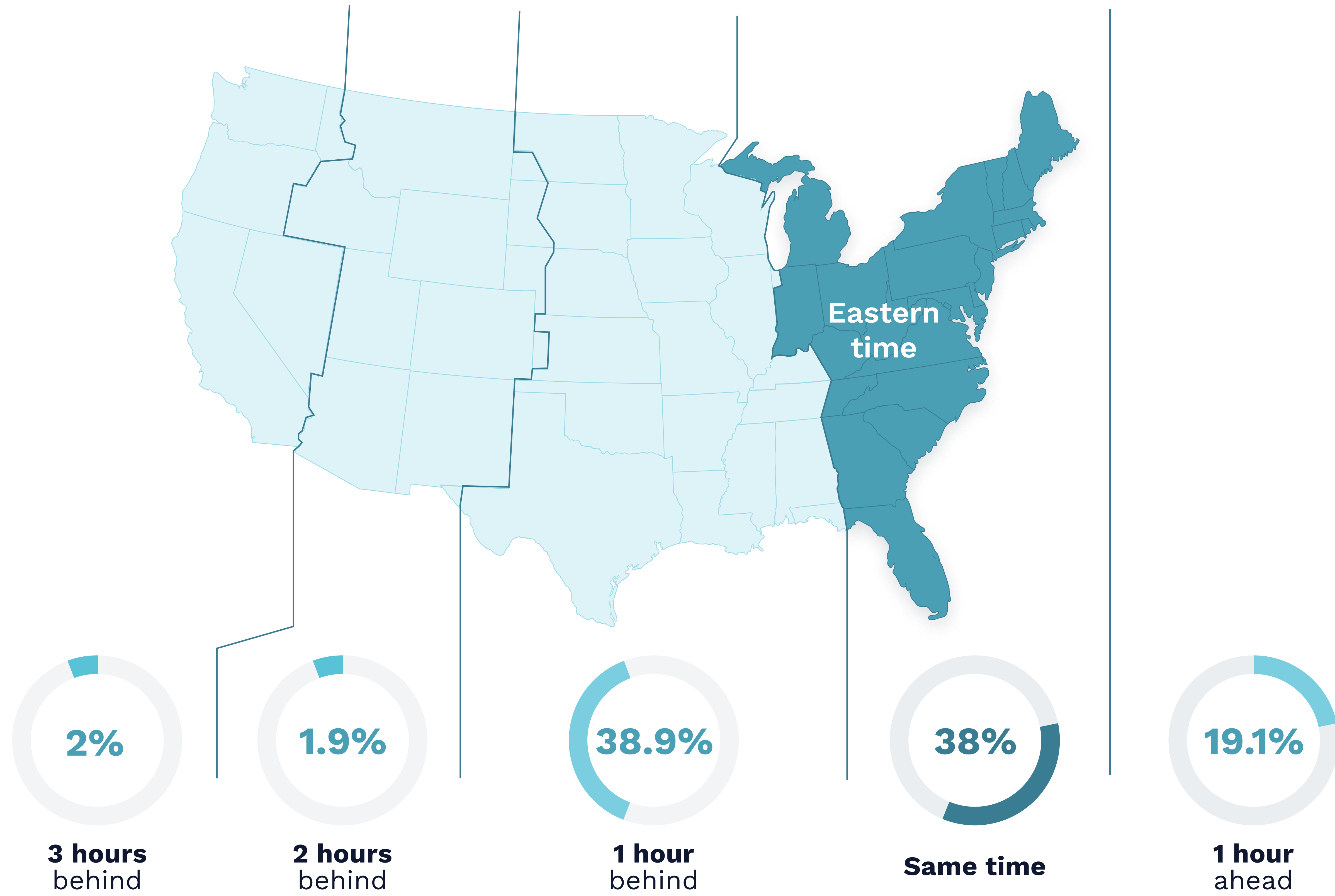
Timezone Proximity to Mountain timezone



Timezone Proximity to Central timezone



Timezone Proximity to Eastern timezone





Chapter 5

Latin America's developers are **already tapped into** US tech companies

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Latin America's developers are already **tapped into US tech companies**

Latin American tech talent is not only proficient in English and time zone aligned, but many have already worked for some of the biggest American tech companies.



