

# 2025 TECH SALARY REPORT

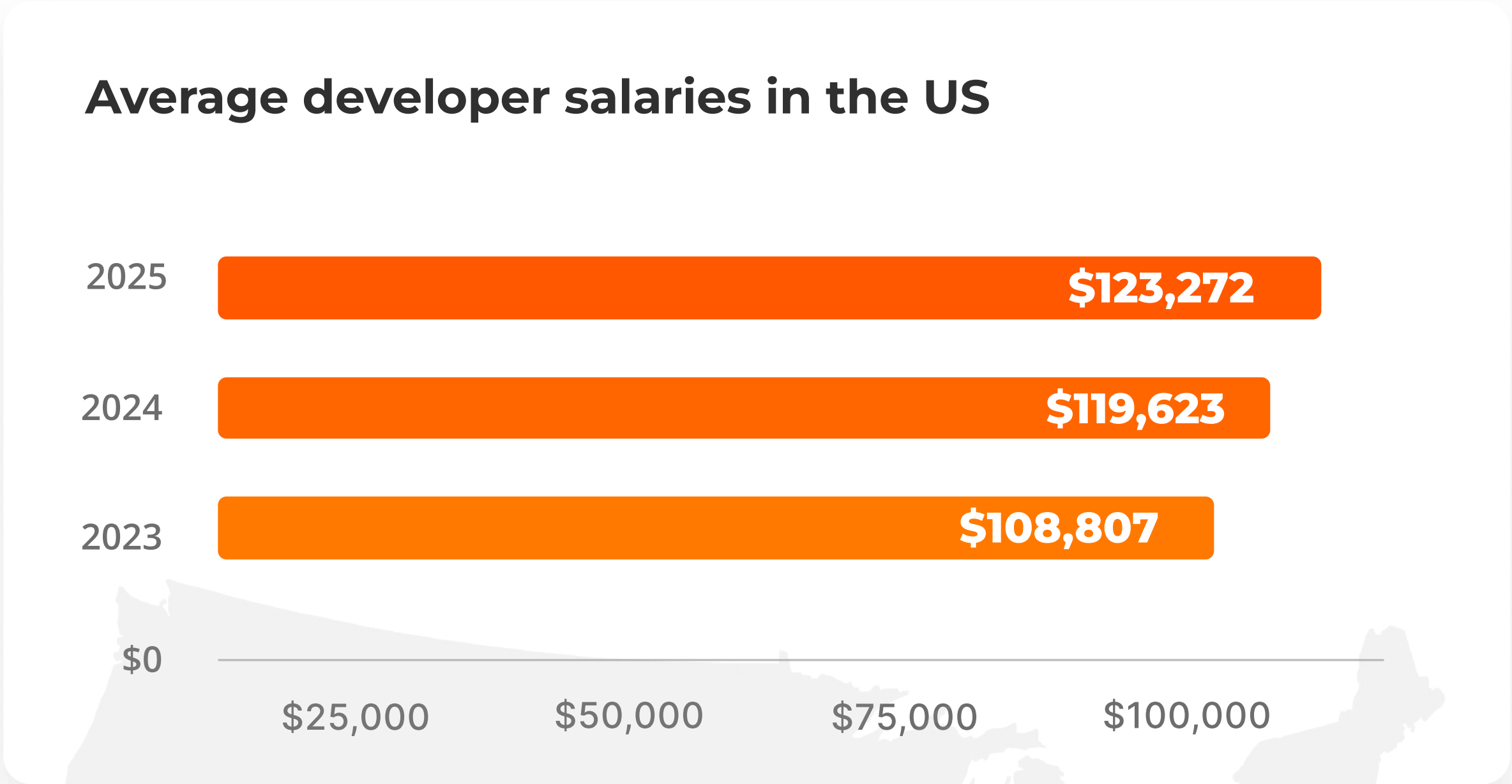
## USA VS. AGILEENGINE

Despite widespread cost-cutting and the rise of AI-driven productivity,

# DEVELOPER SALARIES IN THE US HAVE CONTINUED TO CLIMB THROUGHOUT 2023–2025

In response, tech companies are increasingly partnering with firms like AgileEngine to access top-tier remote experts in areas like software engineering, QA, AI, design, and project management, saving 50–70% on tech talent.

This report examines the cost-efficiency gains that this strategy offers. Read on for a comparison of average rates of senior-level tech industry professionals in the US to key outsourcing regions covered by AgileEngine.



