CodersLink

2026

Tech Salaries Report

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Executive Summary

This report presents the most comprehensive survey of technology compensation in Mexico to date, based on 10,254 verified responses collected in early 2026. It covers 36 normalized role categories across 32 Mexican states, five seniority levels, and seven English proficiency tiers.

Every salary figure is computed directly from the survey dataset using bootstrap confidence intervals (2,000 resamples, 90% CI). External market context is sourced separately and labeled clearly throughout.

Key Findings

The overall median net monthly salary across all tech roles is $3,140 (90% CI: $3,105–$3,171), with an **interquartile range of $2,118–$4,392.**

Engineering Manager ($4,956, n=142) and Solution Architect ($4,904, n=291) lead all roles by median salary. **Both carry High confidence.**

Seniority follows a broadly expected gradient from Junior ($1,887) to Principal ($3,813), a +102% increase. One notable non-monotonicity: Lead ($3,046) falls 14.1% below Senior ($3,547). **Investigation reveals this is a compositional effect driven by lower English proficiency and lower US-employer representation among Lead respondents.**

English proficiency is the single strongest salary differentiator. C2 professionals earn $4,062, compared to $1,957 for B1—a 2.1× multiple that holds within every seniority band tested.

Hybrid work is the dominant model (45.3% of respondents), followed by Remote (32.1%) and On-site (22.6%). Remote workers report a +20% median premium over on-site workers.

What This Means for Employers

For HR and Talent Acquisition:

Use role-level benchmarks in Section 6 to calibrate offers. Pay particular attention to the English and company-origin premiums, which can shift a competitive offer by 50–100%.

For Engineering Leaders:

The role family comparison (Section 12) provides budget-level guidance. The seniority-experience alignment in Section 8 reveals where titles and experience diverge.

For CFOs and COOs:

The employer-cost framing in Section 16 and model-selection logic in Section 17 translate salary data into operational budget decisions.

Executive Summary Dashboard

10,254 verified responses - 36 roles - 32 states - Q1 2026

Overall Median Monthly Salary

$3,140

IQR $2,119 - $4,392

Survey Coverage

10,254

Verified Professionals

36 roles / 32 states / 5 seniority levels / 7 English tiers / 10 company origins

Confidence Footprint

High

90% CI:

$3,105 - $3,171

22 of 36 roles at High confidence

6 of 7 English tiers at High

5 of 10 origins at High

Salary Range (All roles)

Right-skewed distribution: mean > by $320 IQR spread: $2,272 — significant stratification

Median Salary by Seniority

Lead falls 14% below Senior — Compositional effect, not a data error Junior > Principal : +102% - Steepest step: Junior > Mid (+57%)

English Premium

2.1x

C2 vs B1

C2	$4,062
C1	$3,473
B1	$2,940
B2	$1,957

Company Origin

+68%

US vs Mexico

UK	$4,661
US	$4,431
Canada	$3,655
Mexico	$2,634

Work Model

Hybrid	45.3%
Remote	32.1%
On-site	22.6%

Remote premium:

+20%

Vs on-site ($3,323 vs $2,769)

Employer Cost

1.35-1.65x

Net salary multiplier

At $3,140 median:

Low est.	~$4,200
High est.	~$5,200

Includes IMSS, INFONAVIT, AFORE, benefits

Skills Analyzed

323

74 skills with measurable salary signal

20 common + premium
23 common + baseline
31 rare + premium

Top Skill Clusters

Modern Front End	+19.8%
Back End Stack	+9.9%
Cloud/DevOps	+4.1%
Data Platform	+3.1%
AI/ML	-5.3%

Controlled for role family & company origin

Top Common+Premium Skills

DigitalOcean	+35.3%
Node.js	+34.4%
Kubernetes	+27.8%
Angular	+27.9%
C#	+24.4%

All Robust confidence (10+ strata)

Key Findings

- **English is the #1 salary driver.** C2 professionals earn 2.1x B1 peers ($4,062 vs $1,957) — this premium holds within every seniority band tested.
- **US-origin employers pay +68% over Mexico-origin ($4,431 vs 2,634), widening to +96% at Principal level.** Your competitive set depends on your company origin.
- **Lead falls 14% below Senior ($3,046 vs $3,547)** — a real compositional effect driven by lower US-employer representation among Leads.
- **Junior ⟶ Mid-Level is the steepest step at +57% ($1,887 ⟶ $2,965).** Salary growth flattens after 10 years of experience.
- **Solution Architects outpay Software Engineers by 61% (4,904 vs 3,046)** — the sharpest IC-to IC delta in the survey.
- **53.9% hold a second job (5,529 of 10,254)** — a workforce stability signal worth monitoring for retention strategy.

About CodersLink

CodersLink is the bridge that enables global companies to build, manage, and scale teams of top 1% tech professionals in Mexico. Since its founding, CodersLink has placed thousands of engineers into high-impact roles at companies ranging from startups to Fortune 500 enterprises.

Why CodersLink Publishes This Report

CodersLink created the Tech Salaries Report to bring transparency, rigor, and decision-grade data to the Mexico tech hiring market. With 10,254 verified responses—the largest known sample in the Mexico tech salary landscape—this report provides the foundation employers need to build competitive compensation strategies, plan budgets, and make informed hiring decisions.

.NET

"CodersLink helped us transition from our Asia office to a nearshore office in Guadalajara recruiting 45 developers within a year"

Pinterest

"CodersLink has been a key part of our engineering team expansion in Mexico helping us recruit 22 engineers within months"

udemy

"CodersLink has been a great partner helping us hire 57 top engineers and successfully build our Mexico engineering team"

What CodersLink Does

CodersLink operates three core service models designed for different hiring needs in Mexico:

Staff Augmentation: Embed pre-vetted engineers directly into your team on a flexible, time-and-materials basis. Ideal for scaling quickly or filling skill gaps without long-term headcount commitment.

MESH (Managed Engineering Squads by Hire): Build a fully managed, dedicated engineering squad in Mexico. CodersLink handles recruiting, onboarding, payroll, and operations. You retain technical leadership and IP ownership.

RPO / Recruitment: Outsource your recruiting function for Mexico-based hires. CodersLink sources, screens, and delivers shortlists of qualified candidates for direct employment on your payroll.

Why Mexico

The combination of timezone alignment with US operations, a deep engineering talent pool, competitive compensation relative to US benchmarks, and the maturation of remote and hybrid work models has made Mexico a strategic hiring market. CodersLink sits at the center of this market.

Mexico produces over 130,000

engineering graduates annually and ranks among the top three nearshore destinations for US technology companies.

(OECD Education at a Glance 2025; Gartner Nearshore Market Guide 2025)

150+ Companies That Trust CodersLink

FreshBooks · Oportun · Ziff Davis · Robert Half
zapier · inhabit · udemy · functionize
rackspace technology · Kauffman Fellows · minted. · Particle
welocalize · CRITEO · eero · DB SCHENKER
amazon · virta · Paystand · Tecnológico de Monterrey
S&P Global · Q2 · andela · Supernus Pharmaceuticals
OneRail · blend · Humble Bundle · APARAVI
ROCKETLAWYER · TRADE|TECHNOLOGIES · KOCH

Methodology and Confidence Framework

Data Collection

The dataset comprises 10,254 responses collected via CodersLink's annual tech salary survey, fielded in Q1 2026. Respondents self-reported their compensation, role, seniority, experience, English proficiency, work arrangement, location, and benefits.

Canonical Salary Metric

All salary figures use Net Monthly Salary (USD) as the canonical metric. This represents take-home pay after taxes and statutory deductions. It does not include employer-side costs such as IMSS, INFONAVIT, AFORE, or voluntary benefits.

Statistical Framework

Medians are the primary central tendency measure. Bootstrap confidence intervals are computed using 2,000 resamples with a fixed random seed (seed=42) at the 90% confidence level.

Confidence Labels

Label	Criteria	Interpretation
High	n ≥ 100 and CI width ≤ 15% of median	Reliable for benchmarking and budgeting
Moderate	n ≥ 50 and CI width ≤ 25% of median	Usable with caution; appropriate for directional budgeting
Directional	n ≥ 15	Indicates a pattern; supplement with additional market signals
Suppress	n < 15	Not published as standalone benchmark; included in aggregates

How to Interpret Confidence Labels

High-confidence benchmarks can be used directly in compensation planning, offer calibration, and budget modeling. Moderate benchmarks are appropriate for directional budgeting. Directional benchmarks indicate observable patterns but carry wider uncertainty; they are best used alongside recruiter feedback rather than as standalone anchors. All roles are published regardless of confidence level.

Normalization

Role Normalization: 37 raw role labels ↦ 36 categories after merging one capitalization variant (DevOps/ Devops). 35 named roles + 1 Other.

Geographic Normalization: 33 values = 32 Mexican states + 1 Undisclosed.

Outlier Treatment

IQR-based outlier analysis identified 331 observations (3.2%) as mild outliers. All are retained; median-based statistics are robust to their influence.

Employer Cost Note

This report measures net employee salary, not total employer cost. In Mexico, employer-side obligations typically add **35–65% on top of net salary.** Section 16 provides additional framing.

How to Use This Report

For HR and Talent Acquisition

Start with Section 6 (Salary Benchmarks by Role) for your target role's median, IQR, and confidence label. **Cross-reference with Section 7** (Seniority) and **Section 9** (English) to calibrate for level and language requirements. High-confidence medians are strong anchors; Directional benchmarks should be supplemented with recruiter feedback.

For Engineering Managers and Directors

Section 12 (Role Family Comparison) provides budget-level salary bands for team planning. **Section 8** (Experience and Title Alignment) shows where title seniority and actual experience diverge. **Section 11** (Observed Salary Differentials) quantifies the premiums that drive compensation variation across your team.

For CTOs and VPs of Engineering

Section 1 (Executive Summary) and **Section 5** (Market at a Glance) give a high-level market view. **Section 16** frames data for budget and strategy decisions. **Section 17** maps hiring goals to service models.

For CEOs, COOs, and Finance Leaders

Focus on Sections 1, 5, and 16–17. The employer-cost framing and model-selection logic translate salary data into operational decisions. Section 11 highlights where compensation pressure is highest.

From Benchmark to Hiring Decision

To move from benchmark to offer: (1) identify target role and seniority, (2) apply English and company-origin premium adjustments from Sections 9–10, (3) consider work model and location, (4) compare benefits package against Section 15 norms, (5) check the confidence level of the benchmark. An offer at or above the survey median for a High-confidence role is market-competitive.