Some North American tech companies where **Latin American developers in Revelo's network have worked** at

amazon

 Microsoft

 Apple

 CISCO

facebook

Google

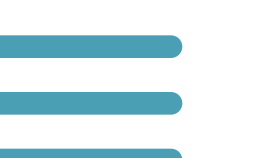
 PayPal

 salesforce

Uber

 shopify

ORACLE





Chapter 6

Brazil's tech industry is a force of its own

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Brazil's tech industry is a force of its own

“

In recent years, **Brazil has become Latin America's major technology hub.** Latin America is increasingly becoming a key region for tech talent, and within Latin America, **Brazil is leading the pack.** US tech companies can take advantage of this trend.

Revelo Engineers with experience working at Brazilian Unicorns

As stated previously, [data from Statista](#) reveals that Brazil is currently among the top 10 unicorn hubs in the world. The country joins world leaders such as the US, India, and China in the unicorn club.

According to [data from CB Insights](#), the country is home to 17 unicorns in 2022, and its tech industry is growing rapidly. Brazilian unicorns exist in various industries, from fintech and e-commerce to logistics, edtech, and gaming. These start-ups are helping in transforming the Latin American economy and are playing a major role in the region's digital transformation.

Revelo's developer network features Brazilian developers who have worked at these unicorns:

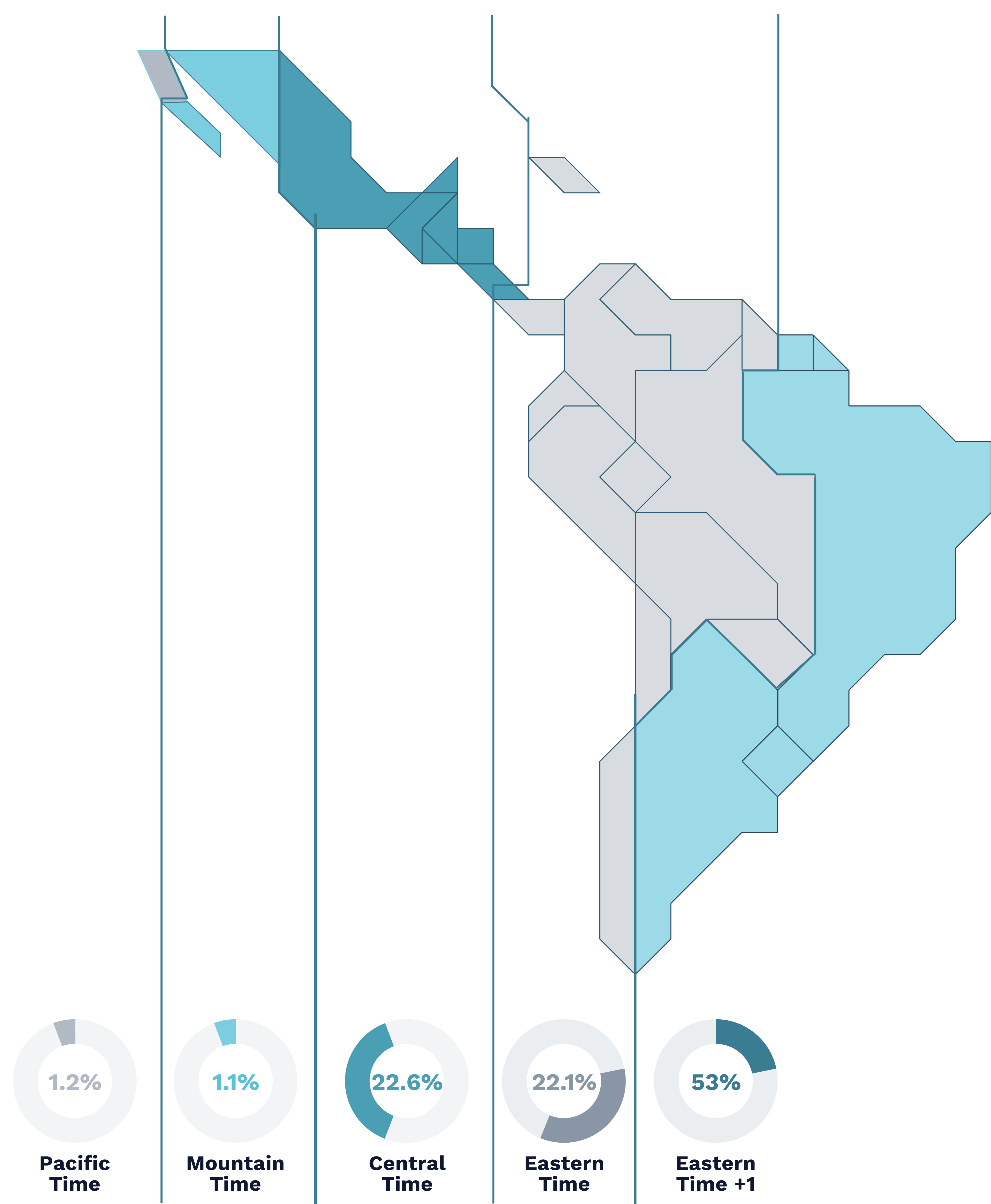


Brazilian developers have significant overlap with US time zones

Most Brazilian developers are only ahead of the US’s Eastern Time zone by one-hour, meaning that Brazilian developers can easily work within the same hours as their US counterparts. This is a major advantage for companies who want to have a synchronous remote team that can share the same working hours.

