ACL

```
$row = mysqli_fetch_assoc($result);
$correctAnswer = $row['Correct'];
$distArray['A'] = $row['Anum'];
$distArray['B'] = $row['Bnum'];
$distArray['C'] = $row['Cnum'];
$distArray['D'] = $row['Dnum'];
$distArray['Correct'] = $correctAnswer;
$distArray['Answer'] = rtrim($row[$correctAnswer], ".");
$distArray['Query'] = "SELECT * FROM TechTerms WHERE Date='$date'";
return $distArray;
else {
$distArray['Error'] = 'Quiz load query failed';
return $distArray;
```

We have global reach
ACL is present in more than 12 countries in LATAM and in the US.

10k
Professionals hired in Latin America

Complete Guide

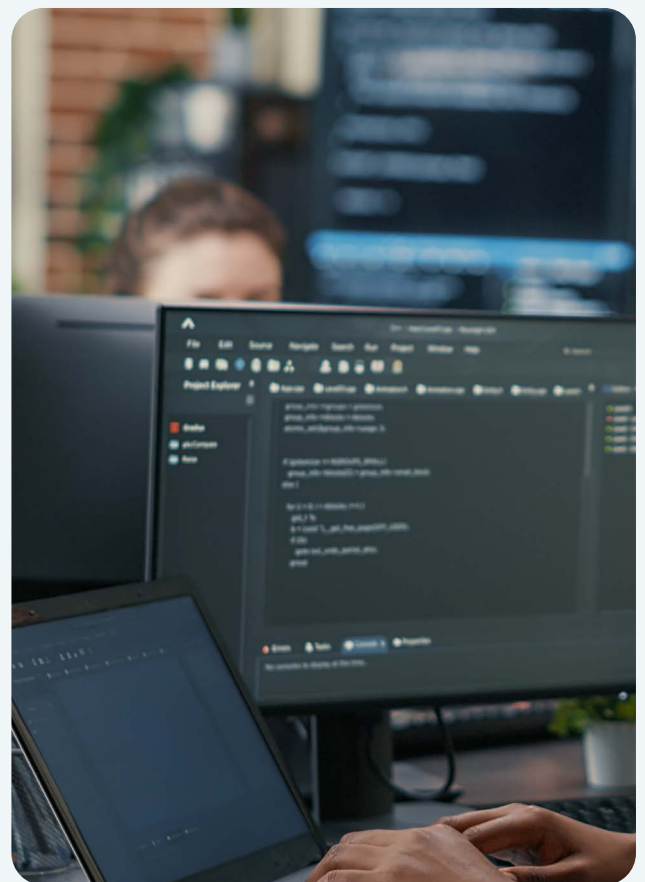Hiring Latin American **Developers & Nearshoring** in Latin America and South America.

Considering **Nearshore Software** outsourcing to the Latin American region?

At [ACL](#), we champion nearshoring as an efficient, cost-effective avenue for software outsourcing.

Hiring nearshore developers from Latin America allows companies to achieve substantial savings while enriching their teams with a diverse talent pool.

With an array of countries to choose from, it's imperative to have a clear guide.

We've got you covered with our comprehensive guide on navigating nearshore outsourcing in Latin America.


Dive into the essence of nearshoring with us!

What makes us experts?

At ACL, our proficiency in hiring the finest developers in Latin America is unparalleled. With over 30 years of experience and boasting a robust team of over 700 Latin American developers, we have a sprawling presence across 14 countries in the region. Our sterling track record is further illuminated by our collaboration with industry giants like IBM, Deloitte, Oracle, and Walmart, among numerous others.

Our success is not a coincidence; it's the result of meticulous efforts by our dedicated team of 25 expert recruiters. In just the past two years, we have reviewed over 5,000 developer profiles, handpicking the very best. This experience and focused approach establish ACL as the industry leader in recruiting developer talent in Latin America. To learn more about our clients and projects, feel free to check us out.
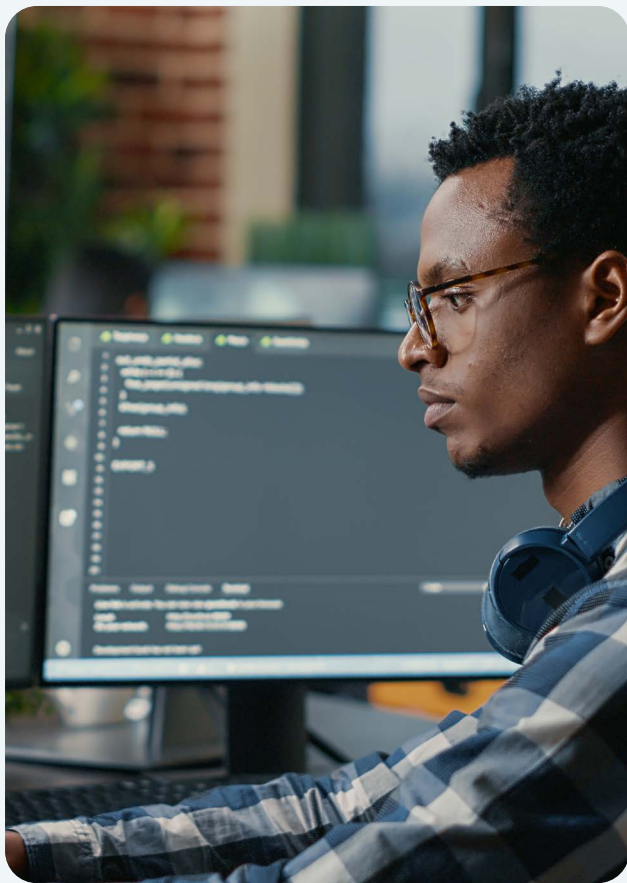
Looking for
Custom Software Development?

We are pretty good at that also.

Want to learn more from a different source?

Check out this ARTICLE from Bloomberg about countries leading the nearshore phenomenon.

Understanding Nearshoring

Nearshore vs Offshore:

The distinction lies in proximity and compatibility.

Nearshore software outsourcing involves collaborating with development professionals in neighboring countries that align closely with the US in terms of time zones.

Contrarily, offshore outsourcing involves collaboration with developers from far-flung areas like India or Pakistan.

A tangible example of nearshoring is partnering with developers in Argentina. With a negligible one to two hours' time zone difference from the EST and frequent direct flights to the US, it signifies the convenience nearshoring offers.

The Advantages of Nearshoring:

Nearshoring empowers businesses with access to pre-vetted IT talents in a condensed time frame. It facilitates the engagement of skilled remote developers on a contractual basis, adapting flexibly to the duration of your projects.

If a project concludes and you don't have immediate tasks for the developer, nearshoring allows a seamless transition without cumbersome paperwork or complexities.

Simplifying the process, nearshoring ensures that scaling your in-house team with elite coding expertise is not just feasible, but also efficient.

Three Prime **Benefits of Nearshore Software** Outsourcing to Latin America

30/40 %
Cost savings ranging

Significant Cost Efficiency:

Engaging with remote nearshore developers can substantially trim your development costs.

Often, nearshore developers from Latin America tender their services at rates significantly lower than their local counterparts. This can translate to cost savings ranging between 30% and 40%. The rationale behind this price cut includes the economical nature of IT staff augmentation in contrast to traditional in-house hiring, the inherent savings from hiring developers as contract-based professionals, and the favorable cost of living in their native countries. Opting for nearshoring in Latin America ensures that while you economize on your budget, your extended team remains equitably compensated for their dedicated work.
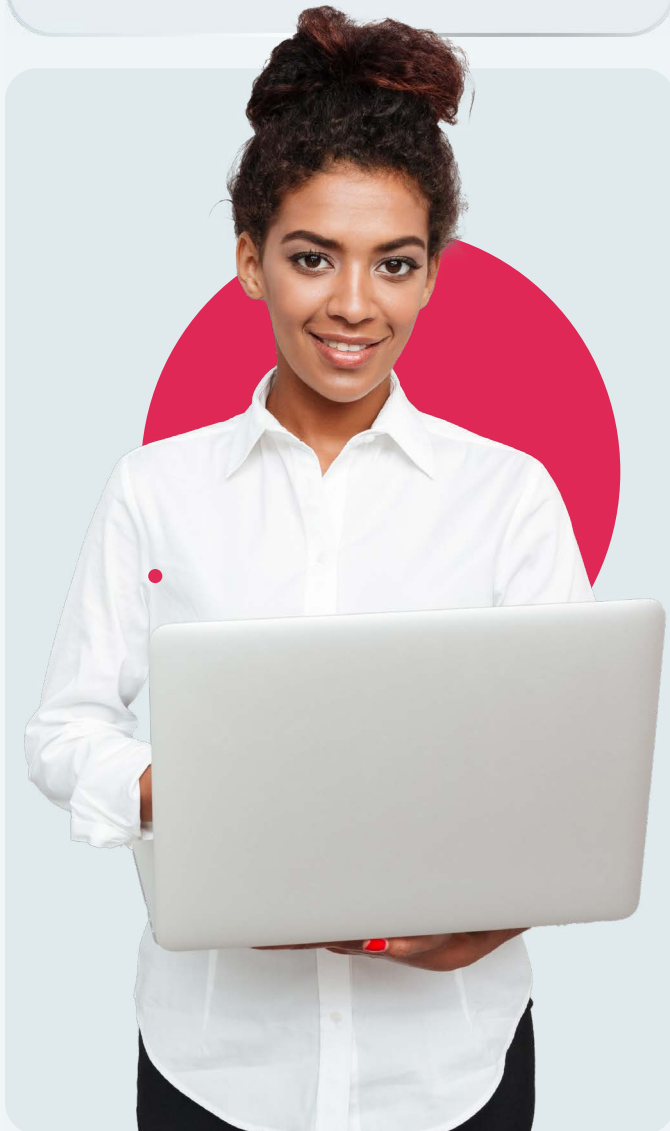
Three Prime Benefits of Nearshore Software Outsourcing to Latin America