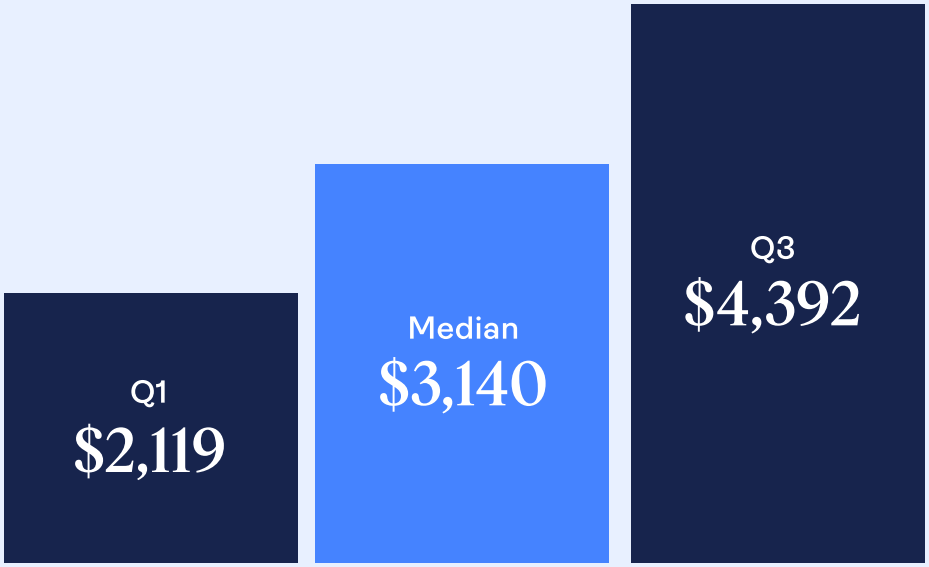
Interpreting Median vs Range

The median is the 50th percentile. The IQR (Q1–Q3) captures the middle 50% of salaries. A narrow IQR means tight clustering; a wide IQR means significant variation, often driven by English proficiency, company origin, or geography. When budgeting, the median is the market anchor; Q3 is a useful ceiling for premium offers.

Market at a Glance

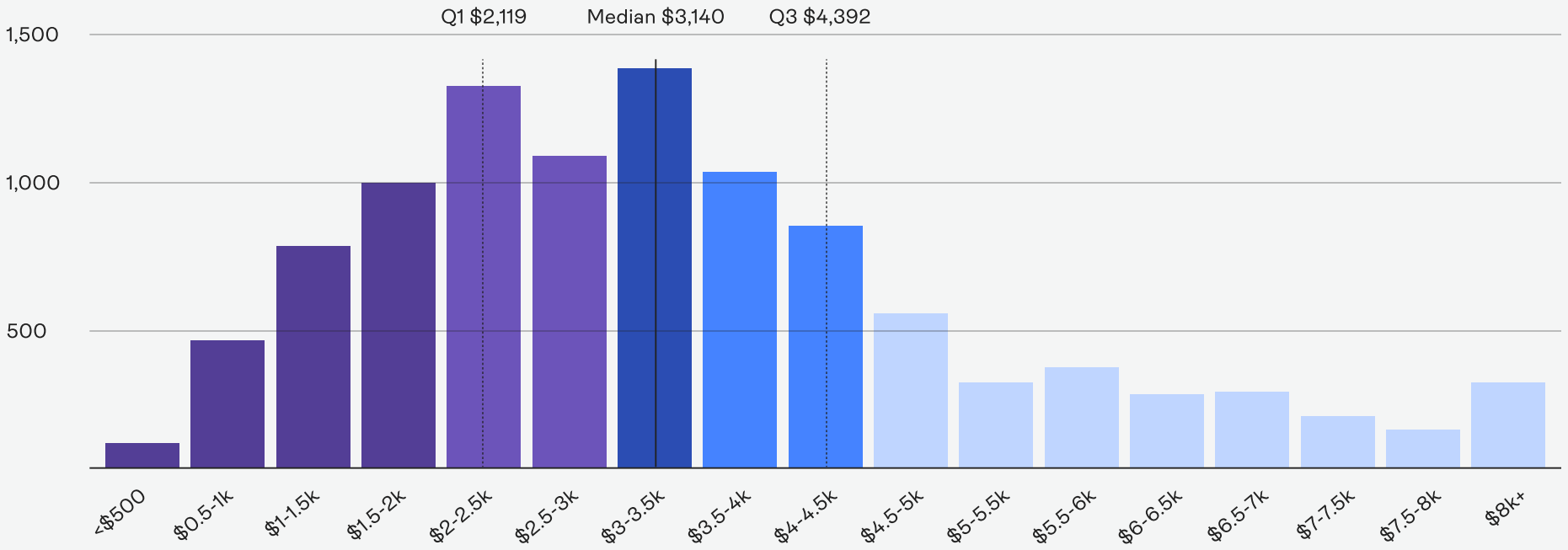
$3,140

Median Overall Salary Distribution



Overall Salary Distribution

Net monthly salary (USD) · $500 · n = 10,254



Median

$3,140

Q1 (25th pct.)	Q3 (75th pct.)
$2,119	**$4,392**
Mean	IQR spread
$3,460	**$2,273**

Survey Findings

The overall market median is $3,140/month. The interquartile range spans $2,119–$4,392, a $2,272 spread in the middle 50% of earners.

The distribution is right-skewed (mean $3,460 > median $3,140), consistent with a minority of high-earning roles pulling the average upward.

Dataset Profile

Differential	Value
Total respondents	10,254
Normalized roles	36 (35 named + 1 Other)
States represented	33 (32 states + 1 Undisclosed)
Seniority levels	5 (Junior, Mid-Level, Senior, Lead, Principal)
English proficiency tiers	7 (A1, A2, B1, B2, C1, C2, Undisclosed)
Median experience in role	6.8 years (range: 0-45)
Top work model	Hybrid (4,643 respondents, 45.3%)
Mild IQR outliers	331 (3.2%), retained

Interpretation

The $2,272 IQR spread indicates that role, seniority, English proficiency, and company origin create significant stratification. A single "Mexico tech salary" figure obscures meaningful variation.

Implication

Employers should not plan around a single median. Budget scenarios should incorporate seniority level, English requirements, and company-origin premium effects, each of which can shift expected compensation by 20–100%.

Mexico's tech sector has grown at an estimated

10–12%

CAGR over the past 5 years, driven by nearshoring demand and an expanding SaaS ecosystem.

(LatamList, "State of Tech in LatAm 2025"; Mexico-Now, "Technology Sector Report Q4 2025")

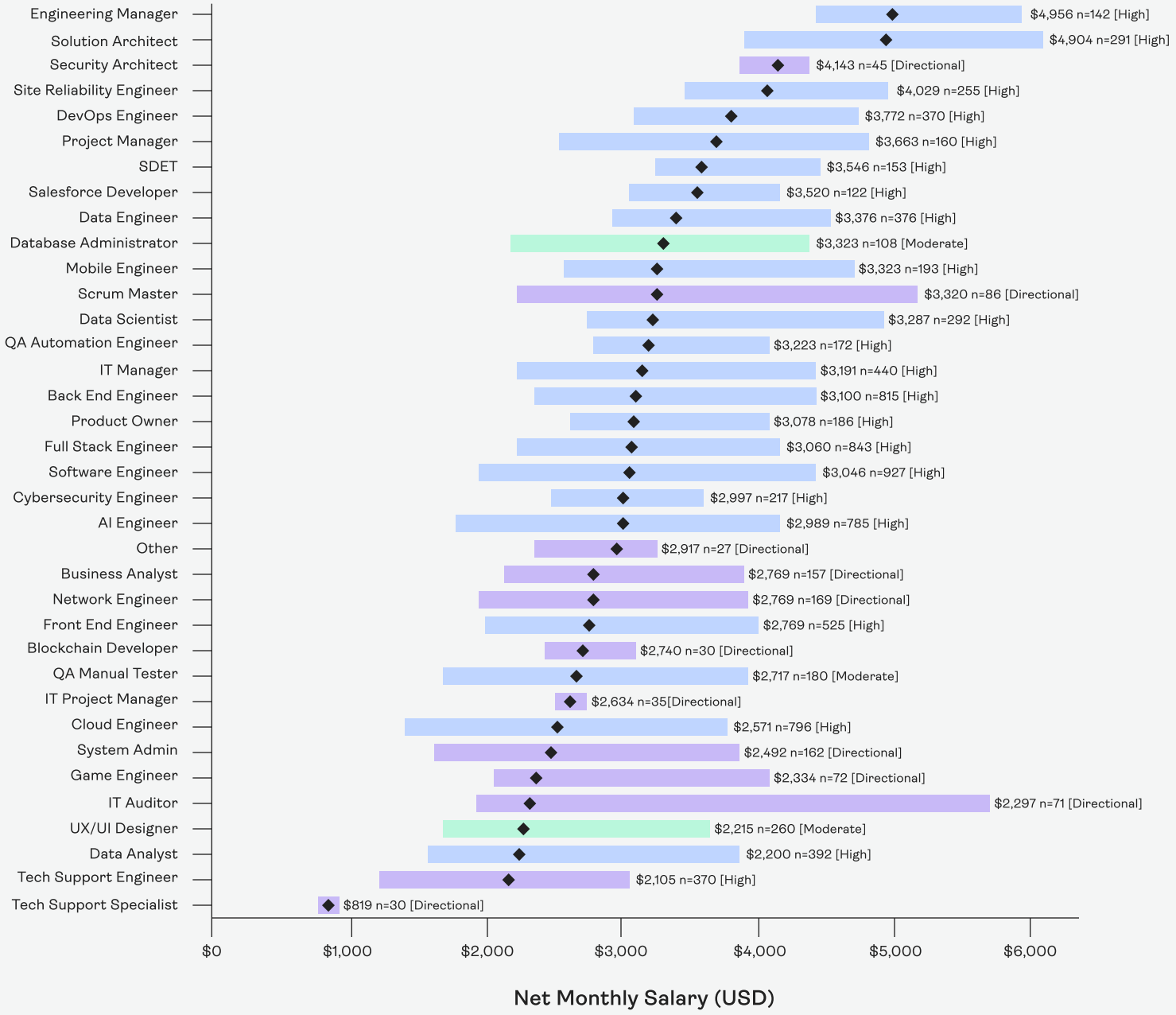
Salary Benchmarks by Role

$4,904

Solution Architect is the top-earning individual contributor.