Brazil has a long history of producing high-quality software developers, and this reputation is only getting stronger. The US tech industry can leverage this potential to augment its capacity and build more efficiency and sustainability around software development in the US tech industry.

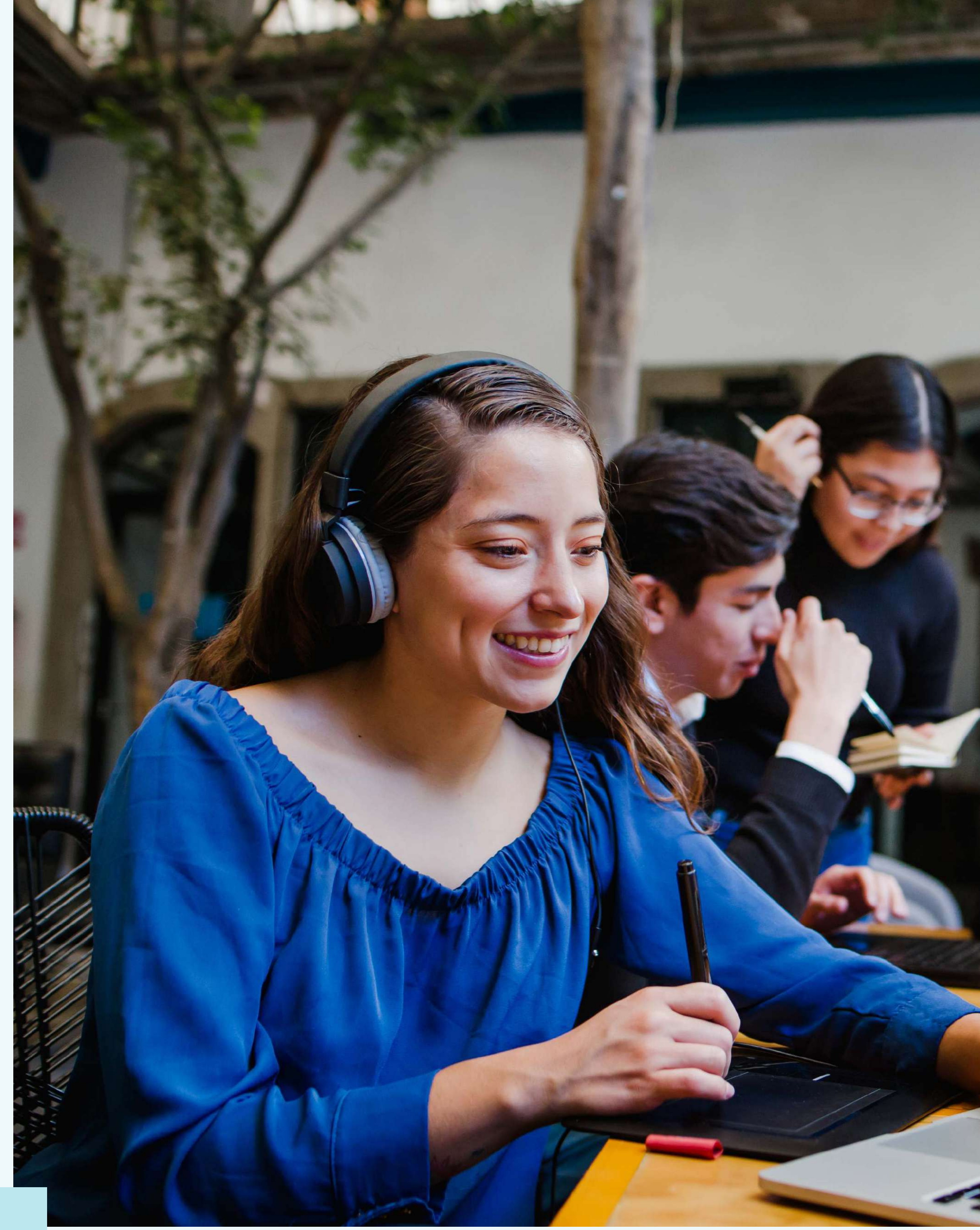
% LatAm developers timezone difference by **timezone**



