TALENT COMPENSATION COMPARISON GUIDE

Nearshore Compensation & Hiring Guide for Tech, Legal, Contact Center, and Accounting & Finance Jobs

AMALGA

This **Talent Compensation Comparison Guide** aims to help operations leaders, tech hiring managers, and HR/TA professionals understand the differences in total compensation costs for key roles across nearshore and onshore staffing. It highlights the benefits of nearshore staffing, with a particular focus on the cost savings and value propositions compared to onshore options.

NEARSHORE VS OFFSHORE VS ONSHORE: BREAKING DOWN THE DIFFERENCES

NEARSHORE STAFFING

Nearshore staffing refers to outsourcing work to nearby or neighboring countries. For U.S.-based companies, this often means collaborating with teams in Latin America or Canada. The primary advantages of nearshore staffing are cost-effectiveness, cultural alignment, and time zone compatibility. Working within the same or similar time zones allows for real-time collaboration and easier communication, minimizing delays and misunderstandings. Additionally, cultural similarities reduce the friction that can sometimes occur in offshore relationships, resulting in more cohesive teamwork and a better understanding of customer needs.

OFFSHORE STAFFING

Offshore staffing involves outsourcing to distant countries, typically in Asia, Eastern Europe, or Africa. The key advantage of offshore staffing is lower labor costs, making it attractive for companies looking to minimize expenses. However, this often comes with trade-offs. Offshore teams typically operate in time zones that are vastly different from their clients, leading to potential delays in communication and collaboration. Cultural differences may also require more effort to manage, particularly in customer-facing roles or projects requiring a deep understanding of market nuances.

ONSHORE STAFFING

Onshore staffing means hiring talent within the same country. For many companies, this option provides the highest level of cultural alignment, easy communication, and time zone synchronization. Onshore teams work in the same regulatory environment, allowing for smoother compliance and risk management. The downside, however, is the higher cost of labor, particularly in countries like the U.S. where salaries for tech and customer service roles are among the highest globally.

KEY TAKEAWAY:
Nearshore staffing often offers the best balance of cost, cultural compatibility, and time zone alignment. It provides greater value than offshore options and can offer competitive quality of work compared to onshore staffing at a lower price.

THE CASE FOR NEARSHORE STAFFING

CULTURE

Nearshore staffing excels in terms of cultural alignment. Working with teams in Latin America or nearby regions reduces communication barriers, thanks to shared values, work ethics, and similar business practices. This cultural fit is particularly crucial for customer-facing roles in contact centers and collaborative tech projects.

VALUE

Nearshore staffing provides a cost-effective alternative to onshore staffing while maintaining higher quality and efficiency than many offshore solutions. When considering total cost of ownership (TCO), nearshore often delivers more value per dollar. While offshore options may offer lower wages, the costs of managing remote teams, overcoming cultural and time zone differences, and maintaining quality standards often outweigh the initial savings.

TIMEZONE

One of the most significant advantages of nearshore staffing is working within overlapping time zones, ensuring real-time collaboration. This synchrony results in faster communication and more efficient project management, ultimately driving productivity.

COMPENSATION COMPARISON & ANALYSIS: NEARSHORE VS ONSHORE

OVERVIEW OF COMPENSATION TRENDS

Nearshore compensation typically offers significant savings compared to onshore salaries, making it an attractive option for companies looking to reduce costs without sacrificing quality. This section highlights how the total fully loaded staffing cost of nearshore talent compares to onshore total compensation costs (base salary plus benefits, insurance...etc) across various roles in tech, legal process outsourcing, contact center/healthcare, and accounting.

Please note that Latin American compensation and costs are not uniform across the region. Some countries have higher costs than others. Some countries have higher salaries than others. For more specific information about individual nearshoring countries and their specific rates, **set up a call with our experts at Amalga Group.**

SET UP A CALL WITH OUR EXPERTS >

DETAILED COMPARISON OF KEY ROLES

ROLE	ONSHORE AVG TOTAL COMPENSATION COST	NEARSHORE AVG FULLY LOADED STAFFING COST	NEARSHORE COST SAVINGS (% REDUCTION)
TECH ROLES: SOFTWARE			
FRONTEND DEVELOPER	$148,500	$89,100	-40%
BACKEND DEVELOPER	$162,000	$105,300	-35%
FULLSTACK DEVELOPER	$174,488	$113,417	-35%
JAVA DEVELOPER	$168,750	$109,688	-35%
QA / TESTER (MANUAL)	$133,650	$86,872	-35%
QA / TESTER (AUTOMATION)	$148,500	$96,525	-35%
ERP CONSULTANT	$184,275	$119,779	-35%
BUSINESS ANALYST	$148,500	$96,525	-35%
TECHNICAL BUSINESS ANALYST	$157,275	$102,228	-35%
SCRUM MASTER	$189,000	$122,850	-35%
PROJECT MANAGER	$189,000	$122,850	-35%
PRODUCT OWNER	$189,000	$122,850	-35%

DETAILED COMPARISON OF KEY ROLES

ROLE	ONSHORE AVG TOTAL COMPENSATION COST	NEARSHORE AVG FULLY LOADED STAFFING COST	NEARSHORE COST SAVINGS (% REDUCTION)
TECH ROLES: DATA/CLOUD/AI			
DATA ENGINEER	$201,825	$128,700	-36%
ML/AI ENGINEER	$221,062	$128,700	-42%
CLOUD ENGINEER	$209,250	$128,700	-38%
AI PROGRAM MANAGER	$221,062	$138,600	-37%
DATA SCIENTISTS	$194,737	$126,579	-35%
SYSTEM SOFTWARE ENGINEERS	$189,000	$122,850	-35%
EMBEDDED SYSTEMS ENGINEERS	$194,737	$126,579	-35%
TECH ROLES: IT INFRASTRUCTURE			
DATABASE ADMIN	$156,937	$89,100	-43%
DATABASE DEVELOPER	$176,175	$108,900	-38%
BI DEVELOPER	$162,000	$105,300	-35%
DEVOPS ENGINEER	$189,337	$123,069	-35%
SECURITY ENGINEERS	$205,875	$128,700	-37%
CYBERSECURITY ARCHITECT	$226,462	$138,600	-39%
SYSTEM ARCHITECT	$177,525	$108,900	-39%