Solution Architects outpay Software Engineers by 61% ($4,904 vs $3,046).

Salary Benchmarks by Role — All 36 roles



Role	n	Median	IQR (Q1-Q3)	90% CI	Confidence
Engineering Manager	142	$4,956	$4,437–$5,925	$4,864–$5,114	High
Solution Architect	291	$4,904	$3,881–$6,092	$4,747–$4,994	High
Security Architect	45	$4,143	$3,866–$4,371	$4,085–$4,240	Directional
Site Reliability Engineer	255	$4,029	$3,453–$4,961	$3,903–$4,083	High
DevOps Engineer	370	$3,772	$3,083–$4,726	$3,700–$3,881	High
Project Manager	160	$3,663	$2,534–$4,805	$3,434–$3,930	High
SDET	153	$3,546	$3,234–$4,453	$3,429–$3,626	High
Salesforce Developer	122	$3,520	$3,050–$4,162	$3,363–$3,659	High
Data Engineer	376	$3,376	$2,932–$4,534	$3,323–$3,514	High
Database Administrator	108	$3,323	$2,172–$4,378	$2,767–$3,590	Moderate
Mobile Engineer	193	$3,323	$2,549–$4,708	$3,161–$3,555	High
Scrum Master	86	$3,320	$2,211–$5,192	$2,406–$3,634	Directional
Data Scientist	292	$3,287	$2,729–$4,911	$3,179–$3,429	High
QA Automation Engineer	172	$3,223	$2,769–$4,074	$3,126–$3,323	High
IT Manager	440	$3,191	$2,215–$4,431	$3,102–$3,323	High
Back End Engineer	815	$3,100	$2,333–$4,431	$3,045–$3,280	High
Product Owner	186	$3,078	$2,597–$4,094	$2,949–$3,323	High
Full Stack Engineer	843	$3,060	$2,215–$4,154	$2,984–$3,157	High

Role	n	Median	IQR (Q1-Q3)	90% CI	Confidence
Software Engineer	927	$3,046	$1,938–$4,431	$2,950–$3,161	High
Cybersecurity Engineer	217	$2,997	$2,479–$3,600	$2,903–$3,054	High
AI Engineer	785	$2,989	$1,772–$4,174	$2,769–$3,103	High
Other	27	$2,917	$2,344–$3,254	$2,632–$3,154	Directional
Network Engineer	169	$2,769	$1,938–$3,915	$2,409–$3,323	Directional
Front End Engineer	525	$2,769	$1,994–$4,015	$2,548–$2,769	High
Business Analyst	157	$2,769	$2,126–$3,877	$2,492–$3,192	Directional
Blockchain Developer	30	$2,740	$2,441–$3,086	$2,534–$2,997	Directional
QA Manual Tester	180	$2,717	$1,662–$3,932	$2,437–$2,990	Moderate
IT Project Manager	35	$2,634	$2,510–$2,749	$2,617–$2,694	Directional
Cloud Engineer	796	$2,571	$1,385–$3,790	$2,471–$2,769	High
System Admin	162	$2,492	$1,617–$3,877	$1,949–$2,769	Directional
Game Engineer	72	$2,334	$2,049–$4,073	$2,186–$3,408	Directional
IT Auditor	71	$2,297	$1,941–$5,711	$2,114–$3,616	Directional
UX/UI Designer	260	$2,215	$1,670–$3,654	$2,045–$2,492	Moderate
Data Analyst	392	$2,200	$1,717–$3,865	$2,111–$2,342	High
Tech Support Engineer	370	$2,105	$1,218–$3,051	$1,911–$2,220	High
Tech Support Specialist	30	$819	$759–$905	$783–$857	Directional

Survey Findings

All 36 normalized roles are published. Of these, 22 carry High confidence, 3 Moderate, and 11 Directional. No roles are suppressed.

The highest-paying role is Engineering Manager at $4,956/month (n=142). The lowest is Tech Support Specialist at $819/month (n=30, Directional).

Confidence / Caveats

Directional roles include Security Architect (n=45), IT Project Manager (n=35), Tech Support Specialist (n=30), Blockchain Developer (n=30), and others. These benchmarks indicate observed patterns but should not be the sole basis for a compensation decision.

Interpretation

Management and architecture roles command the highest premiums. Infrastructure-adjacent roles (SRE at $4,029, DevOps at $3,772) cluster above the market median. The spread between the highest and lowest role medians is significant, underscoring how much role selection drives compensation.

Implication

For HR: Use this table as your primary offer-calibration reference. High-confidence roles can anchor comp bands directly. Moderate and Directional roles benefit from supplemental market checks.

For Engineering Leaders: Compare team composition against role medians to identify where you may be over- or under-indexed. A wide IQR indicates significant salary dispersion within the role, often driven by English or company origin.

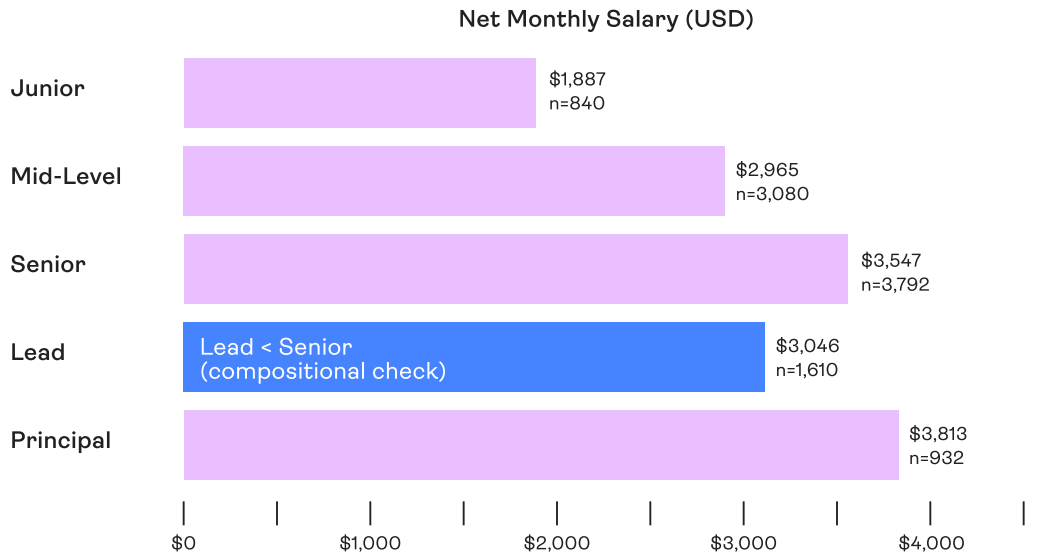
Compensation by Seniority

Junior → Mid-Level:

+57%

The Junior-to-Mid-Level jump is +57% ($1,887↦$2,965), the steepest single salary step.

Median Salary by Seniority Level



Senior Engineer · Salary Range

90% confidence interval for median salary

$3,489—$3,600

The median salary for Senior professionals is $3,547/month. We are 90% confident the true market median falls within this band.

n = 3,792 Seniors IQR $2,553 - $5,457 P90 = $7,314

Survey Findings

All five seniority levels carry high confidence.

Seniority	n	Median	IQR	90% CI	Confidence
Junior	840	$1,887	$1,423–$2,286	$1,854–$1,930	High
Mid-Level	3,080	$2,965	$2,062–$3,877	$2,914–$3,027	High
Senior	3,792	$3,547	$2,553–$5,457	$3,489–$3,600	High
Lead	1,610	$3,046	$2,105–$4,356	$2,977–$3,212	High
Principal	932	$3,813	$2,326–$5,194	$3,600–$3,877	High

The Junior-to-Principal progression spans $1,887–$3,813, a +102% increase. The largest single-step jump is from Junior to Mid-Level (+57.1%).

Lead ($3,046) falls 14.1% below Senior ($3,547). This non-monotonicity is a real compositional effect, not a data error.

Lead < Senior: Root Cause

Lead respondents have lower C1+C2 English representation and lower US-employer representation than Senior respondents. Within individual roles (Cloud Engineer, AI Engineer, Software Engineer, IT Manager), Lead also underperforms Senior, confirming the pattern is not an aggregation artifact.

Implication

For HR: Do not assume Lead automatically commands a premium over Senior. Check the English and company-origin profile of your Lead population.

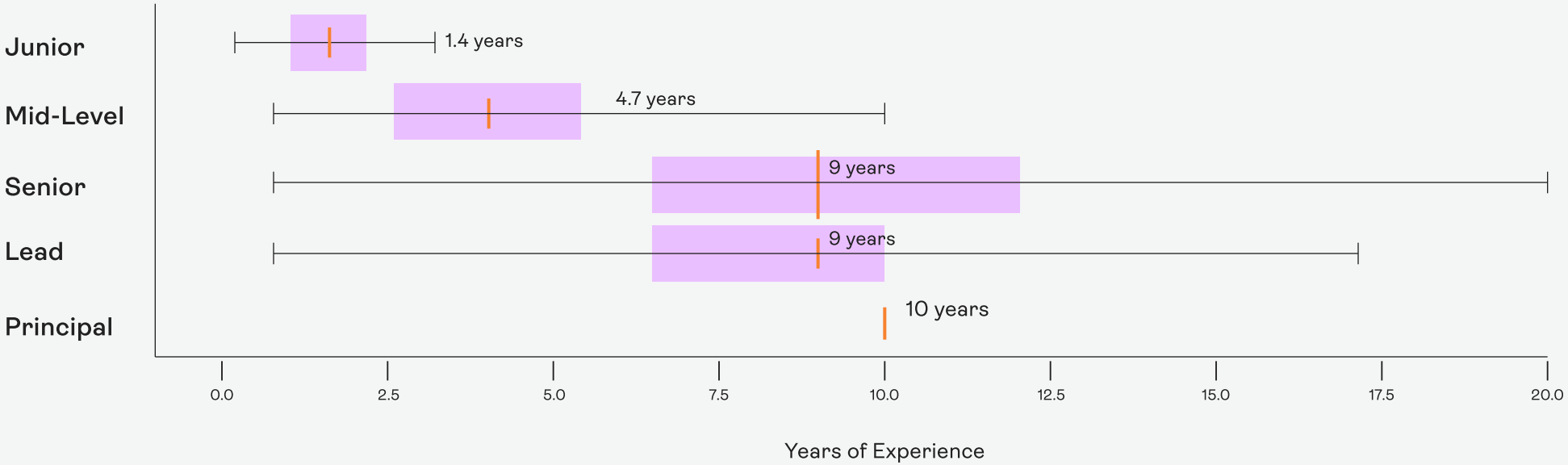
For Engineering Leaders: The Lead-Senior inversion suggests "Lead" may be applied inconsistently across organizations. Align internal leveling with experience bands (Section 8) to reduce ambiguity.