Swift Recruitment and Adaptive Staffing:

One salient advantage of the nearshoring is the expeditious recruitment procedure it entails.
The conventional in-house hiring process can be protracted and costly - with the Society of Human Resource Management revealing an average recruitment cost of over $4,000 per hire.

Nearshoring drastically reduces these timelines and expenditures. If you're unequivocal about your IT needs, pre-screened professionals can be onboarded within a fortnight.
The inherent flexibility of nearshoring ensures you're never overstaffed or understaffed; you wield full discretion over contract durations, allowing for scalability based on evolving project needs.

Access to Expansive Talent with Fewer Time Zone Hurdles:

According to the Manpower Group Talent Shortage Report, there's a looming talent shortage in the US, with a talent shortage rate touching 75%.

A CNBC report pinpoints nearly a million IT vacancies in the US, underscoring the present talent crunch.

Nearshoring to Latin America is the strategic solution to this challenge. It unlocks access to a vast reservoir of adept developers, offering a wider selection spectrum than the constrained US talent pool. The proximity advantage ensures that time zone differentials are negligible, rarely exceeding 4-5 hours with respect to EST.

Additionally, Latin America places a significant emphasis on English education, ensuring that the developers you engage with not only communicate effectively in English but are also acclimated to North American work ethos.

Advantages of Nearshoring to Latin America

Minimal Time Zone and Cultural Barriers:

When juxtaposed against offshore locations, Latin America's time zone aligns closely with that of the United States. With mere hours separating most of the region from EDT and EST, synchronization of work hours becomes seamless. Additionally, English proficiency is emphasized in Latin American education systems, ensuring that developers not only communicate effectively but also resonate with the prevailing corporate culture.

Proximity to the United States:

While offshoring may occasionally prove more economical, nearshoring offers unparalleled geographical proximity. Whether it's Mexico or as far south as Argentina, you're never too distant from these strategic locations, a key reason why many US entities gravitate towards Latin American nearshore developers.

Emerging IT Hub:

Latin America has been steadily carving a niche as a prime IT destination. Despite the setbacks of 2020, the region's tech sector witnessed an impressive rebound, growing by an estimated 6.8% in the subsequent year. With the growth trajectory still ascending, it presents a golden opportunity for businesses to embed themselves in this burgeoning market.
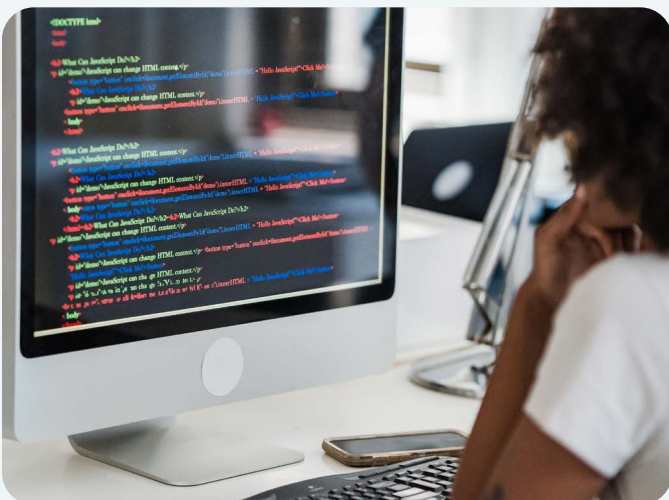
Strategies to Employ Nearshore Developers in LA:

Engaging Through GEO or PEO:

Global Employment Organizations enable businesses to employ developers via local affiliates. While this introduces a mediating third party, it provides a structured framework for recruitment. Expect to cover the developer's complete remuneration, benefits, and an additional service fee, often upwards of 20%.

Freelancing Platforms:

These platforms serve as global repositories for freelancers. While Upwork and Freelancer lead the pack, they sometimes blur the lines when assessing a developer's competency and language skills. As these platforms also deduct a portion of the freelancer's income, we advise exploring alternative platforms for a more transparent hiring experience.

Direct Contractor Engagement:

Directly collaborating with contractors offers an undiluted nearshoring experience. It's tailor-made for those familiar with freelance engagements and with a clear vision of their development needs. While this approach may require a tad more legwork, participating in premier Latin American tech events can be a valuable starting point.

Leveraging Nearshoring Agencies:

Associating with an agency dedicated to nearshore software development services is a prudent choice for those seeking in-depth market insights and rapid recruitment. At ACL we meticulously screen developers from Latin America, ensuring that our clients are paired with professionals who perfectly align with their project requisites.

Main advantages of hiring in Latin America

Time zone similary allows for fluid collaboration and efficient response times. Check the list of countries below and click on one to see more details

Country	Time zone	Regarding Los Angeles
Mexico	UTC -6 ; -7	-1 hour
Argentina	UTC -3	-4 hours
Brazil	UTC -3 ; -4	- 4 to -7 hours
Uruguay	UTC -3	-4 hours
Dominican Rep.	UTC -4	-3 hours
Chile	UTC -4 ; -3	- 4 to -7 hours
Panama	UTC -5	-3 hours
Costa Rica	UTC -6	-2 hours
Colombia	UTC -5	-3 hours

English Proficiency:

The increasing English proficiency in Latin America, especially in professional settings, has provided several benefits for companies seeking to recruit in the region.

What Country do I choose for finding developers in LA?

Hiring Nearshore Developers in Mexico: A Comprehensive Guide

1

Chichen-Itza as a Glimpse into Mexico's Rich Heritage:

Dive into the world of nearshore development with a backdrop as historic and enriching as the Chichen-Itza!

2

Time Zone Alignment:

Mexico boasts multiple time zones, but a significant portion of the developer community operates in the Mexico City time zone. Conveniently, this is just one hour ahead of EST, offering a near seamless collaboration for businesses in the eastern US.

3

Geographical Proximity:

Sharing a robust border spanning 1,954 miles (3,145 km), Mexico's adjacency to the US is unparalleled in Latin America. With 48 designated U.S.–Mexico border crossings and 330 ports of entry, business travel is a breeze. Of course, catching a flight remains a viable option!

5

Language Proficiency:

While the IT professionals, particularly in tech hubs like Mexico City, often display a commendable grasp of English, it's worth noting that the broader populace may not possess the same fluency. Despite this, Mexico's tech industry stands resilient and continues to grow, with bilingual IT professionals serving as vital bridges in global collaboration.

4

IT Landscape:

Mexico's IT scene is pulsating with energy, hosting a spectrum of firms from nimble startups like Codebay and Teravision, to global giants such as Oracle. Significant financial entities like BBVA, Santander, and HSBC Mexico are also strong contributors, boasting robust software engineering divisions. With a community of over 223,398 developers, Mexico's strategic position and bilingual advantage make it a rising star in software exports and an alluring nearshoring destination.

6

Software Proficiencies:

Mexican developers demonstrate expertise in a variety of tools and languages, including but not limited to:

Ruby	Rails	Python	VueJS
JavaScript	Angular	React	TypeScript
NodeJS	Larabel	Symfony	WordPress
CodeIgniter	django	Flask	jQuery

Hiring Nearshore Developers in **Mexico**: A Comprehensive Guide

7

Education in Software Engineering:

With roughly 1250 universities, both public and private, Mexico continually nurtures a fresh batch of software talent. Esteemed institutions like CETYS University, Universidad Anáhuac Mayab, the Technological University of Leon, and Gauss Jordan Specialized Institute emphasize not only technical acumen but also essential business and organizational skills.