**+50 – 70%**  
in comparison to outsourcing



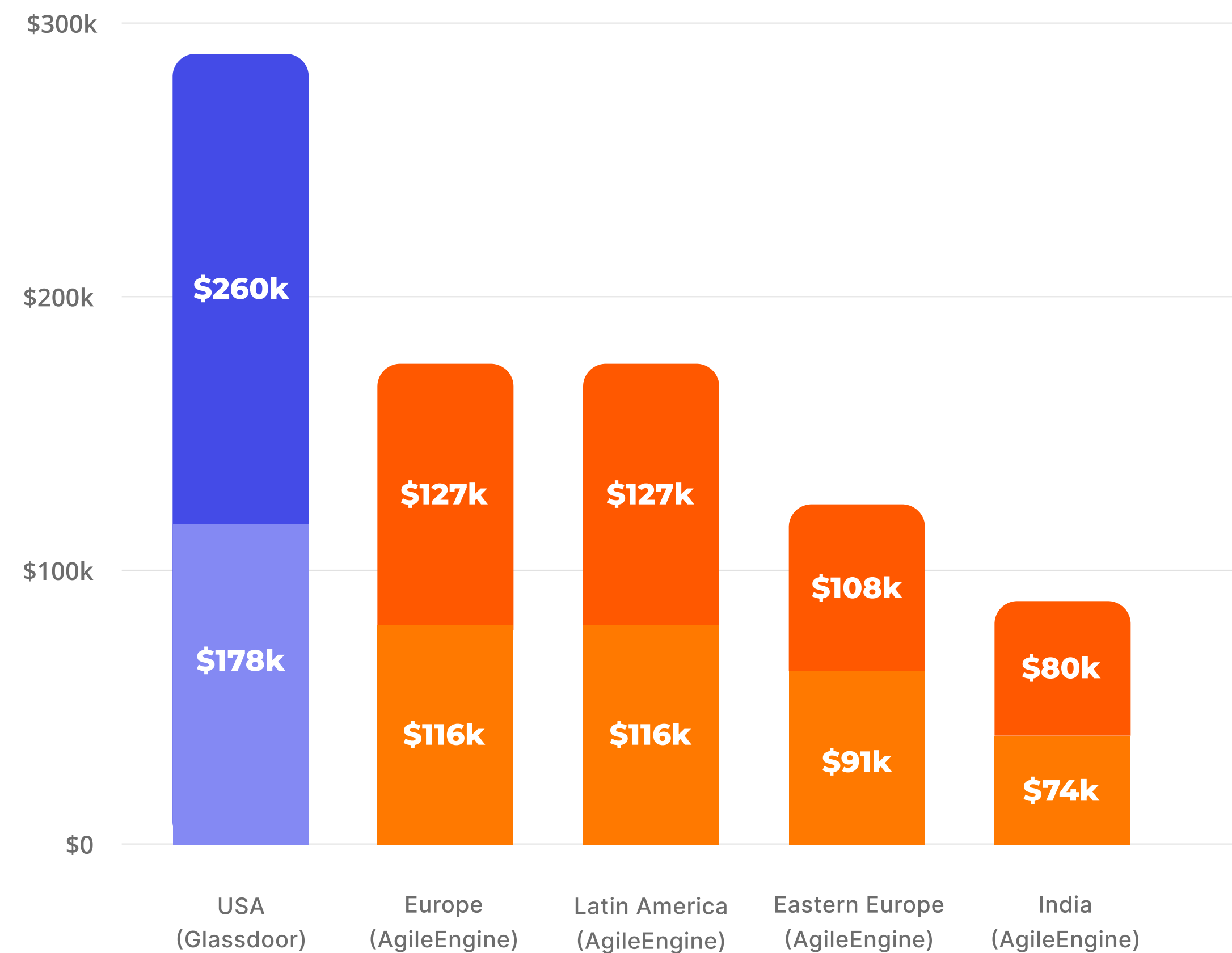
**SAVE  
OVER 50%**

while engaging top-skilled  
engineers in US-friendly time zones



**TOP REMOTE EXPERTS SPECIALIZING IN  
SOFTWARE DEVELOPMENT** (FULL-STACK,  
BACKEND, FRONTEND, MOBILE) AND DEVOPS

### Senior software engineering salaries



# EXPERT PROFILE



 Porto, Portugal

## YAROSLAV P

SENIOR FULL-STACK ENGINEER

10+ YEARS OF EXPERIENCE

### CORE SKILLS

Web application architecture, web development, frontend development, mobile development, performance optimization, AI/ML integration, dynamic UI design, test execution, MVP development, automated pipeline development, team leadership.

### PROFESSIONAL EXPERIENCE

#### Hotspot Cover

Senior full-stack engineer

#### CodeHunter

Senior full-stack engineer

#### BG Solutions

Senior/lead full-stack engineer

### EDUCATION

#### Donetsk National Technical University

2006–2011

Specialist Degree, Computer Science

#### Coursera

2006–2011

Web Application Architectures

### TOOLS

JavaScript, React.js, TypeScript, React Native, HTML, CSS, Next.js, Angular, Node.js, Ruby, RoR, Python, Django, Chrome Puppeteer, Cypress.