Experience and Title Alignment

Salary growth flattens after 10 years

The market rewards specialization over tenure.

Role Experience by Seniority Level



Survey Findings

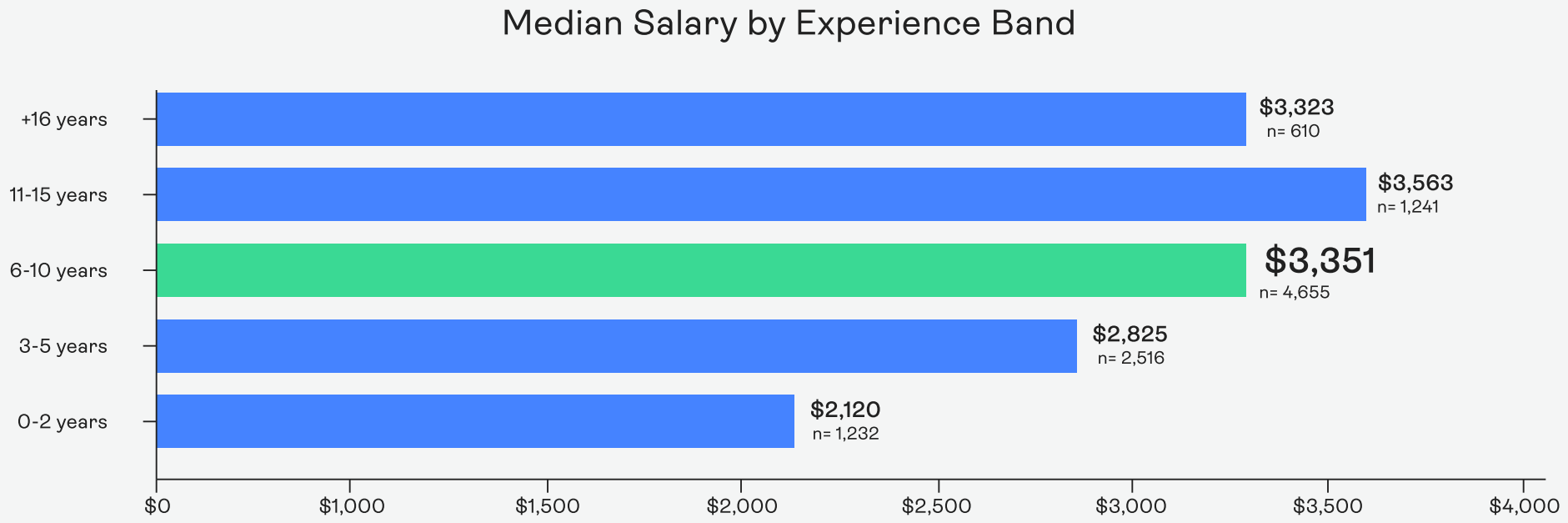
Self-reported role experience is 100% complete (median: 6.8 years, mean: 7.7 years, range: 0-45 years).

Seniority	n	Median Exp (yrs)	Mean Exp (yrs)	Range
Junior	840	1.4	2	0–23
Mid-Level	3,080	4.7	5	1–35
Senior	3,792	9	9.5	1–42
Lead	1,610	9	9.4	1–38
Principal	932	10	10.9	1–45

Median Salary by Experience Band

$3,351

11–15 yrs peaks at $3,563, then drops at 16+



Survey Findings

Lead and Senior share a median experience of 9.0 years, while Principal reaches 10.0 years. The narrow gap between Senior, Lead, and Principal experience suggests title compression at the upper end.

Experience Band	n	Median	IQR	Confidence
0-2 years	1,232	$2,120	$1,612–$2,963	High
3-5 years	2,516	$2,825	$1,772–$3,877	High
6-10 years	4,655	$3,351	$2,426–$4,985	High
11-15 years	1,241	$3,563	$2,737–$6,079	High
16+ years	610	$3,323	$2,215–$4,211	High

Interpretation

Salary increases with experience, but returns diminish after 10 years. The market rewards specialization, English proficiency, and employer type more than raw tenure at the upper end.

Implication

For HR: When evaluating candidates with 8–12 years of experience, seniority title alone is insufficient. Cross-reference English proficiency, company origin, and role family.

English Proficiency and Salary

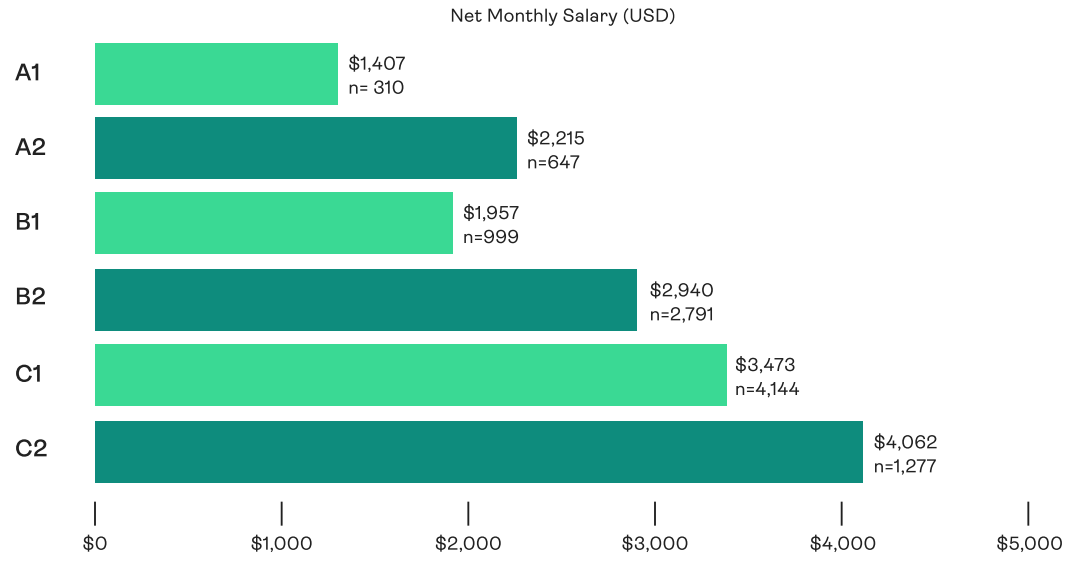
Advanced vs Intermediate

English proficiency

2.1×

The single strongest differentiator in the survey.

Median Salary by English Proficiency



Advanced vs Intermediate

2.1×

($4,062 vs $1,957)

Survey Findings

Level		n	Median	90% CI	Confidence
Beginner	A1	310	$1,407	$1,385–$1,551	High
	A2	647	$2,215	$2,013–$2,300	High
Intermediate	B1	999	$1,957	$1,938–$2,100	High
	B2	2,791	$2,940	$2,860–$3,000	High
Advanced	C1	4,144	$3,473	$3,379–$3,552	High
	C2	1,277	$4,062	$3,957–$4,169	High

English proficiency is the strongest individual salary differentiator observed in the survey. All six named English tiers (A1 through C2) carry High confidence. The Undisclosed tier (n=86) is Directional.

C2 professionals earn 2.1× B1 peers ($4,062 vs $1,957, a +108% differential). This premium persists within every seniority band tested.

The English premium reflects the structure of Mexico's tech market, where a significant share of demand comes from US-headquartered companies requiring English-first communication.

Interpretation

English proficiency is not a "nice to have" but a fundamental stratifier of earning potential. For employers, roles requiring C1+ English carry a cost premium that must be budgeted explicitly.

Confidence / Caveats

English labels: 6 High, 1 Directional. English proficiency is self-reported and not independently verified. However, the consistency of the premium across all seniority bands supports a real economic signal.

Implication

For HR: Build English proficiency into your comp model as a first-order variable. An offer for a C1+ role should be benchmarked against C1+ medians, not the overall role median.

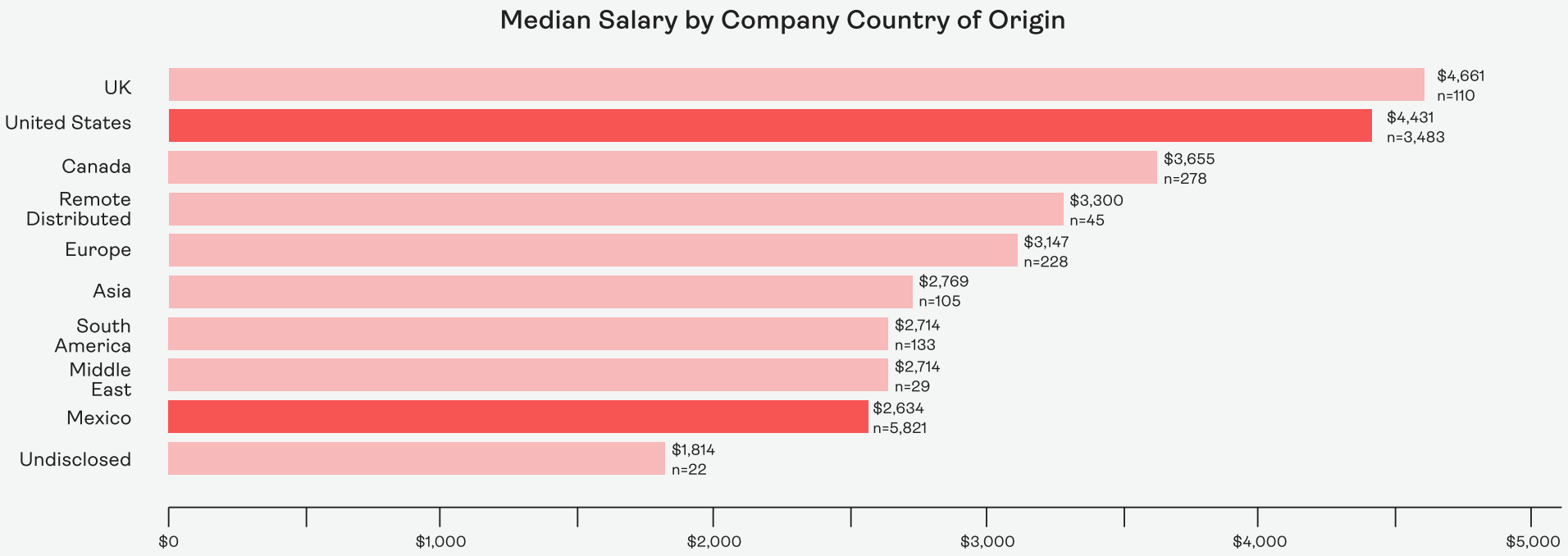
For Finance: A role requiring C1+ English may cost 40–80% more than the same role at B1, depending on seniority.