Conclusion

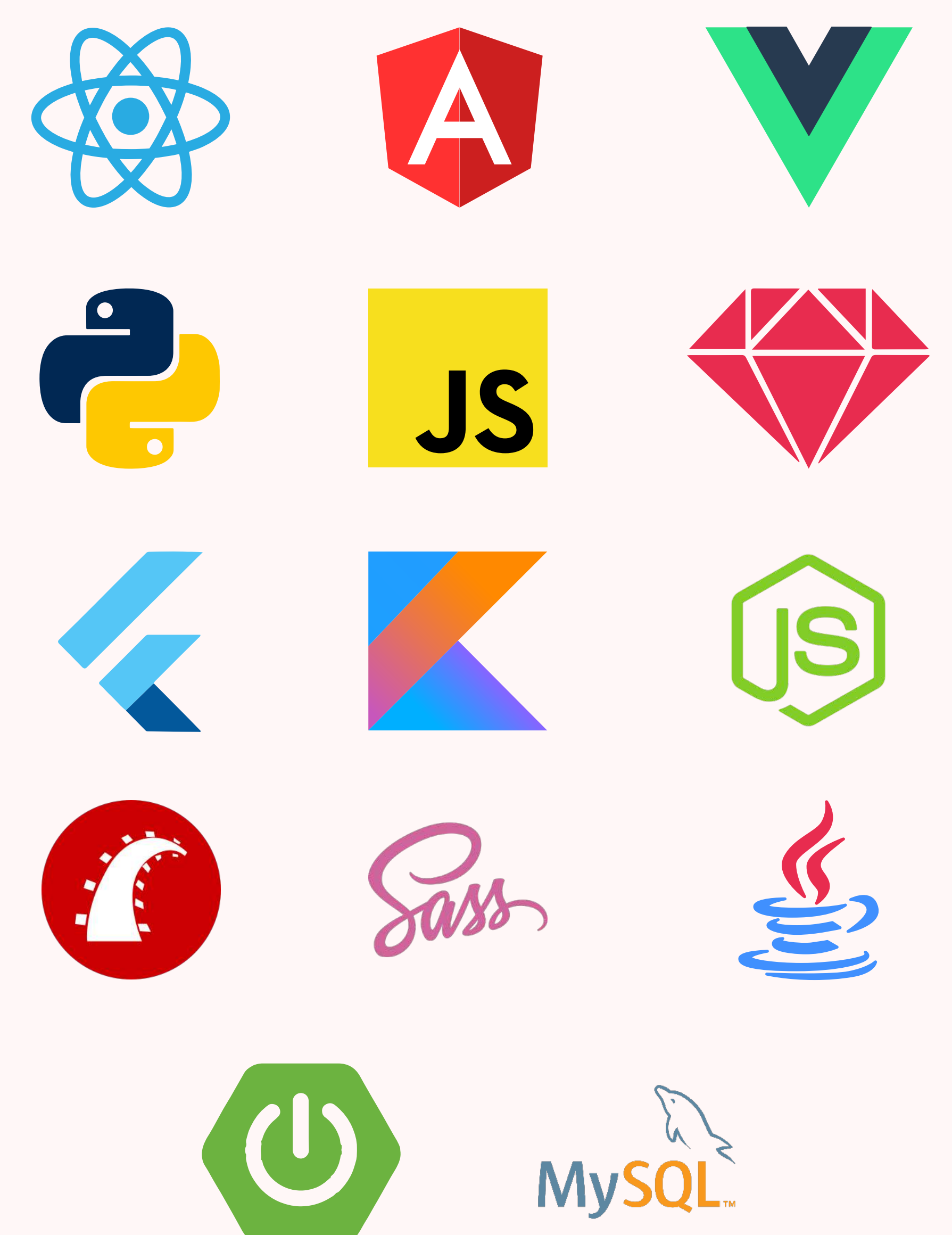
The analysis of Revelo's talent network shows that a large pool of talented software developers is available in Latin America, especially for popular programming languages and frameworks that are in demand in the US market. Companies seeking to bridge the talent gap and build high performing teams can **find mid-level and senior developers within their time zones to work remotely and synchronously with US-based teams**. Data from Revelo's talent network clearly shows the alignment of Latin American talent in terms of skills, seniority, and English proficiency requirements of the US tech industry.

Latin American Developers are well versed in various software development frameworks and languages, and can be great prospects for hard-to-fill development roles in the United States. A significant portion of developers in Latin America have senior-level experience and have a bachelors or masters degree.