8

Cost Considerations:

The demand-supply dynamics have positioned skilled Mexican developers competitively on the remuneration front. For businesses considering remote hires:

$1000 - $2000 USD

Junior developers

$2000 - $3000 USD

Mid-level developers

$3000 - $7000 USD

Senior developers

Please note that if you're collaborating with staff augmentation firms, they may charge an additional service fee, typically ranging from 20% to 30% of the developer's compensation, for ensuring a precise talent fit for your needs.
Want to learn more about Mexico? Check out our BLOG on how to hire in Mexico!

Hiring Nearshore Developers in Argentina: A Comprehensive Guide

1

Embrace Argentina's Panorama:

From tango rhythms to the serene landscapes, Argentina offers more than just tourist attractions - it's a nearshore haven.

2

Time Zone Synergy:

Argentina operates on GMT-3. During EDT (Spring and Summer), there's a mere 1-hour difference with the US, and during EST (Fall and Winter), it's just 2 hours ahead. This offers considerable overlap for real-time collaborations.

3

Geographic Context:

Connecting Argentina and the US is a journey covering about 5,584 miles. A flight typically takes just under 10 hours, with duration varying based on departure cities.

4

IT Landscape:

Beyond its globally renowned soccer legends and tantalizing dulce de leche, Argentina has another ace - its robust software development sector. This realm has been flourishing since the '90s, positioning Argentina as a Latin American tech epicenter. CESSI highlights a remarkable growth of 50% in software engineers and 36% in tech entities over recent years. A testament to this prowess, Argentina clinched the top position in Coursera's 2019 Global Skills Index for software engineering competencies.
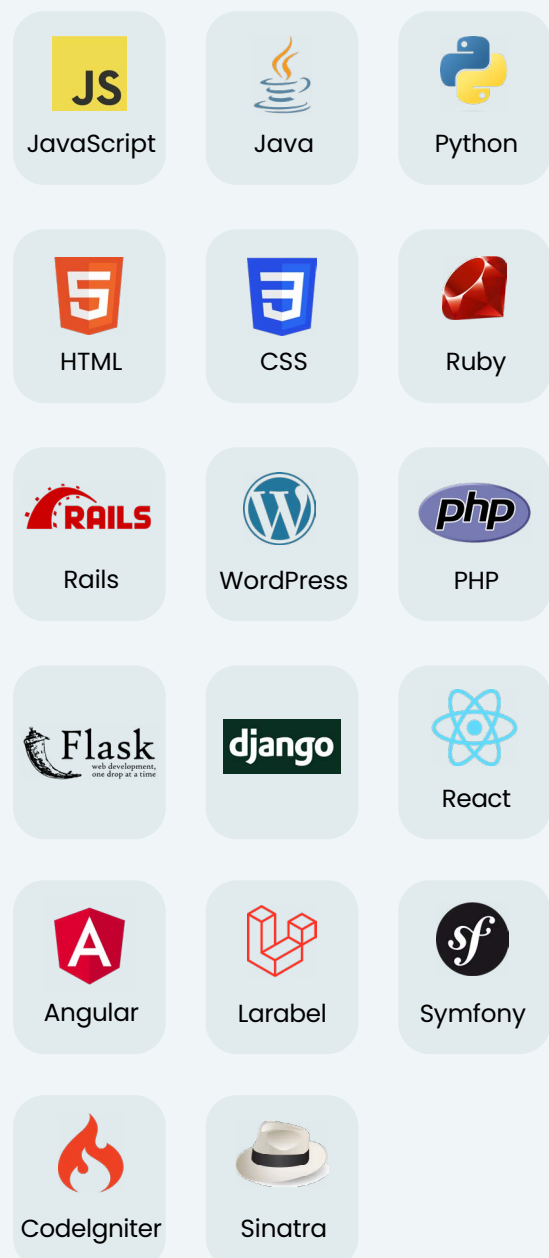
6

English Proficiency:

Argentinians boast the highest English proficiency level among Latin American nations. With a score of 556 (out of 800) in the EF English Proficiency Index 2021, the nation globally ranks 30th, facilitating smoother communication in global projects.

5

Tech Stack Preferences:

Argentinian developers are adept in a plethora of tools and languages, notably:

JavaScript	Java	Python
HTML	CSS	Ruby
Rails	WordPress	PHP
Flask	django	React
Angular	Larabel	Symfony
CodeIgniter	Sinatra	

Hiring Nearshore Developers in Argentina: A Comprehensive Guide

7

Academic Excellence in Software Engineering:

Argentina's rich academic heritage is renowned, offering 38 undergraduate programs and certificates in software development.

The 2018 mandate by the CFE emphasized coding and robotics in secondary education, echoing the nation's forward-thinking approach. With this focus, Argentina is poised to further cement its reputation as a hotspot for software talent.

8

Cost Dynamics:

Given Argentina's current economic landscape, the software development cost is markedly lower, up to 75% in comparison to the US.
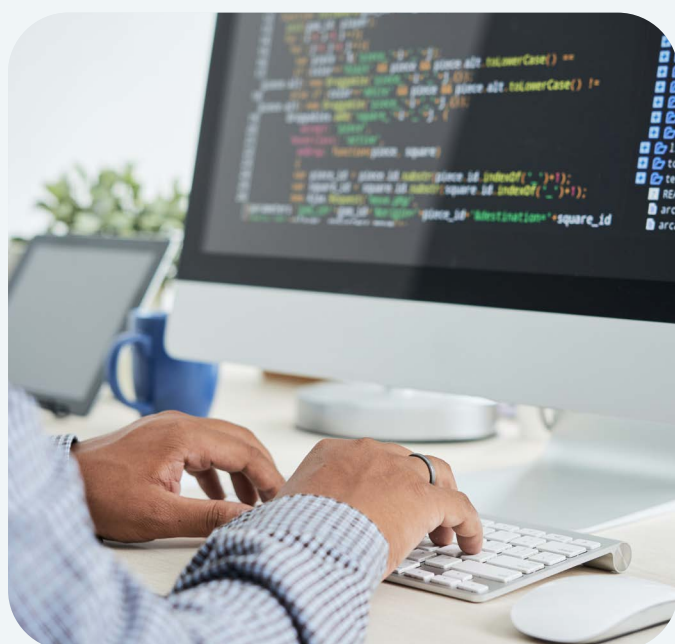
$2000 – $3000 USD

Junior developers

$3000 – $5000 USD

Mid-level developers

$5000 – $8000 USD

Senior developers

For organizations partnering with staff augmentation agencies, it's prudent to account for a service fee, typically ranging from 20% to 30% of the developer's remuneration, which is invested in ensuring a perfect talent alignment.

Want to learn more about Argentina? Check out our BLOG on how to hire in Argentina!

Hiring Nearshore Developers in Brazil: A Comprehensive Guide
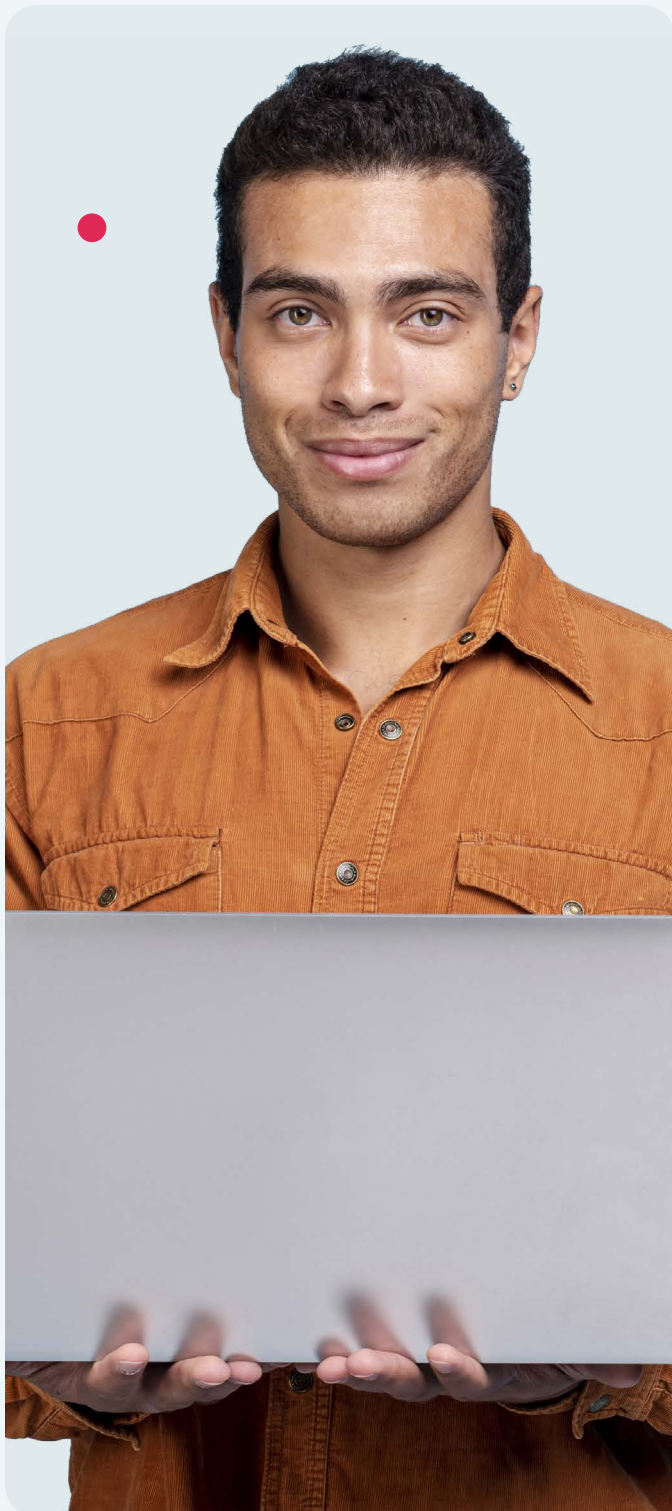
1

Celebrate the Vibrance of Rio de Janeiro:

Brazil is synonymous with its rhythm, carnival, and the iconic Rio de Janeiro. As you consider nearshore software development here, immerse yourself in the unique Brazilian spirit.