Company Origin and Salary

US vs Mexico: +68%

($4,431 vs $2,634)

US-origin employers pay 68% more than Mexico-origin, widening to +96% at Principal.



Survey Findings

Origin	n	Median	90% CI	Confidence
UK	110	$4,661	$4,150–$4,958	Moderate
United States	3,483	$4,431	$4,351–$4,431	High
Canada	278	$3,655	$3,600–$3,765	High
Remote Distributed	45	$3,300	$3,037–$3,554	Directional
Europe	228	$3,147	$2,953–$3,314	High
Asia	105	$2,769	$2,626–$3,113	Moderate
Middle East	29	$2,714	$2,215–$2,860	Directional
South America	133	$2,714	$2,492–$2,769	High
Mexico	5,821	$2,634	$2,582–$2,677	High
Undisclosed	22	$1,814	$1,288–$2,631	Directional

US-origin employers pay a +68.2% aggregate median premium over Mexico-origin employers ($4,431 vs $2,634). UK-origin employers show an even higher median ($4,661) but with a smaller sample (n=110, Moderate).

The US premium increases with seniority, reaching its widest gap at the Principal level.

The company-origin premium reflects Mexico's integration into US engineering organizations, where compensation is benchmarked against US salary bands (often discounted **40–60% for Mexico-based roles).**

Implication

For HR at US-origin companies: Your competitive set is other US-origin employers, not the overall market. Use US-origin medians as your benchmark.

For Mexico-origin employers: US-origin companies pay 50–100% premiums for senior C1+ talent. To compete, significantly exceed local medians or differentiate on benefits, equity, flexibility, or career development.

Confidence / Caveats

Company-origin labels: 5 High, 2 Moderate, 3 Directional (of 10 origins with n≥15).

Observed Salary Differentials

Employer Origin

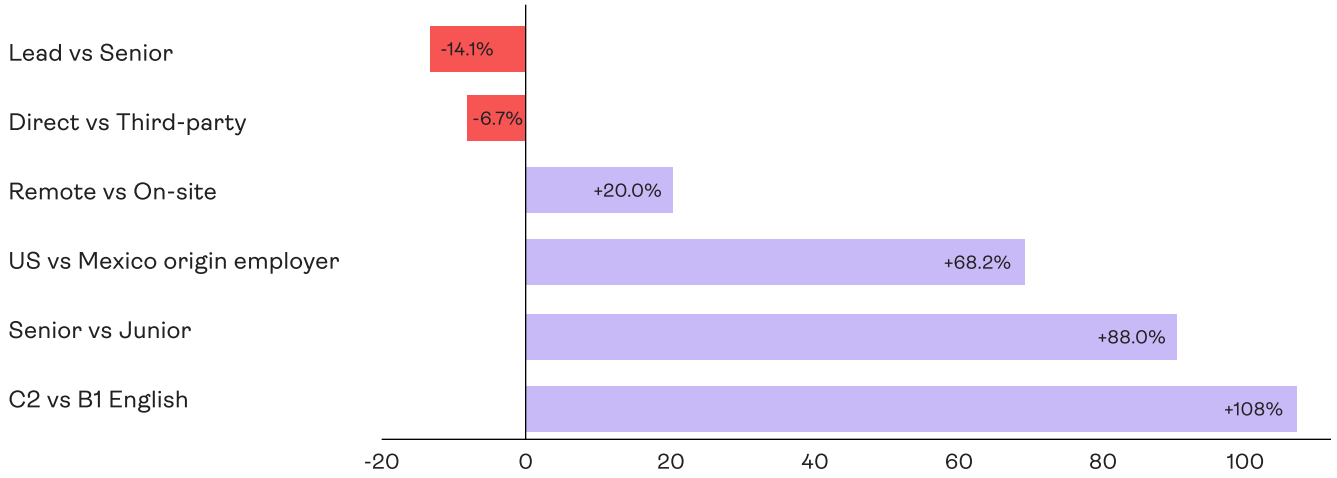
+68%

English

Together explain more variance than seniority (+88%) alone.

+108%

Key Observed Salary Differentials



English
+108%

Origin
+68%

Seniority
+88%

Survey Findings

The following differentials are computed from the survey dataset as subgroup median comparisons. They represent observed associations, not controlled causal effects.

Differential	Value	Direction
C2 vs B1 English	+108%	C2 earns more
Senior vs Junior	+88%	Senior earns more
US vs Mexico-origin employer	+68.2%	US-origin pays more
Remote vs On-site	+20%	Remote earns more
Lead vs Senior	-14.1%	Lead earns less (compositional)
Direct vs Third-party	-6.7%	Direct earns less

Robustness Checks

The US-employer premium holds within every seniority band (Junior through Principal). The English premium holds within every seniority band. These within-group checks confirm the differentials are not compositional artifacts.

Interpretation

English proficiency and company origin are the two dominant salary drivers. Seniority is a strong but less independent factor (correlated with English and company origin). The Remote premium likely reflects selection: remote roles are disproportionately offered by US-origin companies.

Confidence / Caveats

These are observational differentials, not causal estimates. Within-seniority robustness checks reduce but do not eliminate confounding.

Implication

For HR: The combination of English tier + company origin + seniority explains most compensation variance. Build your comp model on these three axes.

For Finance: The 68.2% US-employer premium and 108% English premium are the largest cost drivers. Budget scenarios that ignore English proficiency will systematically underestimate costs.

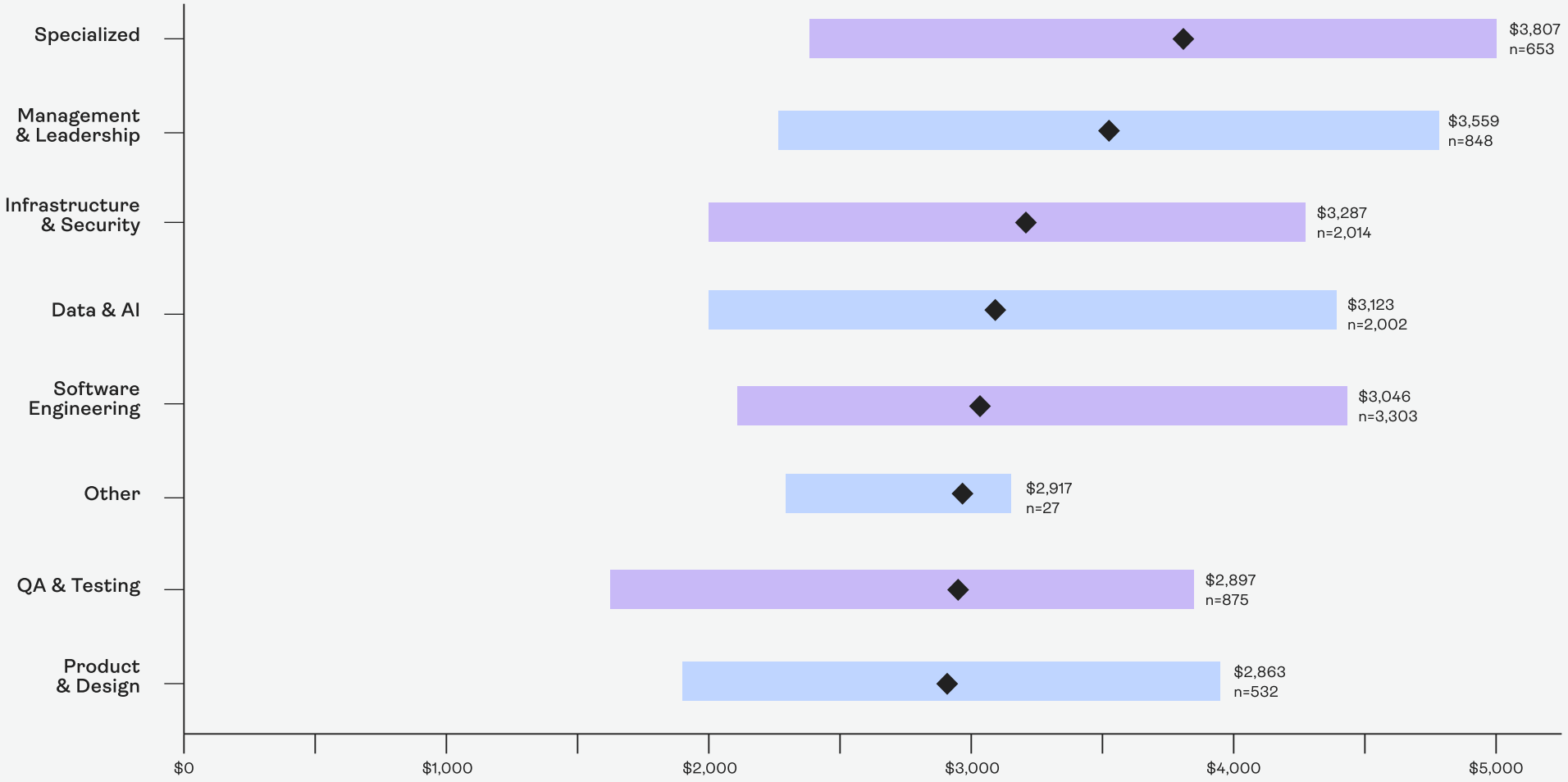
Role Family Comparison

Management & Leadership:

$3,582

Management & Leadership outpays Software Engineering by 18% ($3,582 vs $3,046)

Salary by Role Family (Diamond = Median, Bar = IQR)



Survey Findings

Roles are grouped into 8 families for budget-level comparison.

Role Family	n	Median	IQR	Confidence
Specialized	653	$3,807	$2,463–$5,192	High
Management & Leadership	848	$3,559	$2,354–$4,985	High
Infrastructure & Security	2,014	$3,287	$2,049–$4,221	High
Data & AI	2,002	$3,123	$2,066–$4,335	High
Software Engineering	3,303	$3,046	$2,215–$4,312	High
Other	27	$2,917	$2,344–$3,254	Directional
QA & Testing	875	$2,897	$1,683–$3,771	High
Product & Design	532	$2,863	$1,938–$3,946	High

Specialized leads at $3,807, followed by Management & Leadership ($3,559) and Infrastructure & Security ($3,287).