### LANGUAGES

ENGLISH (proficient)

UKRAINIAN (native)

PORTUGUESE (intermediate)





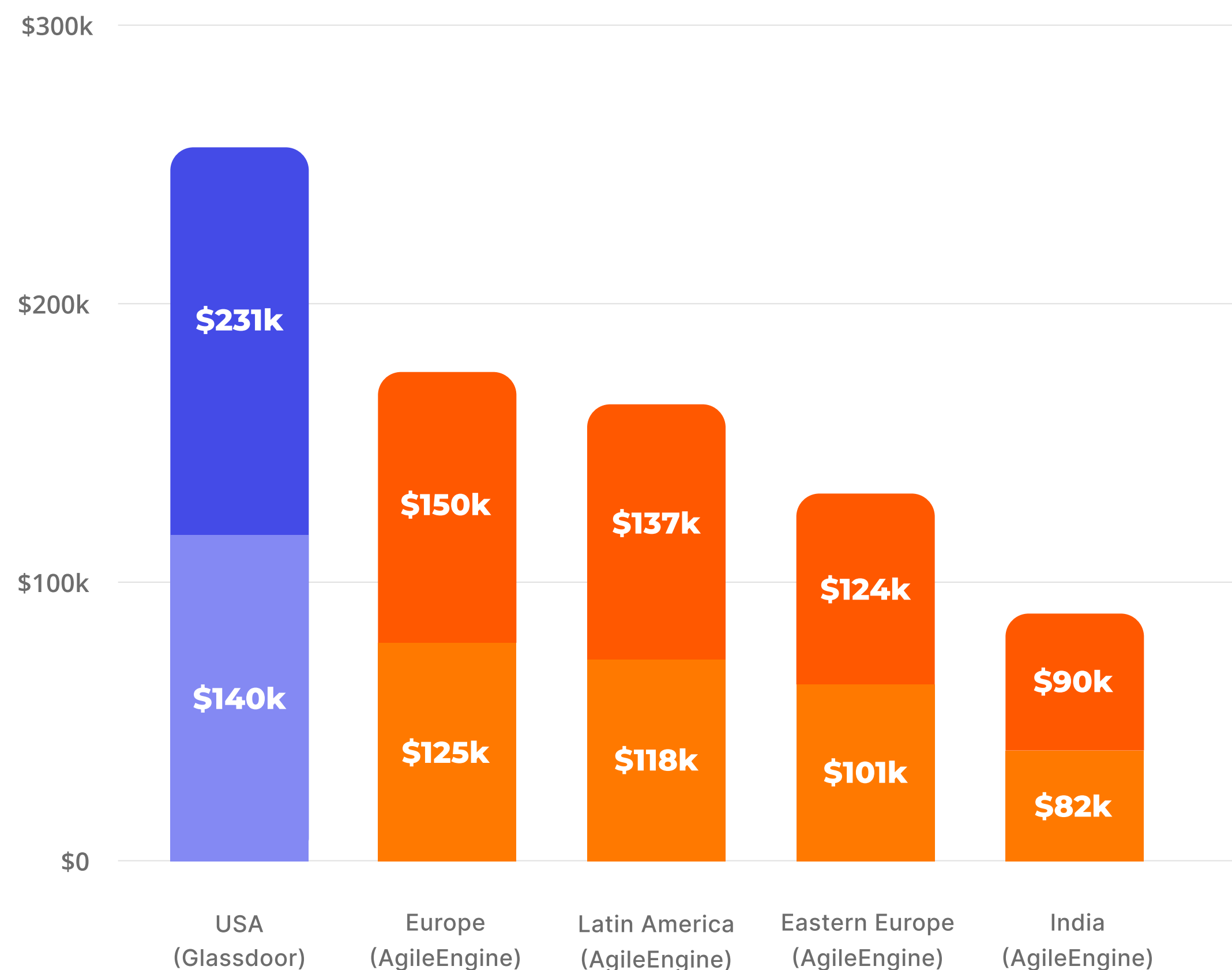
**SAVE  
35 – 60%**

while engaging top-skilled  
**remote designers**



**GET COMPREHENSIVE SUPPORT THAT COVERS**  
UX/UI DESIGN, VISUAL AND MOTION GRAPHICS,  
BRANDING, DESIGN STRATEGY, AND RESEARCH