Access to the best talent will be a key driver of the next wave of innovation in the US tech market. The talent shortage is not expected to relent anytime soon as the demand for software developers, and tech talent in general, continues to outpace the supply. Moreover, with remote work having become the norm, why should a company restrict itself to talent within a particular city, state or country when they can unlock global pools of incredible tech talent that is willing to, and excited about, working for tech companies that are building incredible products and making an impact.

However, hiring remote talent from global talent pools comes with its own challenges such as the complexity of managing payroll, taxes, benefits and local compliance. This has given rise to a new class of talent platforms, such as Revelo, that have reimagined hiring, staffing and staff augmentation in a remote-first world. **By applying tech-first solutions, supported by expert human touch, we are able to help companies build and scale software and tech teams within days.** A changing paradigm of the workplace requires a solution that is tailored towards it in order to extract its full potential.



About Revelo

Revelo is a technology company offering the largest online platform for US companies to hire remote software developers from Latin America. Representing a talent pool of 300,000 technology professionals, **Revelo's platform enables US companies to source, hire and manage highly qualified, English-speaking, full-time remote tech talent in the same time zone.** Revelo manages payroll, candidate benefits, taxes, and local compliance, thus providing an end-to-end, turnkey solution for sourcing, hiring, and managing hard-to-find software developers quickly and easily. With over 7,000 developers placed, Revelo has helped hundreds of companies, from startups to Fortune 500s, build and scale their engineering teams.



Why Revelo



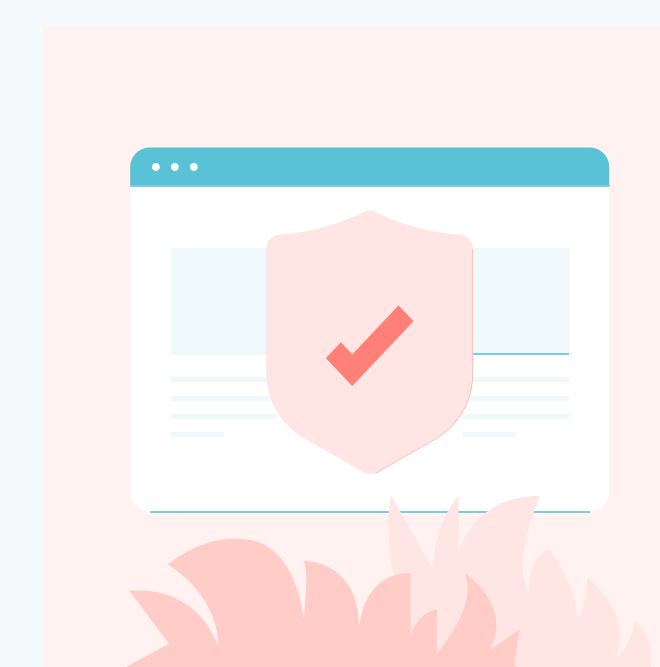
Top Quality Developers

Get access to Revelo's Latin America-based talent network of rigorously pre-vetted, English-speaking developers across 100+ skills.



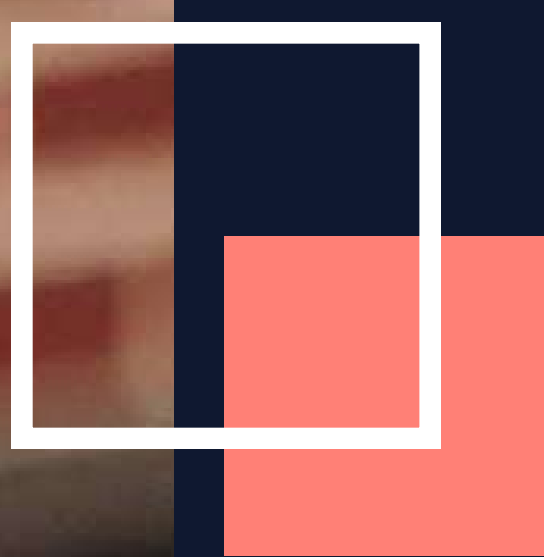
Quick time-to-hire

Our clients typically get their shortlist of expertly matched developers within 3 days, and the majority of them hire within 3 weeks.



Risk-free Trial

If for any reason you are not satisfied with your hire within the first 14 days, you pay nothing.



Hire vetted remote developers in US time zones

Find, manage, and retain top global engineering talent in one platform. Get FAANG-caliber developers with a 100% risk-free 14-day trial.

[Hire developers](#)