Interpretation

Management & Leadership outpays Software Engineering by 18%. Infrastructure & Security outpays Software Engineering by 8%. These differences compound when building multi-role teams.

Implication

For Engineering Leaders: Use role family medians for team budget planning. A team heavy on Infrastructure roles will cost meaningfully more than one anchored in QA & Testing.

Specialized scope:

This family groups cross-domain and niche roles that do not fit cleanly into the other seven families: Solution Architect (n=291), Salesforce Developer (n=122), Database Administrator (n=108), Game Engineer (n=72), Blockchain Developer (n=30), and Tech Support Specialist (n=30). Its high median is driven primarily by Solution Architect ($4,904), which accounts for 45% of the family's sample.

Technical Skills, Stack Signals, and Salary Premiums

Modern Front End cluster

20%

Controlled premium

React + TypeScript + TailwindCSS holders earn 20% more than peers in the same role family and company origin — robust across 13 strata.

What this section answers

This section analyzes the **323 binary skill indicators** in the survey dataset and answers three hiring and budgeting relevant questions:

Question	Type of Skill
A. What skills are common in Mexico's tech workforce?	Skill Landscape
B. Which skills carry a salary uplift after controlling for confounders?	Skill Premium Signals
C. Which skills change pay within specific roles?	Role-Relevant Uplifts

These layers should not be conflated. A skill may be **common without being premium** (for example, Python), or **rare but premium-carrying** (for example, Ruby). The goal of this framework is to separate **what the market knows from what the market pays for.**

How Skill Premiums Are Computed

Naive skill-to-salary comparisons are unreliable in this dataset. **Company origin alone produces a +68% premium** between US-origin and Mexico-origin employers, so skills that are more common at US-origin companies can appear to carry a premium that is actually an employer-type effect.

To isolate more genuine skill signals, this section uses a **double-stratified median comparison:**

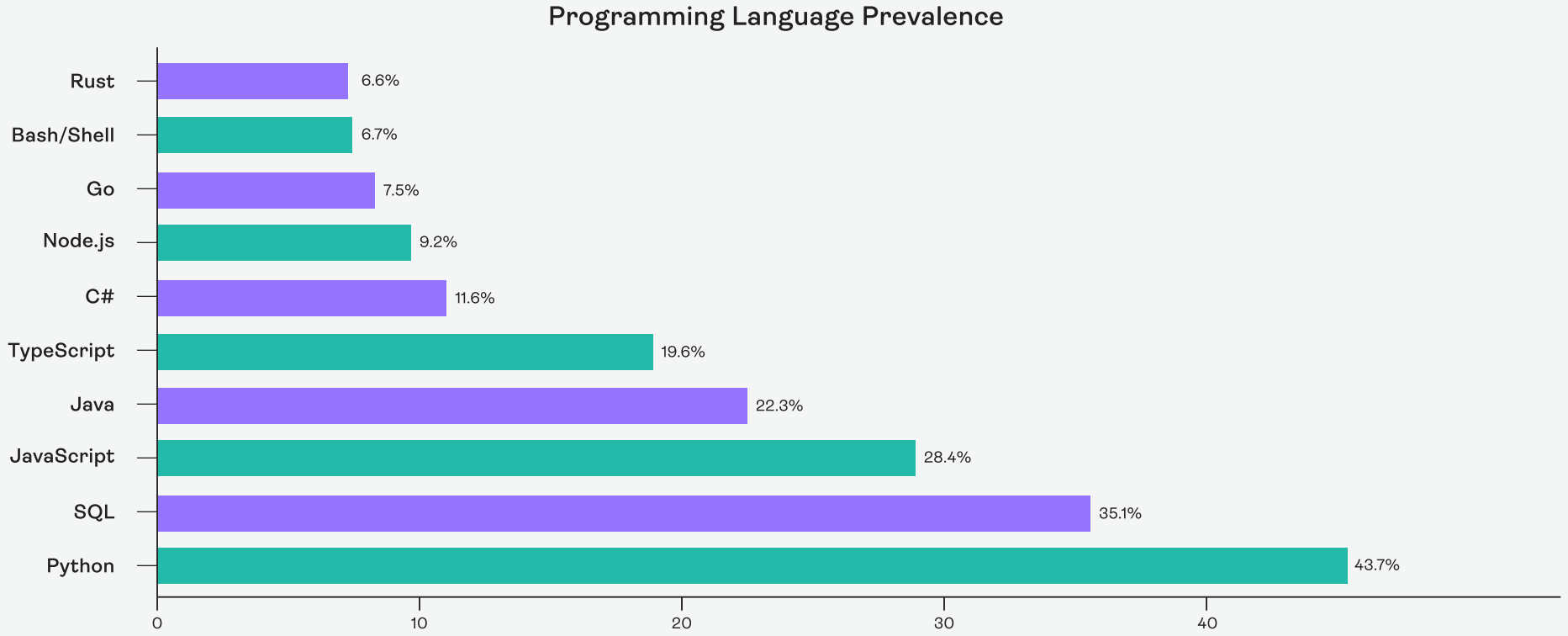
- The dataset is split by role family (8 groups) and company origin (US-origin vs other).
- Skill premiums are calculated within each stratum.
- The reported premium is the weighted average across valid strata where both holders and non-holders have $n \geq 15$.
- The strata column shows how many of the 14 possible strata contributed to the result.

Confidence framework

Label	Criteria	Interpretation
Robust	10+ strata, $n \geq 500$ holders	Reliable for budgeting and offer calibration
Moderate	3–9 strata, $n \geq 50$ holders	Directional for compensation planning; corroborate with recruiter data
Directional	1–2 strata	Pattern observed but may not generalize; use as a secondary signal only

Part A: Skill Landscape — What the Market Knows

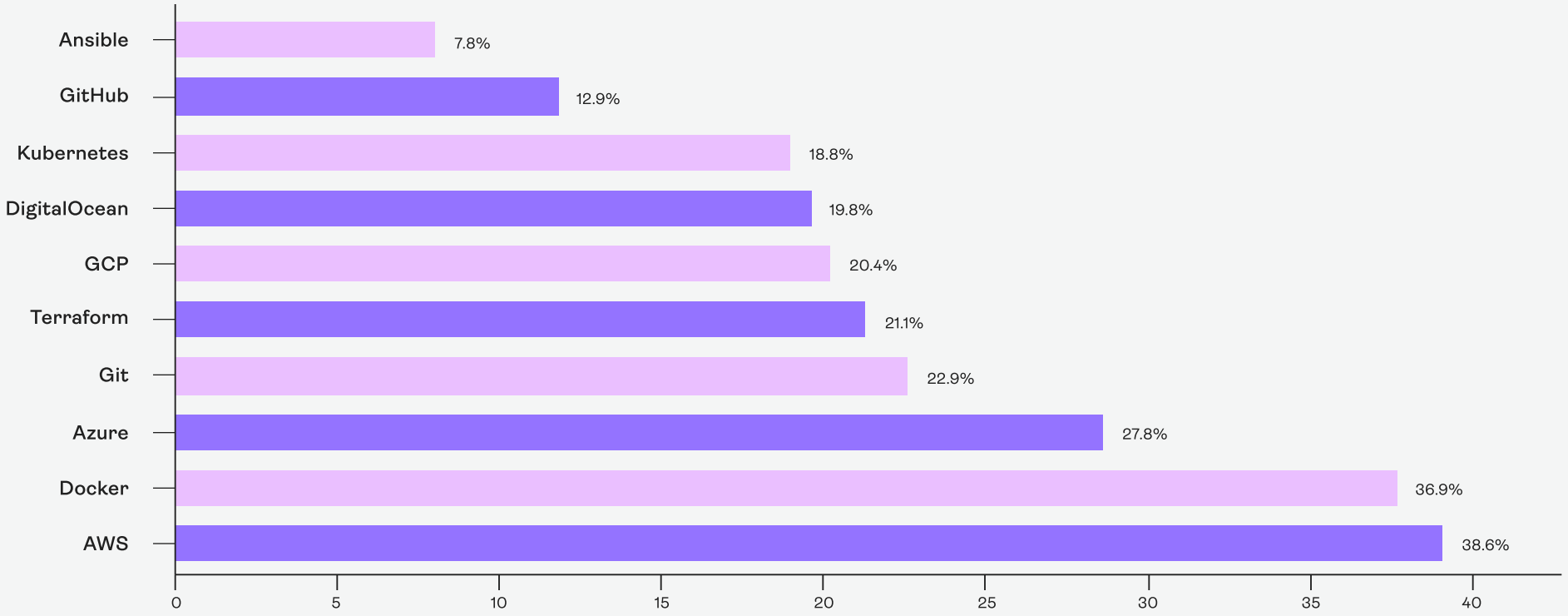
Prevalence represents the share of 10,254 respondents who selected each skill. It answers: "How common is this skill in Mexico's tech workforce?" Prevalence does not imply premium.



Programming Languages

- Python leads at 43.7% (4,482 respondents), followed by SQL at 35.1% (3,595) and JavaScript at 28.4% (2,911).
- The top five languages — Python, SQL, JavaScript, Java, and TypeScript — are each held by at least one in five professionals.
- Systems languages are still niche but meaningful: Go reaches 7.5% (768) and Rust 6.6% (680), signaling growing production adoption beyond highly specialized teams.

Infrastructure & DevOps Prevalence



- AWS leads cloud adoption at 38.6% (3,953), followed by Docker at 36.9% (3,787) and Azure at 27.8% (2,853).
- Terraform (21.1%) and Kubernetes (18.8%) are no longer niche tools; they are now mainstream infrastructure skills.
- DigitalOcean stands out: it is both relatively prevalent at 19.8% (2,033) and the strongest common premium signal in the section at +35.3% with Robust confidence. Its adoption may reflect a different employer profile: likely smaller, product-focused companies that also pay well.

Key takeaway from Part A

The market shows broad adoption in infrastructure, modern Front End, and AI tooling, but common does not equal premium. That distinction becomes critical in the next section.