### Senior designer salaries



# EXPERT PROFILE



 Guadalajara, Mexico

SAYAN S

LEAD PRODUCT DESIGNER

15+ YEARS IN EXPERIENCE DESIGN

DESIGN SKILLS

Design thinking, Lean UX, design sprints, user personas, journey and experience mapping, information architecture, design systems, prototyping, UI design, design strategy

PROFESSIONAL EXPERIENCE

Expedia Group

Senior product designer

Eargo

Principal product designer

Barnes and Nobles

Design consultant

EDUCATION

University of London at LSE

2009–2011

Bachelor's Degree, Information Systems and Global Management

TOOLS

Adobe Creative Suite, Sketch, Figma, Lysnaa, Fullstory, Hotjar

LANGUAGES

ENGLISH (proficient)

SPANISH (native)

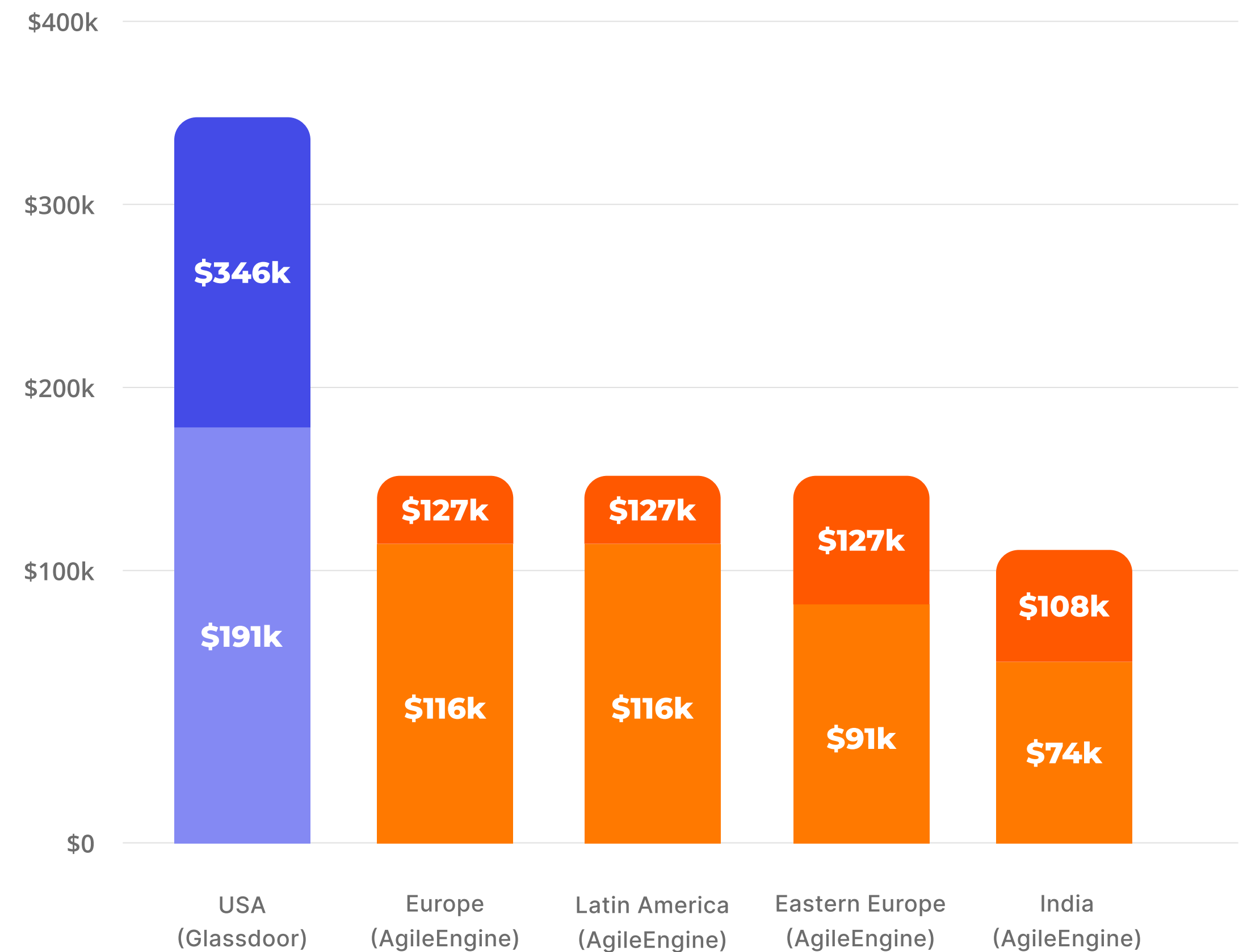


**OVER 2.7X**  
**HIGHER COST-EFFICIENCY**  
when engaging top-1% AI experts in LatAm,  
with more savings possible in other locations



