

TEROS INTELLIGENCE · 2026

LATAM senior engineering salary report.

A transparent framework for comparing senior engineering compensation across Argentina, Uruguay, Colombia, Brazil, and Chile with equivalent US benchmarks.

Methodology note: figures are source-derived and normalized to a consistent USD/monthly/annual basis. Where a source publishes a senior min–max band without a disclosed median, this report uses the range midpoint and labels the cut accordingly. Every role/country case shown includes a calculated LATAM annual average and US annual average — full source attribution is in the methodology and sources sections.

4 SENIOR ROLES 5 LATAM MARKETS USD-NORMALIZED 20 ROLE X COUNTRY CUTS

What each published cut answers

What is the midpoint? Median monthly and annual compensation in USD for the defined senior role and country.	How wide is the market? p25–p75 where source data supports percentiles; otherwise clearly labeled min–max.
How was it derived? Each cut is marked directly sourced or normalized, with the normalization method documented in the methodology section.	What is the US delta? A calculated US annual benchmark appears beside every LATAM cut, aligned by role.

Senior roles and markets

Roles: Full Stack Engineer, Frontend Engineer, AI / ML Engineer, and DevSecOps.

Primary markets: Argentina and Uruguay. **Secondary markets:** Colombia, Brazil, and Chile.

Primary marks Teros's deepest operating context; it does not change how a cut is calculated. Every market follows the same normalization rules.

Useful signals behind the numbers

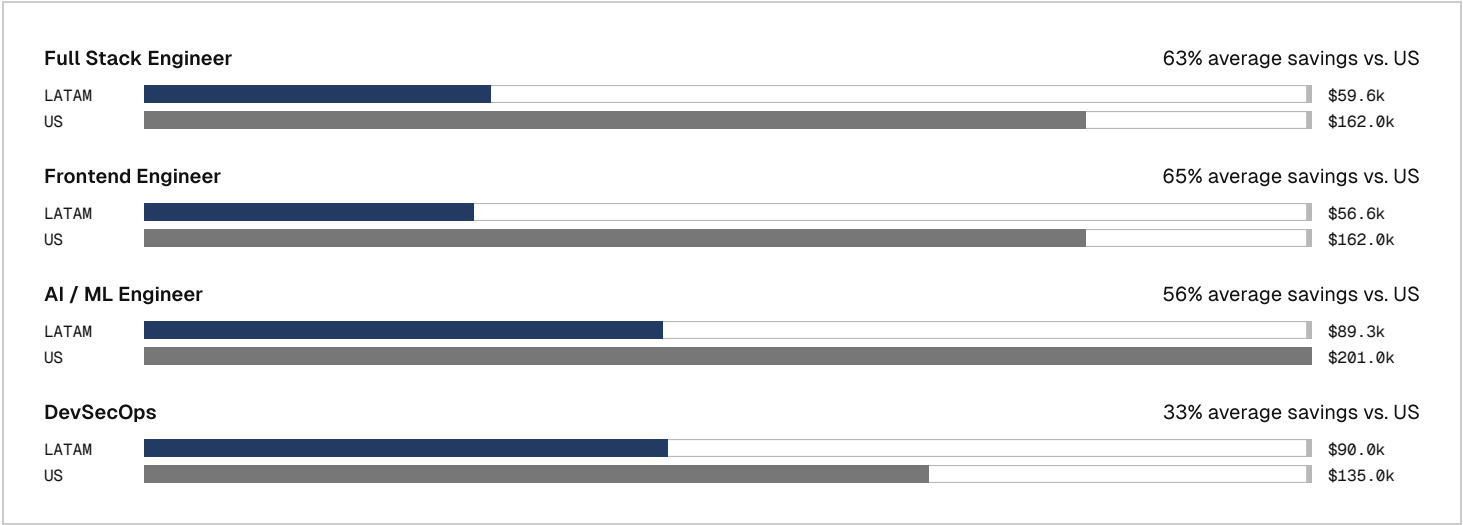
The supplied research corpus (Deel, Revelo, Near, and the additional supplied source) provides regional hiring and seniority context that corroborates the role/country matrix in this report.