2

Convenient Time Zones:

Brazil spans multiple time zones, much like the US. However, when we examine the Brasilia - Federal District and the EST/EDT time zones, there's a mere one-hour difference. This makes real-time collaboration a breeze!

3

Proximity to United States of America:

At approximately 4546.3 miles from the US, Brazil is easily accessible via an 8.1-hour flight.

Hiring Nearshore Developers in **Brazil**: A Comprehensive Guide

4

The IT Hub:

Brazil's IT landscape is rich. From innovative consultancies like PlataformaTec to tech giants like IBM, the country's tech prowess is evident. With banking giants like Itau Unibanco and Banco Bradesco embracing tech, the country is on an upward IT trajectory.

Major cities like São Paulo and Rio de Janeiro are teeming with talent, though many gems are found scattered throughout Brazil's vast expanse.
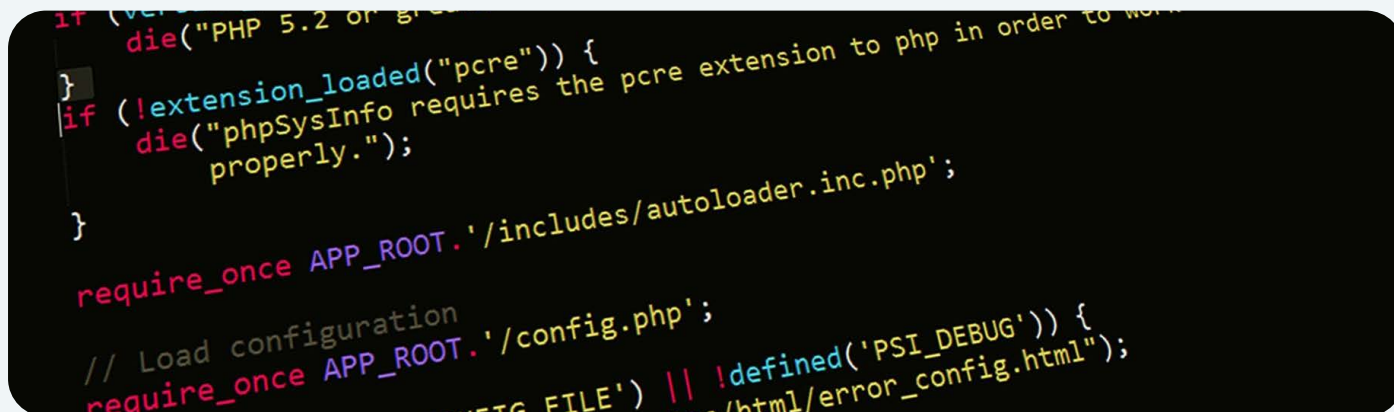
5

Tech Stack Preferences:

Brazilian developers showcase expertise in a myriad of technologies including:

Python	Java	JavaScript	django
Ruby	Rails	Flask	Sinatra
WordPress	PHP	NodeJS	jQuery

6

English Proficiency:

While Brazil stands 60th out of 112 countries in the EF EPI score 2021, with a focus on English, many in the tech sector are bridging this gap.

```php
if (version_
    die("PHP 5.2 or gre
}
if (!extension_loaded("pcre")) {
    die("phpSysInfo requires the pcre extension to php in order to work
    properly.");
}
require_once APP_ROOT.'/includes/autoloader.inc.php';

// Load configuration
require_once APP_ROOT.'/config.php';
        FIG FILE') || !defined('PSI_DEBUG')) {
                  /html/error_config.html");
```
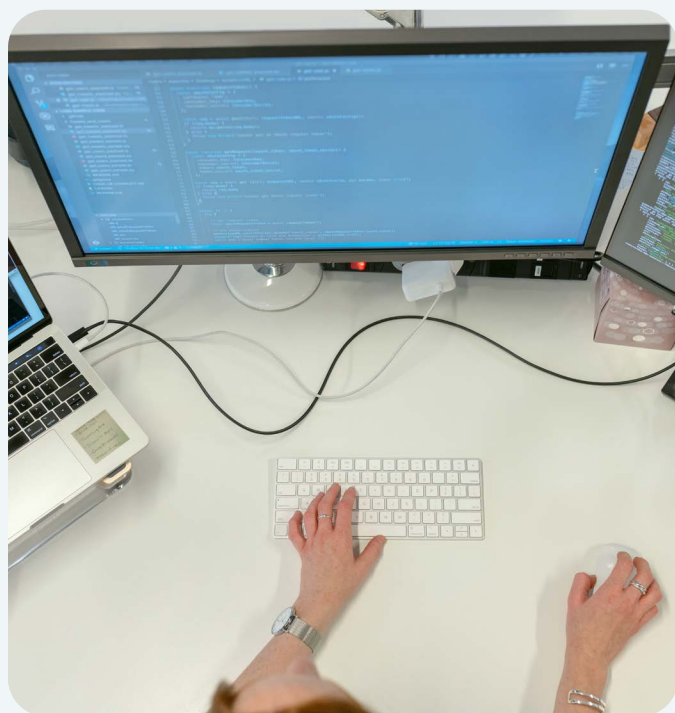
7

Academic Excellence:

With over 2600 universities, Brazil's academic arena is thriving.

Top institutes like Universidade de São Paulo and Federal University of Rio Grande do Sul mold the next-gen tech leaders.

This, coupled with Brazil's vibrant tech corporate scene, promises a continuous stream of proficient software engineers.

8

Investment Insights:

Hiring in Brazil offers a blend of quality and affordability.

$1000 - $2000 USD
Junior developers

$2000 - $4000 USD
Mid-level developers

$4000 - $8000 USD
Senior developers

For organizations partnering with staff augmentation agencies, it's prudent to account for a service fee, typically ranging from 20% to 30% of the developer's remuneration, which is invested in ensuring a perfect talent alignment.

Want to learn more about Brazil? Check out our BLOG on how to hire in Brazil!

Hiring Nearshore Developers in Uruguay: A Comprehensive Guide

1

The Beauty of the Uruguayan Flag:

Uruguay, a blend of vibrant culture, resilience, and the energy symbolized by its flag, offers more than just tourism. It's emerging as a formidable tech powerhouse!

2

Time Zones That Work:

Uruguay operates just an hour or two ahead of the US Eastern Time Zone, ensuring ease in synchronization and regular communication with teams.

3

Navigating Distances:

Uruguay sits 5,439 miles away from the US, a distance that can be effortlessly covered in just under 10 hours by flight.

Hiring Nearshore Developers in Uruguay: A Comprehensive Guide

4

Tech Pulse of Uruguay:
Rapidly becoming the "Silicon Valley of South America", Uruguay's IT horizon has never been brighter.

Championed by 700 progressive IT firms and government-backed incentives, its tech footprint is both deep and expansive.

5

Conversations in English:
While Uruguay may be ranked at a moderate 53rd in the EF EPI 2021 global ranking.Despite its ranking, Uruguay boasts a pool of tech professionals who are highly proficient in English, making it an attractive destination for companies seeking bilingual talent.

6

Cradle of Tech Education:
Uruguay prioritizes education, as seen in its impressive 98.7% literacy rate. The nation's commitment extends to tech education, with 11% of university enrollments geared towards software development.Complemented by initiatives like "One Laptop Per Child", Uruguay's youth is digitally enabled, making them tech-savvy professionals of tomorrow.

7

Code and More:
Developers have a vast technological repertoire that includes:

JavaScript	HTML	CSS	Java	Go	Rust	Python
Rails	WordPress	Salesforce	Flask	django	React	. . .