**COVERAGE FOR LEADING-EDGE SOLUTIONS** LIKE  
AI AGENTS AND GENAI, AS WELL AS EXPERTISE IN  
PREDICTIVE AI

### Senior AI and data engineer salaries



# EXPERT PROFILE



 Bogotá, Colombia

DAVID F

SENIOR AI/DATA ENGINEER

5+ YEARS OF EXPERIENCE

CORE SKILLS

AI/ML model training, monitoring, and validation, LLM integration, RAG (Retrieval-Augmented Generation) architectures, data pipeline development, LLM-based microservices, AI agents, MLOps

PROFESSIONAL EXPERIENCE

NDA (Fortune Global 500 brand)

Senior data engineer

Nubank

Senior AI/ML engineer

Mercado Libre

AI/ML engineer

EDUCATION

Universidad Nacional de Colombia

Master of Engineering  
Bioinformatics, Bioinformatics (2024)

Universidad Nacional de Colombia

Systems and Computer Engineering,  
Computer Software Engineering (2020)

Coursera

Deep learning, Data Scientist’s Toolbox (2020)

TECHNOLOGY

Python, Scala, C/C++, TensorFlow, PyTorch, AWS  
SageMaker, HuggingFace Transformers, LangChain,  
LangGraph, GPT (OpenAI, Azure), LLaMA, Mistral, Falcon,  
Mixtral, Gemma, Tesseract, OpenCV, scikit-learn, Databricks.

LANGUAGES

ENGLISH (proficient)

SPANISH (native)