ENGINEERING PLACEMENTS AT SENIOR LEVEL	FULL-STACK REGIONAL COMPARISON	REVELO DEVELOPER NETWORK
51% Near reports another 47% at mid-level, so 98% of its engineering placements were experienced hires.	\$69k LATAM / \$126k US Near's cross-seniority example is a 45% source-reported saving; it is not a senior country cut.	185k+ The 2024 report identifies full-stack (23%), front-end (21%), and DevOps (1%) representation in its LATAM network.

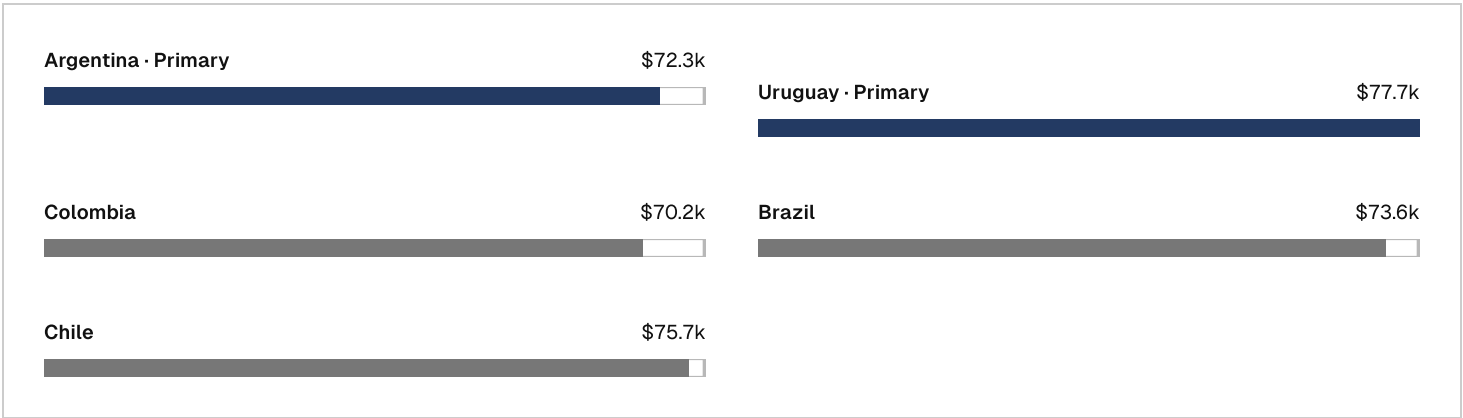
Cost delta by role and market

Bars are derived from the same normalized role x country model as the tables below.

Role comparison



Country comparison



LATAM values are averages of the calculated annual figures across covered cuts. US role benchmarks come from Awana. Primary markets are shown in blue; secondary markets are gray.

Directly sourced vs. normalized cuts

Every role x country cut in this report has a calculated LATAM annual average and US annual average. This matrix shows which cuts come directly from a published source band versus which are normalized from an adjacent regional band.

ROLE	ARGENTINA	URUGUAY	COLOMBIA	BRAZIL	CHILE
Full Stack Engineer	\$58.2k Directly sourced	\$63.0k Directly sourced	\$56.4k Directly sourced	\$59.4k Directly sourced	\$61.2k Directly sourced
Frontend Engineer	\$55.2k Directly sourced	\$60.0k Directly sourced	\$53.4k Directly sourced	\$56.4k Directly sourced	\$58.2k Directly sourced
AI / ML Engineer	\$87.8k Directly sourced	\$92.6k Directly sourced	\$86.0k Directly sourced	\$89.0k Directly sourced	\$90.8k Directly sourced
DevSecOps	\$87.8k Normalized	\$95.0k Normalized	\$85.1k Normalized	\$89.6k Normalized	\$92.4k Normalized

Ranges, averages, and calculated deltas

"Median" is the midpoint of the published senior monthly min–max band, annualized ×12, unless otherwise noted in the methodology section.