Hiring Nearshore Developers in Uruguay: A Comprehensive Guide

8

Investment Essentials:

Uruguay offers the perfect marriage of quality and affordability. Its cost-effective tech ecosystem ensures businesses receive top-tier services without heavy financial commitments. To provide an estimate:

$3000 – $4000 USD

Junior developers

$4000 – $6000 USD

Mid-level developers

$6000 – $9000 USD

Senior developers

For those partnering with staff augmentation firms, a nominal service charge (around 20%-30%) ensures they handpick and align the best talent for your enterprise's unique needs.

Hiring Nearshore Developers in Dominican Republic: A Comprehensive Guide

1

The Mesmerizing Flag:

When you think of the Dominican Republic, imagine the rhythmic sway of its flag - a symbol of its culture, spirit, and growing tech prowess.

2

Convenient Time Zones:

One of the greatest perks for businesses keen on nearshore collaboration with the Dominican Republic? No time differences to juggle with the EST/EDT schedule. Seamless!

3

Proximity Matters:

Nestled in the heart of the Caribbean, the Dominican Republic is just a short 3.57-hour flight from the US, covering a distance of 1,997 miles. An arm's reach away!
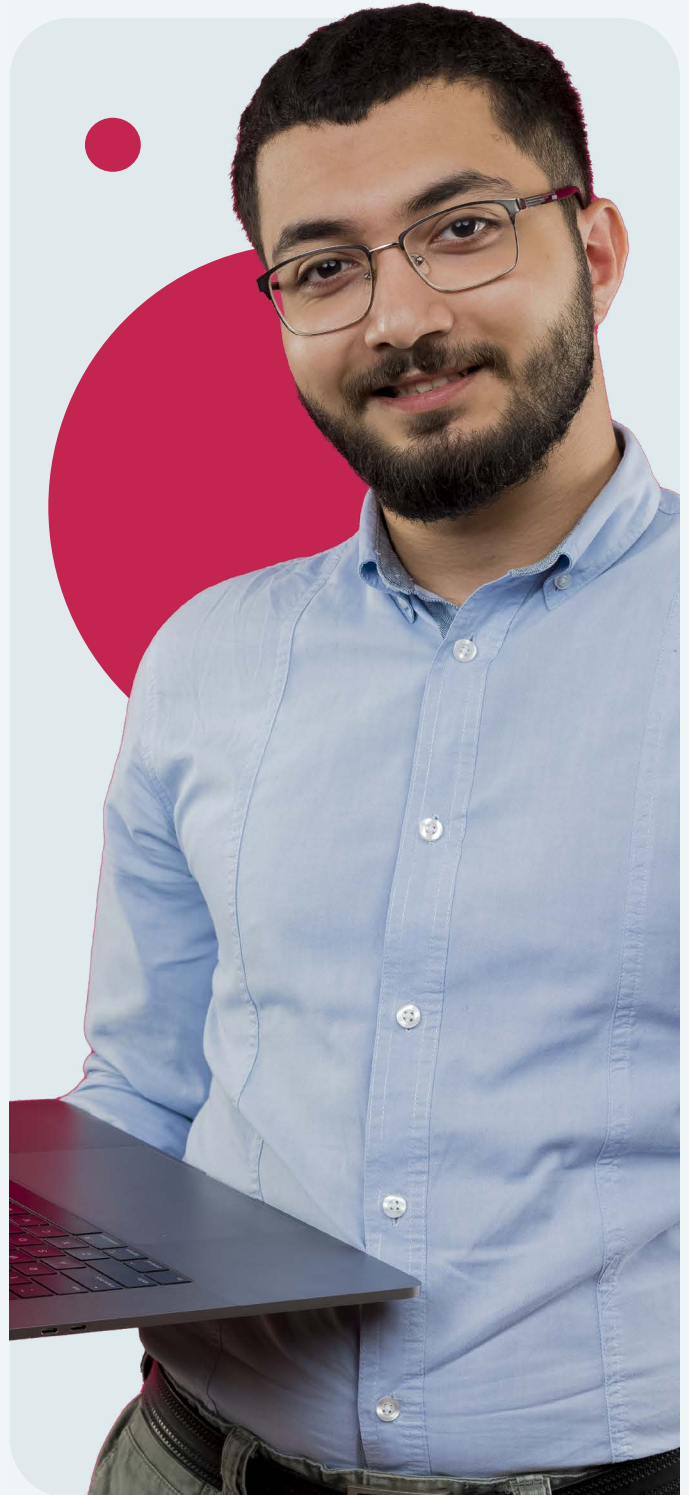
Hiring Nearshore Developers in **Dominican Republic**:
A Comprehensive Guide

4

Tech Pulse in Paradise:

The Dominican Republic's IT industry is vibrant and flourishing, with tech talent thriving in urban hubs like Santo Domingo and Santiago de los Caballeros, as well as in peaceful getaways like Cabarete and Punta Cana.

5

Conversing in English:

With a respectable global rank of 44 in the EF EPI 2021, you'll find many tech professionals comfortably communicating in English.

6

Code Landscape:

The developer community here has a rich palette, dabbling in:

Microsoft wonders:

.NET	.NET Core	C#

Visual Basic	Xamarin

Open-source favorites:

Ruby	django	Python
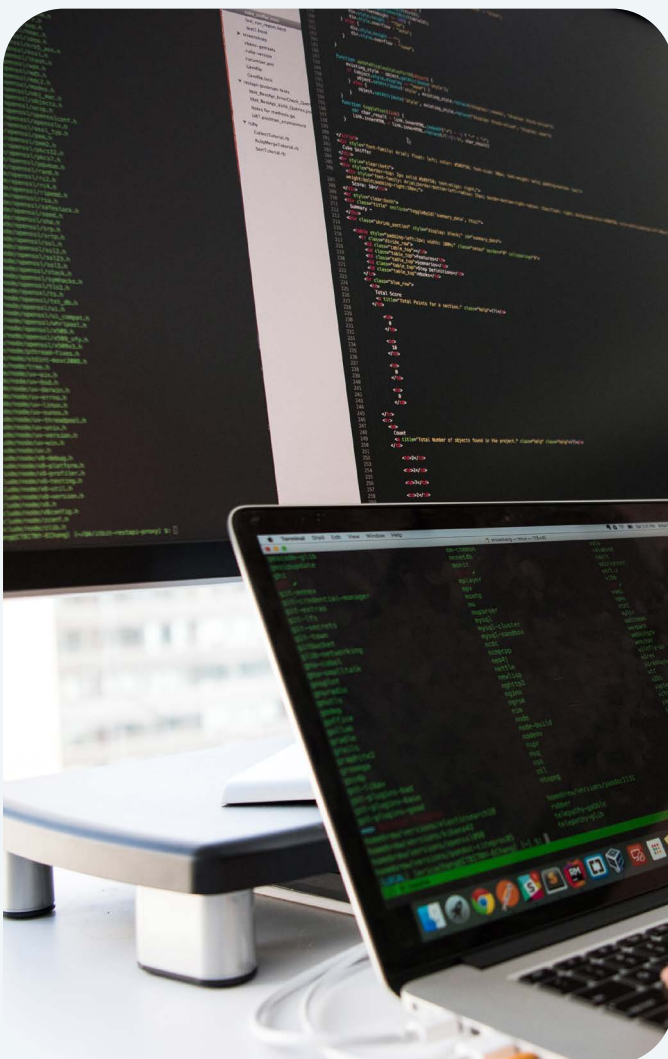
Hiring Nearshore Developers in **Dominican Republic:**
A Comprehensive Guide

7

Education and Evolution:

The country houses commendable institutions like PUCMM, Intec, UASD, and ITLA, catering to an array of tech disciplines.

What's more, the Dominican Republic celebrates a tribe of self-taught developers, transitioning from diverse engineering fields, coding passionately.

8

Investment Insights:

With the ever-increasing demand for tech talent, it's essential to explore the appealing cost brackets associated with hiring in the Dominican Republic.
This nation offers a competitive advantage in terms of cost-efficiency without compromising on the quality of talent.

$1000 - $2000 USD

Junior developers

$2000 - $4000 USD

Mid-level developers

$3000 - $6000 USD

Senior developers

And when liaising with staff augmentation firms, they may include a nominal service fee, roughly 20%-30%, ensuring you get the finest tech match for your venture.