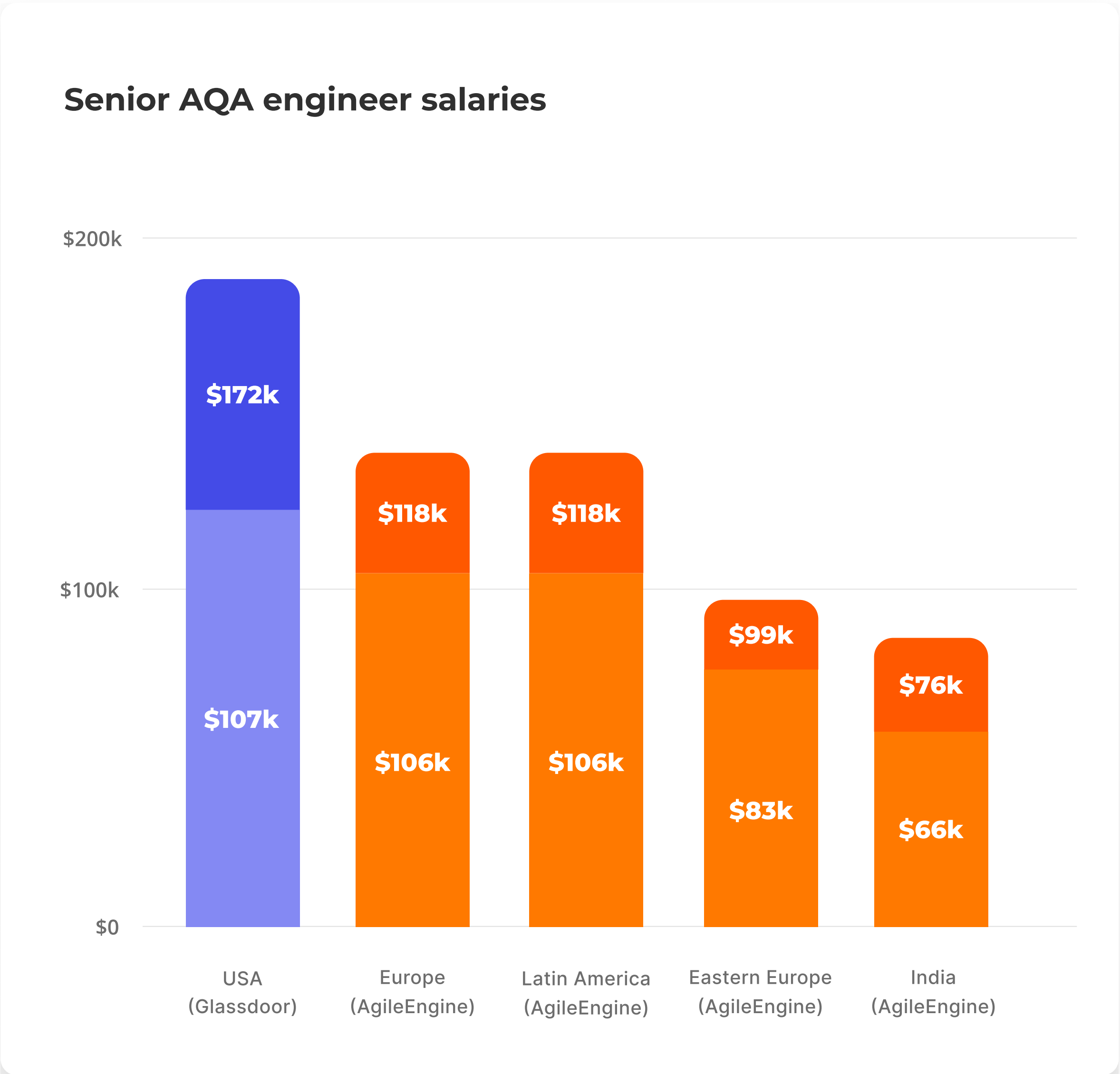




**30–55%**  
**HIGHER COST-EFFICIENCY**

compared to the US experts  
with the same experience and skill level

✓ **FROM AI-DRIVEN TESTING AUTOMATION TO  
BUILDING CUSTOM FRAMEWORKS AND  
STRATEGIC QA CONSULTANCY — WE SECURE  
DIGITAL PRODUCT QUALITY END-TO-END**





# EXPERT PROFILE



 Lviv, Ukraine

## VOLODYMYR Z

SENIOR QA ENGINEER

12+ YEARS OF EXPERIENCE

### CORE SKILLS

Functional, smoke, regression, integration, and exploratory testing, automated testing of web applications, cross-browser and cross-platform testing, defect management, test strategy, test planning, agile, Scrum, Kanban

### PROFESSIONAL EXPERIENCE

#### NDA (augmented reality SaaS)

Senior QA engineer

#### NDA (administrative appeals management SaaS)

Senior QA engineer

#### VQ-Michigan

QA engineer

### EDUCATION

#### V. N. Karazin Kharkiv National University

MS in “Radiophysics, Biomedical Electronics and Computer Systems”  
(2008–2013)

### TECHNOLOGY

JavaScript, TypeScript, SQL, CSS, HTML, Appium, WebdriverIO, Postman, Chrome DevTools, Logcat, Confluence, Jira, Swagger, Trello, Favro, PractiTest, BrowserStack, Firebase Crashlytics, Katalon Studio

### LANGUAGES

ENGLISH (proficient)

UKRAINIAN (native)



**SAVE  
35–60%**

on senior and lead-level  
project management experts  
compared to the US rates



**PROVEN COMMERCIAL EXPERTISE IN  
METHODOLOGIES RANGING FROM LEAN  
STARTUP TO SAFE (SCALED AGILE FRAMEWORK)  
AND DAD (DISCIPLINED AGILE DELIVERY)**

### Senior PM salaries



# EXPERT PROFILE



 Barcelona, Spain

## ANDRES W

LEAD PRODUCT MANAGER/SCRUM MASTER

10+ YEARS OF EXTENSIVE EXPERIENCE IN AGILE METHODOLOGIES

### CORE SKILLS

Scrum, Kanban, hybrid (Scrum-ban), product ownership and design, backlog management, application lifecycle management (ALM), scope management, project quality management, people management, risk management, roadmaps, project estimation, KPIs and OKRs, story points estimation, poker planning

### PROFESSIONAL EXPERIENCE

#### NDA (Fortune 500 brand)

Lead product manager

#### Trafilea

Senior Scrum master/product Owner

#### Azumo

Scrum master

### CERTIFICATIONS

**CertiPro:** Scrum Foundation Professional

**Scrum Alliance:** Certified ScrumMaster

**Asana:** Asana Certified Pro

**Scrum and Agile:** Agile Development Practices, Scrum for Developers, Kanban for Developers, Lean Software Development, Agile Analysis, Disciplined Agile Delivery

**Six Sigma and Lean:** Six Sigma White Belt, Lean Proficient

**Udemy:** ELK (ElasticSearch, LogStash, Kibana)

**LinkedIn & PMI:** Project Management, Team Management, Schedule Management, Risk Management, Requirements Management, Communication Management, Budget Management, Stakeholders Management

### EDUCATION

#### Interamerican Open University

Bachelor's Degree, Graphic Design (2006–2010)

### LANGUAGES

**ENGLISH** (proficient)

**UKRAINIAN** (native)

# LATIN AMERICA

- ✓ Near-100% time zone overlap with the US that's highly advantageous for fast-paced projects
- ✓ Rapidly growing talent pool supported by strong educational initiatives and government programs

## OUR APPROACH TO LATAM TALENT

With offices in five LATAM countries, AgileEngine taps into a 1.5-million talent pool, enabling clients to reach top-1% professionals within days. We recommend Latin America as a destination for projects that require **real-time communication.**