Collaboration & PM

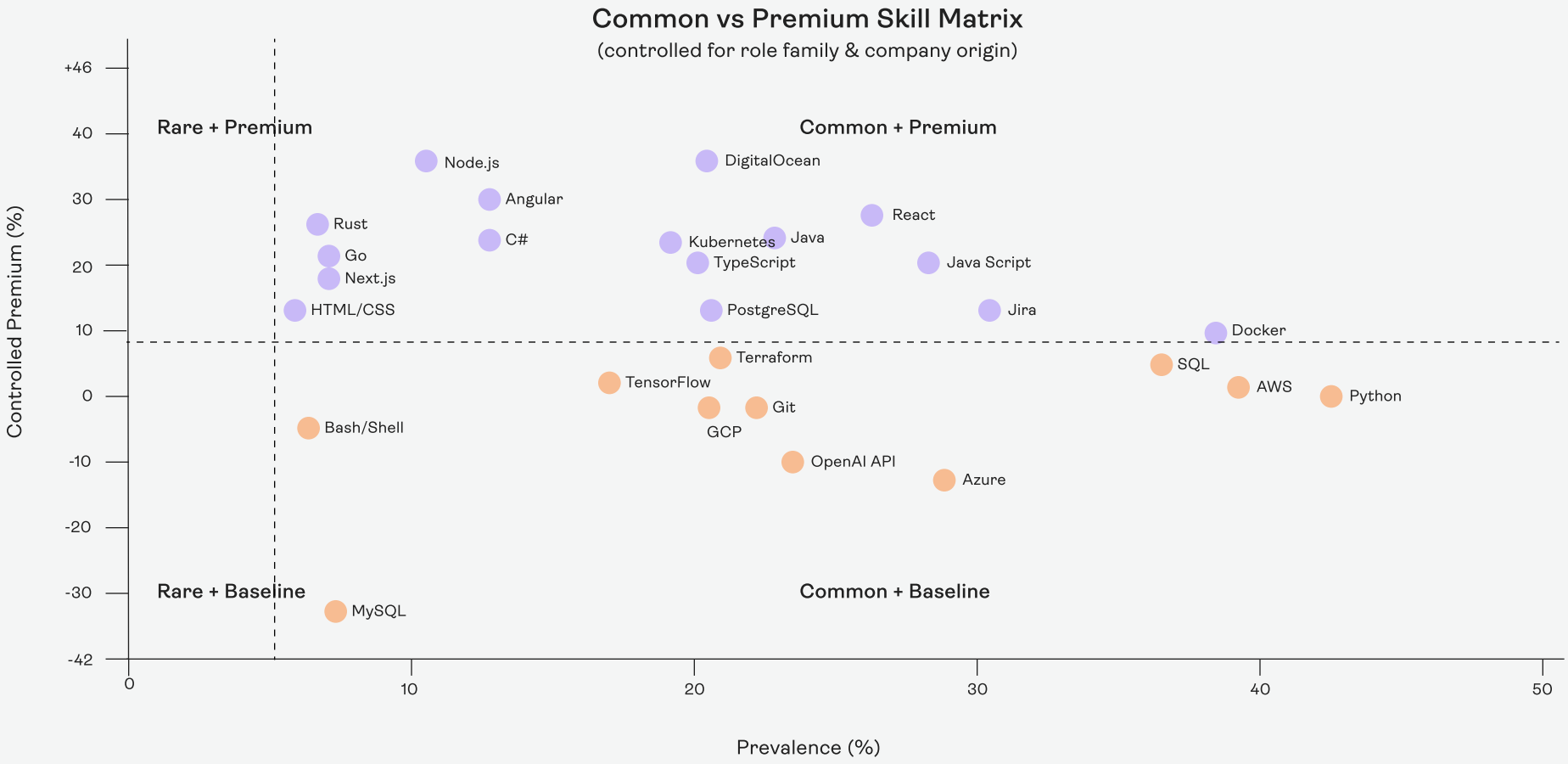
- Jira leads at 30.7% (3,148) and also carries a +18.0% controlled premium with Robust confidence.
- That signal likely reflects not just tool usage, but exposure to more structured, higher-paying employers rather than skill premium per se.
- Slack (9.6%), Confluence (5.1%), and Figma (4.1%) round out the main collaboration stack.

Frameworks & AI/ML

- React dominates Front End at 25.3% (2,591), with Angular at 11.2% and Next.js at 7.8% as the next most visible framework signals.
- On the Back End, FastAPI (7.6%) and Spring Boot (3.4%) lead.
- AI tooling is broadly adopted: OpenAI API appears at 23.0% (2,361), TensorFlow at 15.6% (1,594), and Anthropic API at 12.6% (1,295). Broad adoption, however, does not automatically translate into salary premium. See Part B.

Part B: Skill Premium Signals — What the Market Pays For

This section separates prevalence from premium. A skill's salary effect is measured after controlling for role family and company origin, and expressed as a percentage uplift over non-holders within the same strata.



The Common vs Premium matrix classifies skills along two axes: prevalence (≥5% = common) and controlled premium (≥8% = premium). This produces four quadrants, each with different implications for hiring strategy.

Common vs Premium framework

The matrix uses two thresholds:

Dimension	Type of Skill
Common	≥ 5% prevalence
Premium	≥ 8% controlled uplift

This creates four quadrants with different hiring implications. The most commercially relevant group is Common + Premium: skills that are both widely available and consistently associated with higher pay.

Key highlights

- DigitalOcean (+35.3%)
- Node.js (+34.4%)
- Angular (+27.9%)
- Kubernetes (+27.8%)
- C# (+24.4%)

For HR teams, candidates with 3+ common + premium skills — for example, React + TypeScript + Kubernetes — can legitimately benchmark above the role median. These are defensible reasons to offer above the 50th percentile.

Common + Premium skills

These are the highest-leverage skills for compensation calibration

Skill	Prevalence	Controlled Premium	n Holders	Strata	Confidence
DigitalOcean	19.8%	+35.3%	2,033	14	Robust
Node.js	9.2%	+34.4%	944	12	Robust
Angular	11.2%	+27.9%	1,153	13	Robust
Kubernetes	18.8%	+27.8%	1,925	13	Robust
C#	11.6%	+24.4%	1,193	12	Robust
Pandas	14.6%	+23.8%	1,500	12	Robust
React	25.3%	+21.8%	2,591	14	Robust
Rust	6.6%	+20.5%	680	11	Robust
Java	22.3%	+20.1%	2,285	14	Robust
TypeScript	19.6%	+19.8%	2,014	14	Robust
JavaScript	28.4%	+19.4%	2,911	14	Robust
Jira	30.7%	+18.0%	3,148	14	Robust

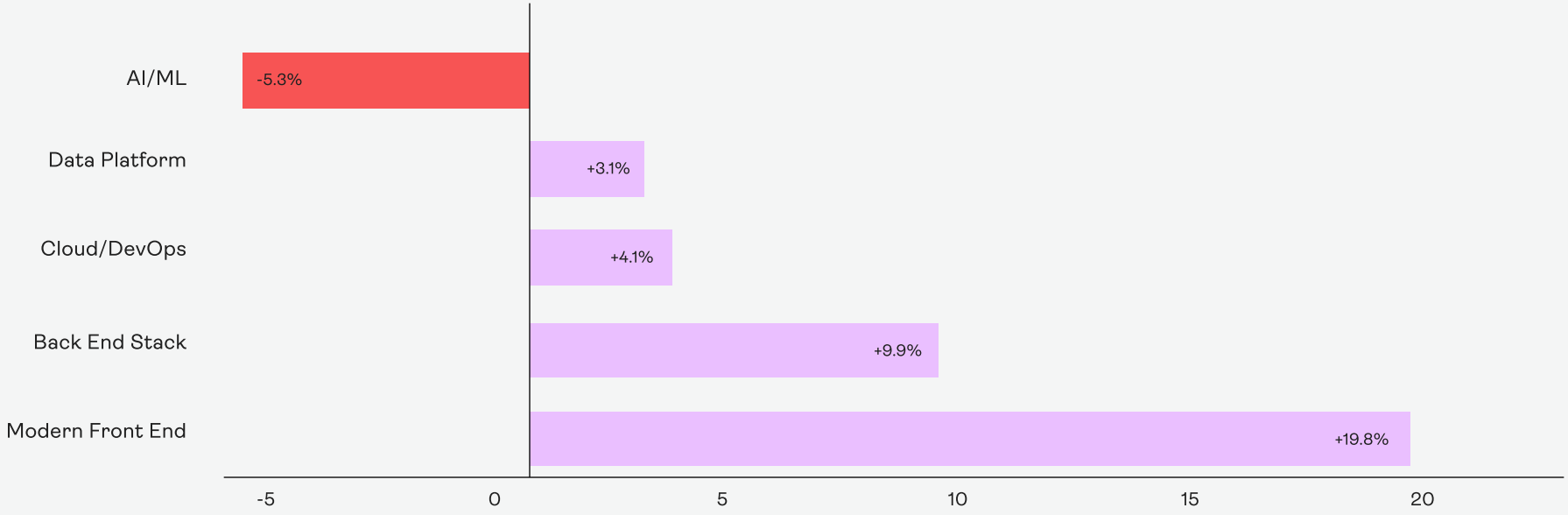
Common + Baseline skills

- Not every common skill translates into higher compensation. 23 common skills carry little or no salary premium.
- These negative values do not mean those skills reduce pay. They suggest that these tools are more common in lower-paying employer segments — typically Mexico-origin companies — after controls for role family.
- Python (+3.6%), AWS (+6.5%), Terraform (+3.5%), and Git (+3.4%) are common, but carry little or no premium.
- Several common skills show negative controlled premiums, including Azure (–10.3%), OpenAI API (–15.7%), and Ansible (–40.1%).

Confidence / Caveat:

Negative premiums for AI tools such as OpenAI API (–15.7%) and PyTorch (–24.9%) reflect the current composition of the AI-adopting workforce in Mexico, not a causal penalty for learning these tools. As AI roles mature and employer demand shifts, these signals may change.

Skill Cluster Salary Premiums



Clustering related skills demonstrates clearer compensation patterns.

Cluster	Component Skills	Prevalence	Premium	n	Strata
Modern Front End	React, TypeScript, Next.js, TailwindCSS, Vite	18.8%	+19.8%	1,923	13
Back End Stack	Spring Boot, FastAPI, Node.js, Express	2.7%	+9.9%	276	4
Cloud/DevOps	AWS, Docker, Terraform, Kubernetes, GH Actions	42.4%	+4.1%	4,352	14
Data Platform	Spark, Airflow, dbt, Snowflake	2.8%	+3.1%	290	5
AI/ML	TensorFlow, PyTorch, OpenAI API, Claude API, Pandas	14.6%	-5.3%	1,501	12

Cluster interpretation

- Modern Front End is the most actionable cluster in the report: it is widely available and consistently associated with higher pay across employer types.
- Cloud/DevOps comes in near baseline at +4.1% after controlling for company origin, which suggests much of its raw premium was actually an employer-type effect.
- AI/ML at –5.3% reflects composition, not causation: current AI tool holders in Mexico are concentrated in lower-paying segments, especially data-science-heavy roles at Mexico-origin employers.