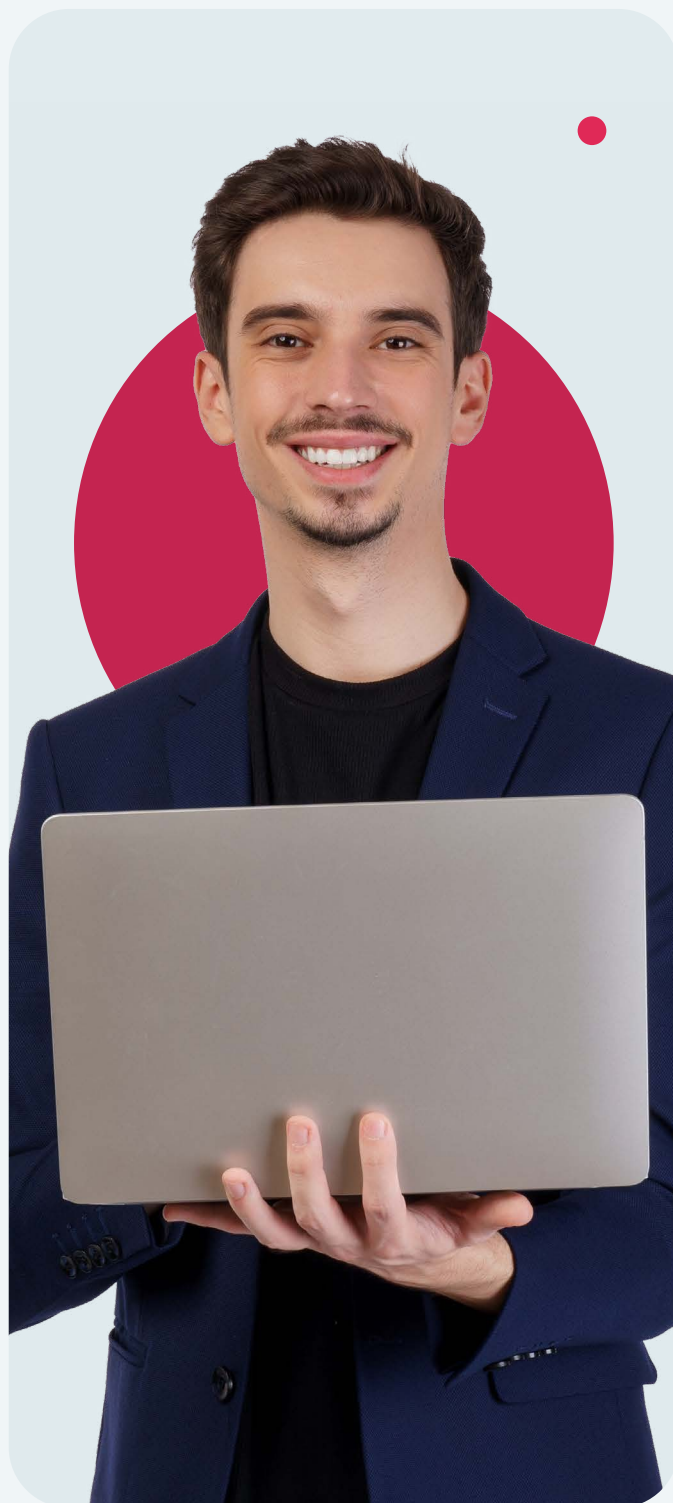# Hiring Nearshore Developers in Chile: A Comprehensive Guide

1

Santiago's Strategic Position:

Santiago isn't just the heart of Chile but is also emerging as a significant technology hub in Latin America. Thanks to its strategic location, it enjoys easy accessibility and minimal time difference with the US (EST), making collaboration smoother.

2

Navigating Distances:

The buzzing IT environment in Santiago isn't by accident. Backed by governmental support and a flourishing entrepreneurial spirit, Santiago has scaled up to become Latin America's torchbearer for innovation. The nation's consistent ranking on global platforms, like the Global Innovation Index and the Global Entrepreneurship Monitor, speaks volumes about its growth trajectory.

Hiring Nearshore Developers in **Chile:** A Comprehensive Guide

3

Journey to the US:

Hopping over to the United States from Chile covers approximately 5,241 miles.

That's about a 9.5-hour flight, quite manageable for those important in-person meetings or conferences!

4

English Skills:

Wondering about the language barrier? The 2021 EF EPI rankings place Chile at a commendable 47th spot worldwide for English proficiency. The nation stands tall at the 7th position in Latin America, ensuring smooth communication channels for international collaborations.

5

Tech Proficiency:

Chilean developers have honed their skills in a wide range of coding languages. Some of the frequently used ones include:

Perl	Python	Ruby	Java
Kotlin	HTML	CSS	PHP
WordPress	django	React	Angular

6

Focus on Tech Education:

Post the significant educational reforms in 1981, Chile has been relentless in bolstering its academic framework.

Today, a robust network of 60 universities with dynamic computer science programs ensures a steady flow of tech-savvy graduates every year. The government's commitment, reflected through the 21% annual expenditure on education in 2017, underscores its vision for a technologically advanced future.

Hiring Nearshore Developers in Chile: A Comprehensive Guide

7

Cost of Hiring:

When considering the financial aspects, hiring from Santiago could be a value proposition. Here's a ballpark of what you might invest:

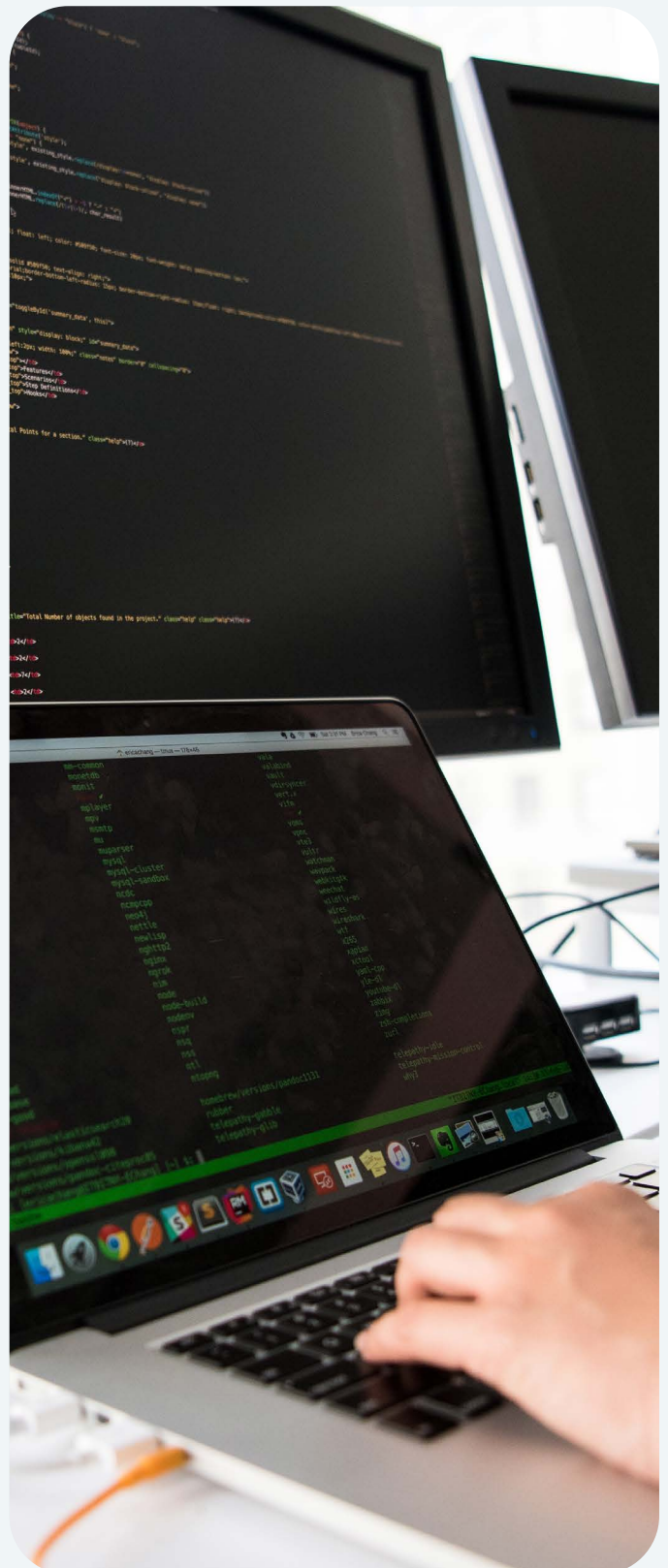$2500 - $4000 USD

Junior developers

$4000 - $6000 USD

Mid-level developers

$6000 - $7500 USD

Senior developers

Do factor in an additional 20%-30% if you're leveraging a staff augmentation firm, which covers their operational costs and the premium service they provide in matching you with the best talent.

Want to learn more about Chili? Check out our BLOG on how to hire in Chile!

Hiring Nearshore Developers in Panama: A Comprehensive Guide

1

Panama's Proximity to the US:

Panama's prime location places it only an hour behind the US's EST/EDT zone, making real-time collaborations a breeze.

Moreover, the distance of roughly 2,412 miles translates into a short, under-4-hour flight. Ideal for those times when face-to-face discussions become essential!

3

The Language Factor:

While Panama may be ranked lower on the English proficiency scale, businesses shouldn't be disheartened.