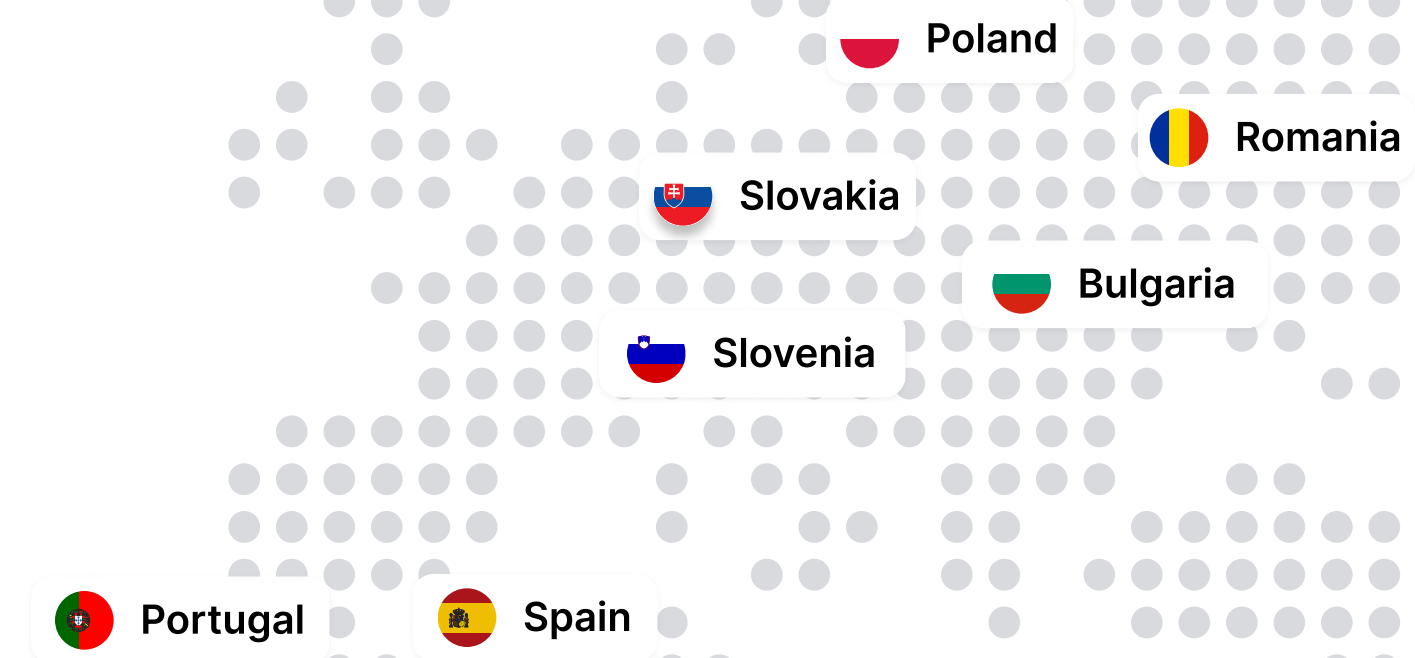


# EUROPEAN UNION

- ✓ Robust IT infrastructure and well-established legal and regulatory framework for data and IP protection
- ✓ Minimal time difference with the US East Coast, allowing for real-time project coordination

## OUR APPROACH TO THE EU

We operate across seven EU countries, tapping into a talent pool of 750,000+ development, design, data, AI, and QA experts. Our dedicated expertise in navigating the region's legal landscape and talent market allows for **faster closure of tech positions.**





# EASTERN EUROPE

- ✓ Strong STEM education resulting in exceptional skills in a high range of software and technology areas
- ✓ Higher cost-efficiency compared to LATAM or the EU, combined with US-friendly remote development models

## OUR APPROACH TO EASTERN EUROPE

Our nearshore model allows for 4–5 overlapping working hours with the US, with more possible on an ad-hoc basis.

AgileEngine consistently ranks among the **top software development companies in the region** which enables us to engage top talent.