ROLE / COUNTRY	MONTHLY USD RANGE	LATAM ANNUAL AVERAGE	US ANNUAL AVERAGE
Full Stack Engineer Argentina	\$4,400–\$5,300 midpoint \$4,850	\$58,200	\$162,000
Full Stack Engineer Uruguay	\$4,800–\$5,700 midpoint \$5,250	\$63,000	\$162,000
Full Stack Engineer Colombia	\$4,250–\$5,150 midpoint \$4,700	\$56,400	\$162,000
Full Stack Engineer Brazil	\$4,500–\$5,400 midpoint \$4,950	\$59,400	\$162,000
Full Stack Engineer Chile	\$4,650–\$5,550 midpoint \$5,100	\$61,200	\$162,000
Frontend Engineer Argentina	\$4,200–\$5,000 midpoint \$4,600	\$55,200	\$162,000
Frontend Engineer Uruguay	\$4,600–\$5,400 midpoint \$5,000	\$60,000	\$162,000
Frontend Engineer Colombia	\$4,050–\$4,850 midpoint \$4,450	\$53,400	\$162,000
Frontend Engineer Brazil	\$4,300–\$5,100 midpoint \$4,700	\$56,400	\$162,000
Frontend Engineer Chile	\$4,450–\$5,250 midpoint \$4,850	\$58,200	\$162,000
AI / ML Engineer Argentina	\$6,240–\$8,400 midpoint \$7,320	\$87,840	\$201,000

ROLE / COUNTRY	MONTHLY USD RANGE	LATAM ANNUAL AVERAGE	US ANNUAL AVERAGE
AI / ML Engineer Uruguay	\$6,640–\$8,800 midpoint \$7,720	\$92,640	\$201,000
AI / ML Engineer Colombia	\$6,090–\$8,250 midpoint \$7,170	\$86,040	\$201,000
AI / ML Engineer Brazil	\$6,340–\$8,500 midpoint \$7,420	\$89,040	\$201,000
AI / ML Engineer Chile	\$6,490–\$8,650 midpoint \$7,570	\$90,840	\$201,000
DevSecOps † Argentina	\$6,660–\$7,980 midpoint \$7,320	\$87,840	\$135,000
DevSecOps † Uruguay	\$7,210–\$8,630 midpoint \$7,920	\$95,040	\$135,000
DevSecOps † Colombia	\$6,450–\$7,730 midpoint \$7,090	\$85,080	\$135,000
DevSecOps † Brazil	\$6,800–\$8,140 midpoint \$7,470	\$89,640	\$135,000
DevSecOps † Chile	\$7,010–\$8,390 midpoint \$7,700	\$92,400	\$135,000

† Normalized from an adjacent regional band rather than a direct per-country source figure — see the methodology section.

Rules before numbers

Level definition

Senior means independently productive in the role scope. Mixed-level samples are segmented before analysis.

Range selection

Use p25–p75 when percentile-ready source data exists. Otherwise use the observed min–max band and label it explicitly.

Currency and period

Compensation is normalized to USD and labeled by observation period; monthly and annual figures use the same base.

Normalization for DevSecOps

No source publishes a direct senior DevSecOps country cut. This report derives it from Next Idea Tech's blended DevOps/Security regional band, distributed across countries using this dataset's own Full Stack Engineer cost ratios, with an Awana-sourced US benchmark.

Traceable inputs, explicit methodology

Research corpus reviewed September 2026. Figures retain each source's own geography, level, and average/range definitions. No value in this report is treated as a final Teros proprietary benchmark.

01 · Deel — 2025 Global Hiring Report	Global cross-border hiring trends used to frame LATAM's role in distributed engineering hiring; does not publish a senior role/country compensation cut.
02 · Revelo — Latin American Remote Tech Talent Report 2024	Talent supply and seniority mix across a 185,000+ developer network, used to corroborate role demand and seniority distribution.
03 · Revelo — Software Engineer's Salary: How Much Do They Make	Directional LATAM-vs-US software engineer compensation comparisons used to sanity-check the overall cost delta.
04 · Near — State of LatAm Hiring	Placement seniority mix (51% senior) and a cross-seniority full-stack cost comparison from 2,000+ placements, used as regional planning context.
05 · Additional supplied source — Latin America Compensation Report	Regional senior engineering compensation ranges and LATAM/US annual averages, used as corroborating regional context.
06 · Next Idea Tech — Latin America Developer Salaries 2026	Senior monthly USD min-max bands by role and country, aggregated from job postings, client hiring data, and placement benchmarks. Primary source for the per-country range in this report; individual sample sizes are not disclosed.
07 · Awana — LATAM Developer Salaries 2026	Senior role-level LATAM-vs-US annual benchmarks from a 500+ placement methodology. Primary source for the US annual comparison figure in this report.

NEXT STEP

Turn the framework into a hiring plan.

If you are scoping a senior LATAM role now, Teros can help translate your team shape, level, and timeline into a focused search across the region.

[Start a conversation with Teros →](#)