As Panama continues to engage with global businesses, the English language skill set is bound to see improvement.

2

Rising IT Star in the Caribbean:

Though Panama might be smaller in terms of its population, its dynamism in the IT sector is palpable.

Enjoying high accolades in the Global Competitiveness Report, Panama, as ranked by the World Economic Forum, is making its mark.

The 40.4% YoY growth in Q2 2021 highlights the country's resilience and the role of its burgeoning software industry.

U.S. companies have long recognized Panama's potential, making it a sought-after nearshore outsourcing spot.

Hiring Nearshore Developers in **Panama**: A Comprehensive Guide

4

Tech Expertise:
Trending technologies they are skilled in:

|			
Swift	Python	JavaScript	WordPress
HTML	CSS	Rails	Flask
Salesforce	django	React	Angular

5

Academic Excellence in Software Engineering:

Panama City is not just the country's capital but also a hub for educational pursuits in STEM and computer sciences. With a remarkable college graduation rate of 91%, the city is fostering a generation of well-educated tech enthusiasts. Panama offers its budding developers myriad avenues to sharpen their skills.
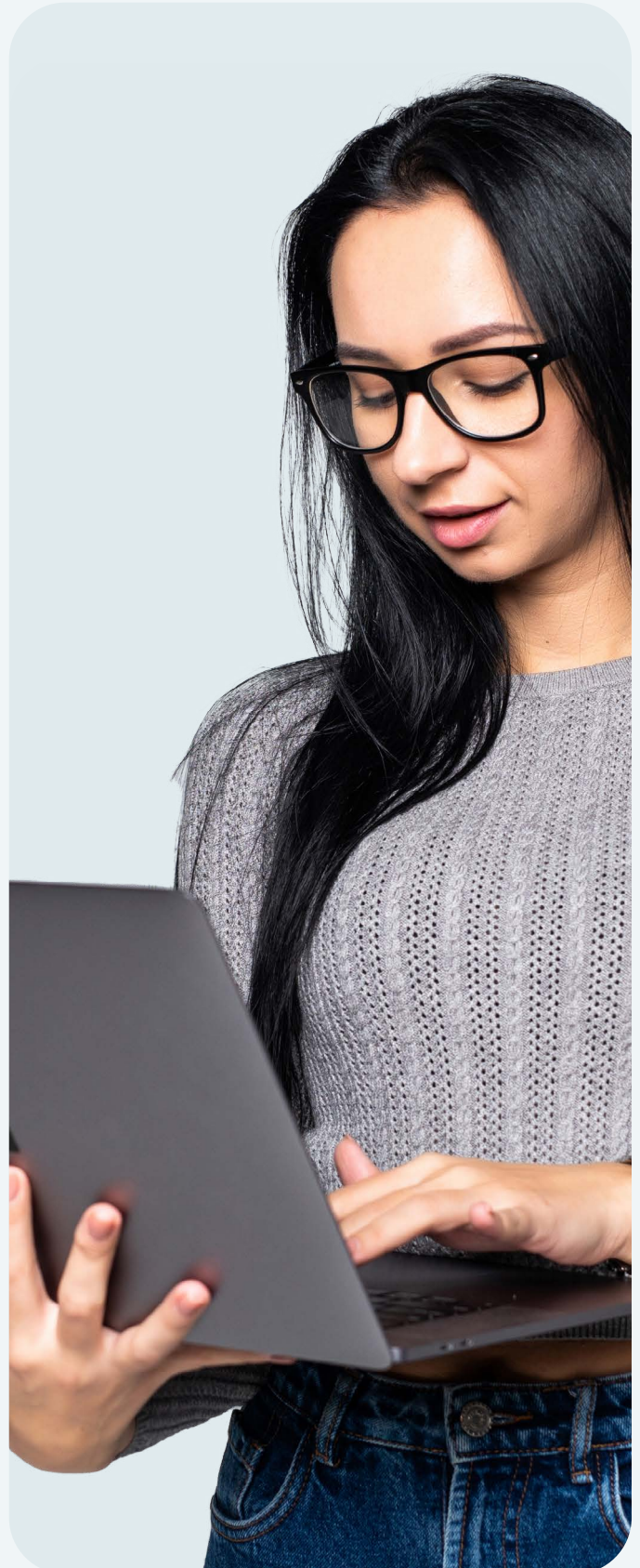
6

What's the Investment?:

Engaging with Panamanian talent can be economically rewarding for businesses. A general estimate would be:

$3000 - $4000 USD

**Junior developers**

$4500 - $6000 USD

Mid-level developers

$6000 - $7000 USD

Senior developers

Also, if you're considering a partnership with a staff augmentation firm, do account for an additional 20%-30% on top. This covers their meticulous efforts in ensuring that you're paired with the perfect IT match for your organization.

Want to learn more about Panama? Check out our BLOG on how to hire in Panama!
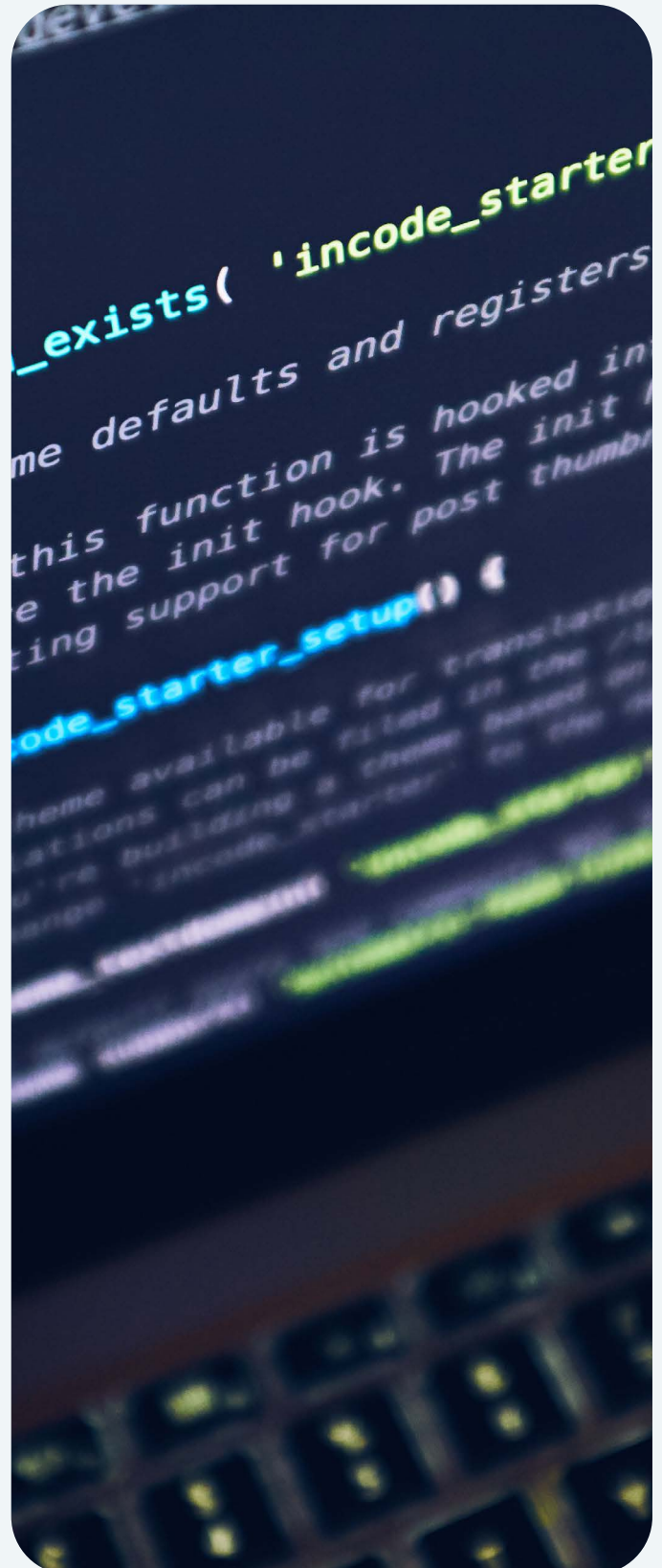
Hiring Nearshore Developers in Costa Rica: A Comprehensive Guide

1

Bridging Language Gaps

Costa Rica boasts commendable English proficiency, standing tall at 44th globally and 4th in Latin America. This linguistic edge simplifies communication, reducing potential misinterpretations and ensuring smooth project progress.

2

A Blossoming IT Landscape:

Historically, Costa Rica's prowess might have revolved around sustainable energy and a rich tapestry of flora and fauna. Yet, this biodiversity haven belies a modern transformation. Its burgeoning software development scene is turning heads, and rightly so. Climbing the ranks of global competitiveness and innovation reports, the country has showcased an innate ability to harness the skills of its dynamic workforce, particularly in the tech sector.