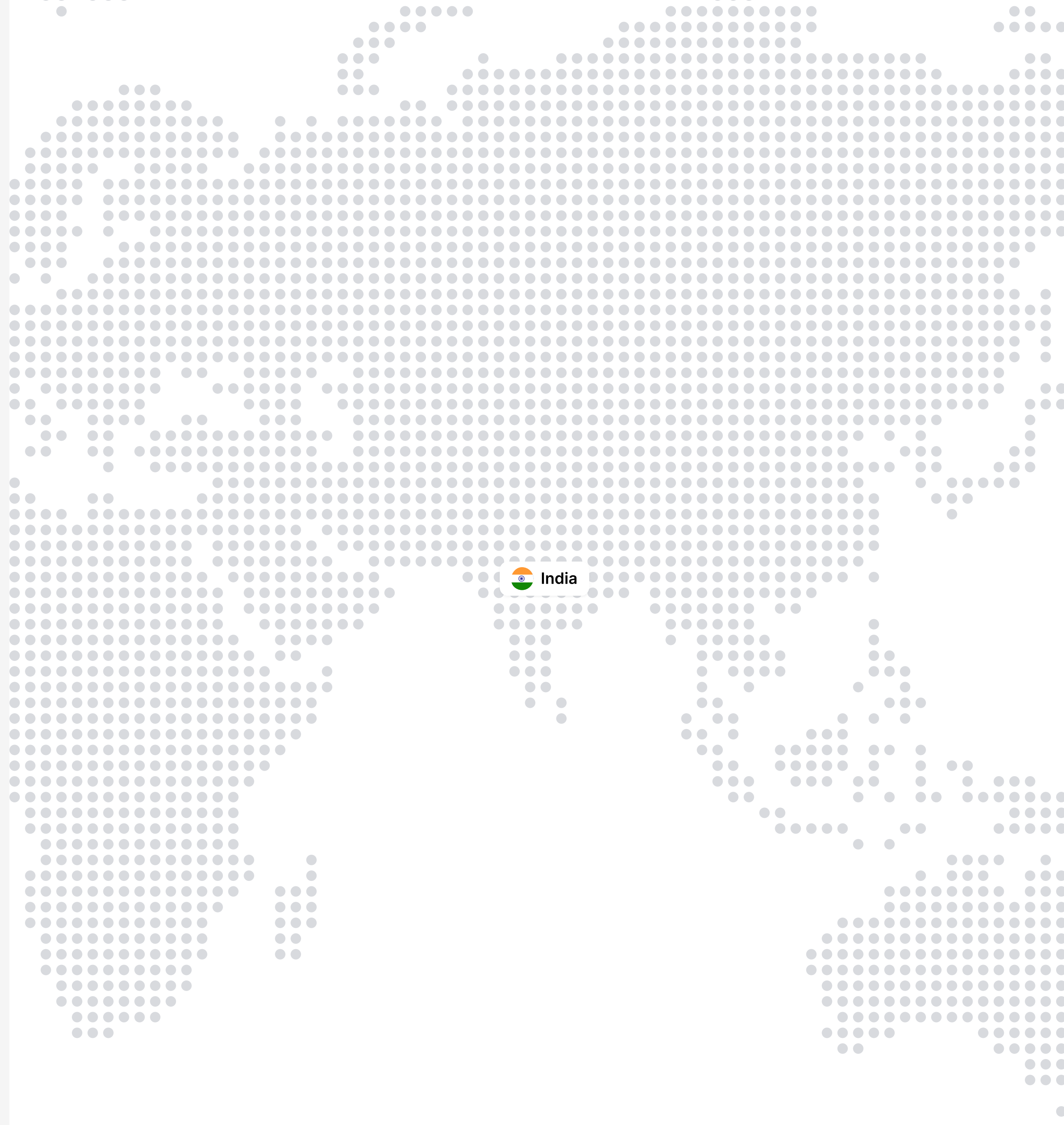


# INDIA

- ✓ Unmatched cost efficiency combined with a talent pool that exceeds the one in the US in size
- ✓ Support for round-the-clock development cycles thanks to the country's time zone

## OUR APPROACH TO INDIA

Recognized as a top career destination for Indian developers, we're well-positioned to attract top local talent. We recommend India for **budget-conscious companies** and projects that benefit from asynchronous operations (e.g., "follow the sun" model).



# OUR TALENT SELECTION PROCESS

✓ **12K+ MONTHLY APPLICATIONS**

✓ **TOP-1% CANDIDATES**

✓ **UP TO 3X FASTER HIRING**

## AI-ASSISTED HIRING

- ✓ Proprietary platform automating top-of-the-funnel processes, enhancing efficiency and candidate experience
- ✓ AI-driven resume filtering and analysis
- ✓ Customizable asynchronous video interviews
- ✓ Client dashboard streamlining the tracking of roles, candidates, and submissions

## 360-DEGREE SUPPORT

- ✓ Role analysis and alignment on requirements with hiring managers
- ✓ Multi-layered vetting, including automated screening, coding tests, recruiter and technical interviews
- ✓ Complete onboarding and legal support

# HOW WE STACK UP AGAINST OTHERS

AGILEENGINE IS TRUSTED BY INDUSTRY LEADERS — FROM FORTUNE 500 ENTERPRISES TO VC STARTUPS



# READY TO TAKE YOUR DIGITAL SOLUTIONS TO THE **NEXT LEVEL?**

[AGILEENGINE.COM](https://agileengine.com)

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