ROLE	ONSHORE AVG TOTAL COMPENSATION COST	NEARSHORE AVG FULLY LOADED STAFFING COST	NEARSHORE COST SAVINGS (% REDUCTION)
TECH ROLES: IT INFRASTRUCTURE *(continued)*			
NETWORK ARCHITECT	$170,437	$108,900	-36%
NOC ANALYST	$141,750	$89,100	-37%
SOC ANALYST	$148,500	$93,060	-37%
TECH ROLES: IT SUPPORT			
TIER 1 HELP DESK	$64,125	$25,740	-60%
TIER 2 HELP DESK	$75,600	$29,700	-61%
TIER 3 HELP DESK	$91,125	$33,660	-63%
DESKTOP SUPPORT	$89,437.5	$29,700	-67%
IT GENERALIST	$75,600	$29,700	-61%
TECH ROLES: SALESFORCE			
SALESFORCE ADMINISTRATOR	$153,900	$100,035	-35%
SALESFORCE DEVELOPER	$179,550	$116,708	-35%
SALESFORCE ARCHITECT	$214,650	$138,600	-35%

ROLE	ONSHORE AVG TOTAL COMPENSATION COST	NEARSHORE AVG FULLY LOADED STAFFING COST	NEARSHORE COST SAVINGS (% REDUCTION)
LEGAL PROCESS OUTSOURCING			
RECORDS RETRIEVAL SPECIALISTS	$60,980	$32,400	-47%
DOCUMENTS/ RECORDS SPECIALISTS	$60,980	$32,400	-47%
ORDER PROCESSING SPECIALISTS	$60,980	$32,400	-47%
DOCUMENT REVIEWERS	$60,980	$32,400	-47%
DATA ENTRY SPECIALISTS	$49,950	$28,080	-44%
LEGAL ASSISTANTS	$81,000	$35,640	-56%
PARALEGALS	$101,250	$39,600	-61%
CONTACT CENTER/HEALTHCARE			
INBOUND/ OUTBOUND CALLERS	$57,375	$25,740	-55%
CUSTOMER SERVICE REPRESENTATIVES	$67,500	$25,740	-62%
MEDICAL INTAKE SPECIALISTS	$67,500	$29,700	-56%
MEDICAL CODERS	$87,750	$45,540	-48%
CLAIMS PROCESSORS	$81,000	$35,640	-56%
IT/TECH SUPPORT SPECIALISTS	$89,437	$33,660	-62%

ROLE	ONSHORE AVG TOTAL COMPENSATION COST	NEARSHORE AVG FULLY LOADED STAFFING COST	NEARSHORE COST SAVINGS (% REDUCTION)
CONTACT CENTER/HEALTHCARE *(continued)*			
QA SPECIALISTS	$94,500	$39,600	-58%
PAYROLL SPECIALISTS	$81,000	$35,640	-56%
ACCOUNTING AND FINANCE			
STAFF ACCOUNTANTS	$114,750	$59,400	-48%
AP/AR CLERKS	$81,000	$39,600	-51%
BOOKKEEPERS	$87,750	$39,600	-55%
FINANCIAL ANALYSTS	$128,250	$59,400	-54%
AP/AR MANAGERS	$128,250	$69,300	-46%
ACCOUNTING MANAGERS	$141,750	$92,137	-35%
CONTROLLERS	$189,000	$118,800	-37%

FINDINGS

Nearshore staffing offers substantial cost savings while maintaining high-quality output. The cultural alignment and time zone compatibility further enhance collaboration, making nearshore an ideal alternative to onshore staffing for companies looking to optimize costs.

> The average cost reduction for nearshore roles compared to onshore is generally 35% to 60%.

This significant cost savings can be a major advantage for companies looking to optimize their staffing costs without compromising on quality.

COMPENSATION COMPARISON & ANALYSIS: NEARSHORE VS OFFSHORE

RISK MANAGEMENT

Nearshore staffing reduces the operational risks often associated with offshore staffing, such as data security concerns and legal compliance. In addition, nearshore teams are generally more familiar with Western regulatory environments, further minimizing risk.

SCALABILITY AND FLEXIBILITY

Nearshore staffing allows businesses to scale their operations efficiently. Whether you need to grow your team rapidly or adjust headcount for short-term projects, nearshore partners provide the flexibility to adapt to changing demands.

ONBOARDING AND INTEGRATION

Successful nearshore staffing depends on seamless integration. Best practices include clear onboarding processes, regular communication, and a strong focus on team cohesion to ensure that your nearshore team feels like an extension of your onshore operations.

CONCLUSION

SUMMARY OF FINDINGS

Nearshore staffing offers a compelling alternative to onshore solutions. It balances cost, cultural alignment, and operational efficiency, making it an ideal choice for tech and contact center jobs. By choosing nearshore staffing, businesses can achieve high-quality results while maintaining budgetary control.

LEARN MORE

Looking to learn more about how nearshore staffing can transform your business? Schedule a consultation with a LatAm staffing specialist today!

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