3

A Tapestry of Technical Expertise:

Costa Rican developers are versatile, adaptable and at the forefront of global tech trends.

PHP

Java

JavaScript

Flask
web development, one drop at a time

django

Ruby

Rails

WordPress

Salesforce

React

4

Quality, without the Price Tag:

Engaging with Costa Rican talent provides the trifecta of skill, linguistic familiarity, and cost-efficiency.

$3500 – $5000 USD

Junior developers

$5000 – $6000 USD

Mid-level developers

$6000 – $8500 USD

Senior developers

5

A Strong Pedigree of Education:

Costa Rica's commitment to education is evident. Investing a significant chunk of its GDP into nurturing young minds, the nation has been recognized by the World Economic Forum for its stellar educational systems.

If you're looking to harness the power of a staff augmentation firm, expect a friendly premium of around 20%-30%.

It's a small price for the assurance of engaging with the crème de la crème of Costa Rica's tech talent.

Hiring Nearshore Developers in Colombia: A Comprehensive Guide

1

Time and Distance: Practically Neighbors!

Colombia shares a close time zone, being just a hop, skip, and an hour behind the EST/EDT time zone.

And if you fancy a quick trip to discuss business over some freshly brewed Colombian coffee, it's a mere 4.67-hour flight away!

2

English Skills: A Work in Progress

While their English proficiency might still be in the 'budding' stage, ranking 81st globally, the bluesheer passion and tech prowess of Colombian developers more than make up for it.

They're all in for a hearty "Hola!" and then diving right into the code.
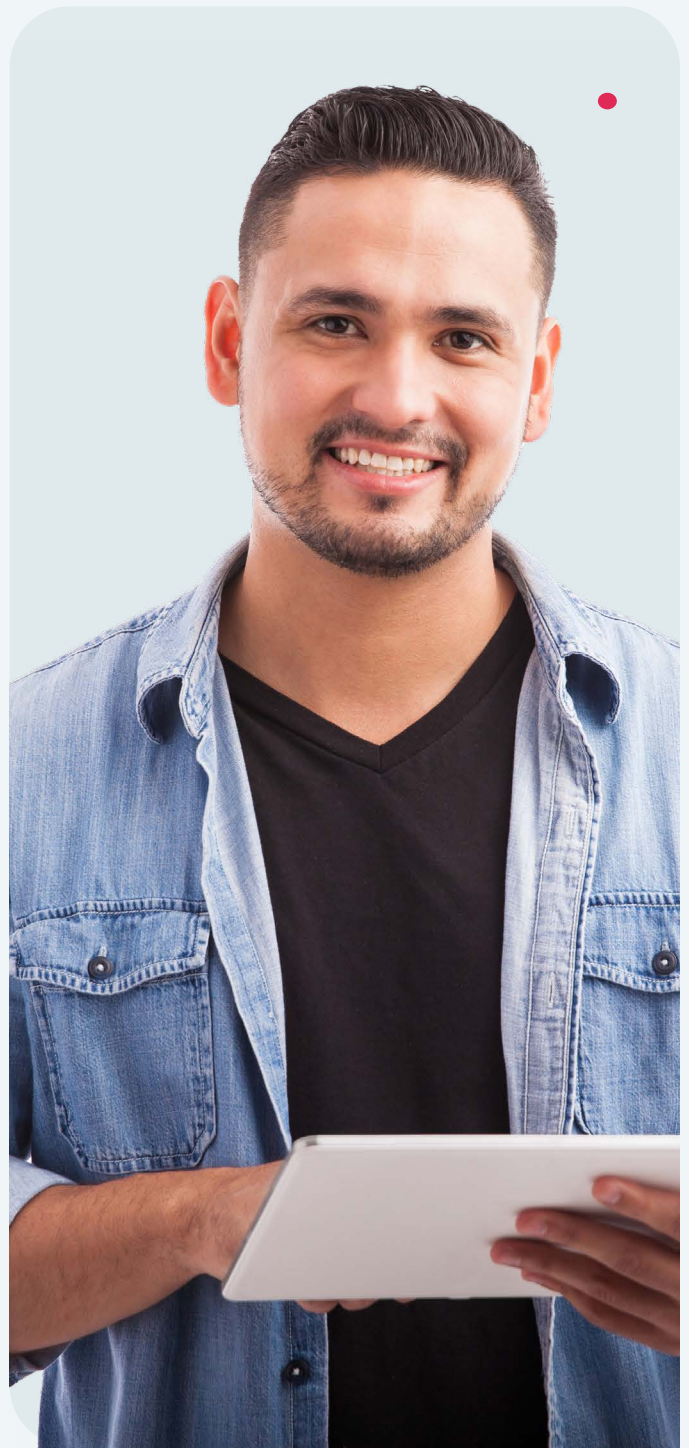
Hiring Nearshore Developers in **Colombia**: A Comprehensive Guide

3

Riding the IT Wave:

Undergoing a transformative journey, Colombia's economy and tech sectors have been in an energetic dance. With impressive growth over the years and the tag of being one of Latin America's business-friendly nations, Colombia's tech aura has never been brighter.

4

Trending Tech Talents:

Colombian play around with hot coding languages like:

| Java | Python | Kotlin |
| PHP | django | Angular |

5

Quality, without the Price Tag:

Opting for a Colombian developer doesn't just bring talent to your table; it's also easy on your pockets.

$3000 - $4000 USD

Junior developers

$4500 - $6000 USD

Mid-level developers

$6000 - $8000 USD

Senior developers

Considering a staff augmentation firm? They add a sprinkle of around 20%-30% on top, ensuring you get the absolute best fit for your tech needs.

6

Coding Education:

With government-backed initiatives and ambitious goals, the nation is on a steadfast path to becoming Latin America's educational crown jewel. Their ranking in the Global Talent Competitiveness Index speaks volumes.

Unlocking Business Potential:
Why Companies are Nearshoring to Latin America

Quality Meets Affordability:

Latin America boasts a vast reservoir of talented professionals in the IT and tech sectors, rivaling the expertise found in more traditional tech hubs. However, what makes the region particularly attractive is its competitive pricing. Companies can tap into this top-tier talent without incurring the high costs associated with hiring in more expensive markets, thus achieving a perfect blend of quality and affordability.

Hire developers and get started!

ACL helps you hire the best nearshore developers in Latin America for successful software projects. Our recruiters handle vetting and interviewing, ensuring access to top talent. Whether you need a team or a single placement, we can assist. Contact us for a free discovery call to learn more about our outsourcing services.

Emerging Tech Hubs and Governmental Support:

Several Latin American countries have recognized the potential of the tech industry and are investing heavily in its growth. Governments are launching initiatives to boost education in IT and foster innovation, positioning countries like Colombia, Costa Rica, and Brazil as emerging global tech hubs. This proactive approach not only nurtures homegrown talent but also creates a conducive environment for foreign companies to establish a solid presence in the region.

In essence, Latin America is proving itself as more than just a cost-effective nearshoring destination. It's rapidly emerging as a region where quality, innovation, and business growth converge, making it a top choice for companies looking to expand their horizons and tap into new opportunities.

ACL
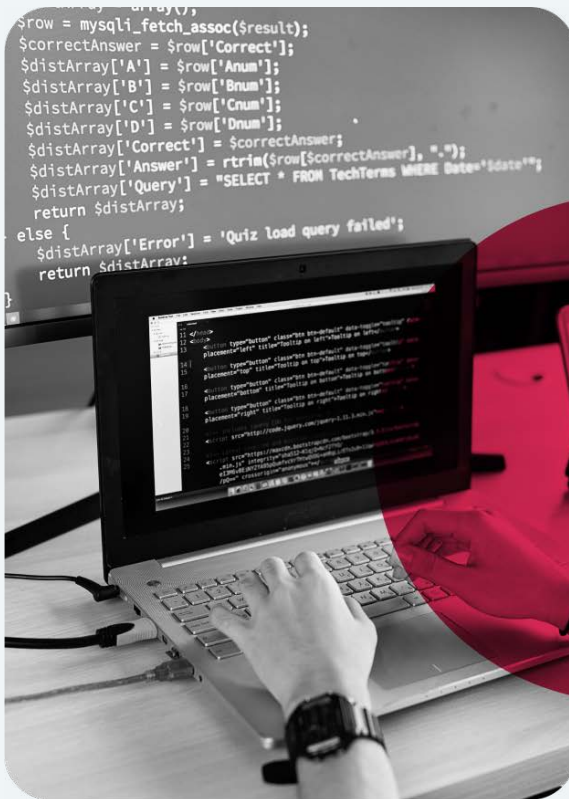
We have global reach
ACL is present in more than 12 countries in LATAM and in the US.

10k
Professionals hired in Latin America

The end

Hiring Latin American **Developers & Nearshoring** in Latin America and South America.