Key takeaway from Part B

What the market values most is not just skill popularity, but combinations of skills that signal production readiness, modern web capability, and stronger employer mix.

Part C: Role-Relevant Skill Uplifts

Market-wide premiums tell one story. Within-role uplifts tell another: which skills materially change expected pay inside the same role title.

These are median comparisons between skill holders and non-holders within the same role, and they are not controlled for company origin or seniority.

DevOps Engineer — top uplifts

Within DevOps Engineers, production-grade orchestration and cloud skills drive the strongest uplifts.

Top signals: Kubernetes (+57%), AWS (+55%), Docker (+42%), and Terraform (+32%).

Skill	n (role)	Baseline	Holders	Uplift	Signal
Kubernetes	659	$2,382	$3,740	+57.0%	Strong
Amazon Web Services (AWS)	883	$2,327	$3,609	+55.0%	Strong
DigitalOcean	321	$3,045	$4,493	+47.6%	Strong
Node.js	145	$3,189	$4,645	+45.6%	Strong
Docker	832	$2,492	$3,527	+41.5%	Strong
Jira	388	$3,069	$4,309	+40.4%	Strong
TypeScript	187	$3,175	$4,307	+35.7%	Strong
Angular	144	$3,187	$4,324	+35.7%	Strong

DevOps readout

For DevOps hiring, the premium is strongest when infrastructure skills signal production deployment depth, not just tool familiarity.

Confidence / Caveat:

Within-role uplifts are directional signals, not isolated skill effects. Small-sample entries marked with * should be treated with extra caution.

Software Engineer — top uplifts

Within Software Engineers, data-pipeline and cross-stack signals create notable uplifts, although some of the highest values come from small samples.

Skill	n (role)	Baseline	Holders	Uplift	Signal
Ruby	24	$3,046	$4,431	+45.5%	Directional*
dbt	47	$3,046	$4,431	+45.5%	Directional*
Apache Airflow	48	$3,046	$4,378	+43.7%	Directional*
Java	741	$2,836	$3,877	+36.7%	Strong
DigitalOcean	256	$2,969	$4,053	+36.5%	Strong
Node.js	132	$3,020	$4,086	+35.3%	Strong
Pandas	156	$3,027	$4,076	+34.7%	Strong
Apache Spark (PySpark)	58	$3,046	$4,071	+33.6%	Moderate

Key highlight

The most striking uplifts come from data-pipeline skills, but the strongest higher-confidence signals are Java and DigitalOcean, both at roughly +37%.

AI Engineer — top uplifts

AI Engineers earn more when they pair AI capability with deployment, integration, and cross-stack execution skills.

Skill	n (role)	Baseline	Holders	Uplift	Signal
DigitalOcean	487	$2,849	$4,638	+62.8%	Strong
Node.js	220	$3,011	$4,665	+54.9%	Strong
C#	241	$3,041	$4,570	+50.3%	Strong
Angular	227	$3,036	$4,497	+48.1%	Strong
Jira	605	$2,934	$4,328	+47.5%	Strong
TypeScript	288	$3,023	$4,413	+46.0%	Strong
Kubernetes	262	$3,049	$4,365	+43.2%	Strong
Python	1,244	$2,382	$3,377	+41.8%	Strong

AI Engineer key highlight

The market is rewarding AI professionals who can ship and integrate, not only those focused on model work. The strongest premiums come from deployment and cross-stack skills, including DigitalOcean, Node.js, C#, Angular, and Kubernetes.

Scope note

This section provides a market-level overview of skill signals suitable for the root report. It is intended to support budget planning and offer calibration, not to replace deeper role-specific compensation analysis.

More detailed role-level breakdowns — including full skill-salary matrices, experience-skill interactions, stack archetype profiling, and within-seniority effects — will appear in CodersLink's upcoming Role Companion Handbooks. Contact sales@coderslink.com for early access.

Overall Conclusions

Three patterns stand out:

1. Production-infrastructure skills such as Kubernetes, Docker, and AWS carry consistent premiums across roles.

2. Modern web frameworks — especially React, TypeScript, and Angular — form the strongest premium cluster at roughly +20%.

3. AI/ML tools show broad adoption, but also a weak or negative premium signal in 2026. The market has not yet priced AI specialization at a premium in a consistent way, likely because adoption remains concentrated in lower-paying segments.

Final caveat:

All skill premiums are observational. Controlled premiums in Part B account for role family and company origin, but not individual experience, sub-specialization, or project complexity. Within-role uplifts in Part C are uncontrolled single-variable comparisons. These should be treated as calibration signals that complement — not replace — role-level and seniority-level benchmarks.

Implications by audience

Audience	Implication
HR	Candidates with 3+ common + premium skills can defensibly benchmark above the role median. The Common vs Premium matrix is a practical screening heuristic.
Engineering Leaders	The Modern Front End cluster premium means Front End-heavy teams face real upward compensation pressure. Cloud/DevOps, by contrast, is near baseline after employer-type controls.
Finance	Skill premiums compound with English and company-origin effects. A Senior React + TypeScript developer at a US-origin company with C1 English sits in the top compensation tier. Budget $4,500–$5,500/month net for this profile.

Geography and Talent Hubs

Jalisco:

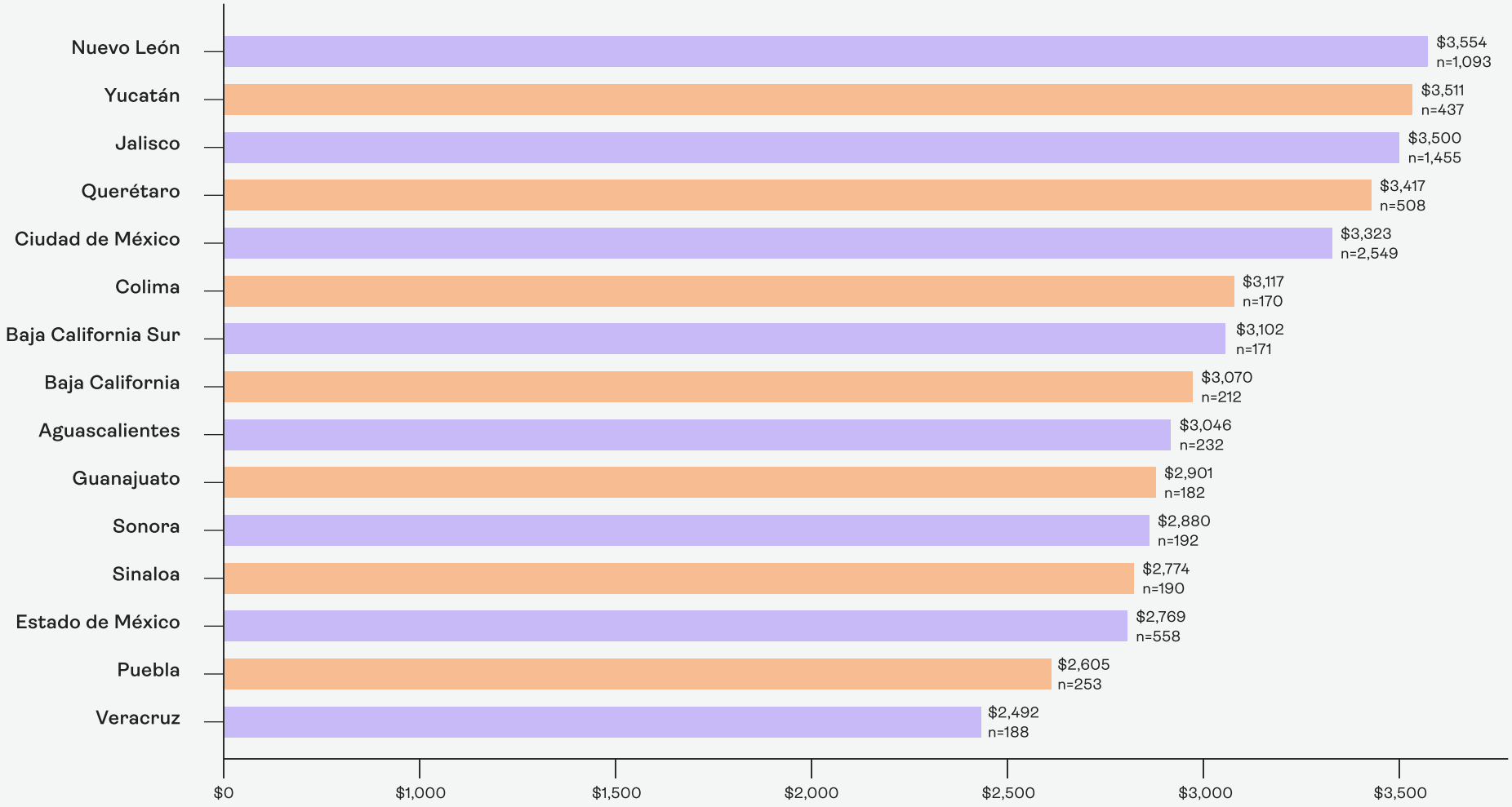
$3,500

Nuevo León:

$3,554

Nuevo León ($3,554) and Jalisco ($3,500) lead, but CDMX ($3,323) anchors 25% of respondents.

Median Salary by State - Top 15 by Sample Size



Survey Findings

The dataset covers 33 geographic values: **32 Mexican states + 1 Undisclosed.**

State	n	Median	Confidence
Ciudad de México	2,549	$3,323	High
Jalisco	1,455	$3,500	High
Nuevo León	1,093	$3,554	High
Estado de México	558	$2,769	High
Querétaro	508	$3,417	High
Yucatán	437	$3,511	High
Puebla	253	$2,605	High
Aguascalientes	232	$3,046	High
Baja California	212	$3,070	High
Sonora	192	$2,880	Moderate

Implication

For HR: Location-based pay bands remain relevant for on-site roles but should be supplemented with English and company-origin adjustments. For remote hires, location may matter less than employer origin and English requirements.

For COOs: Secondary hubs may offer cost advantages, but talent density is lower. Consider the tradeoff between cost and recruiting velocity.

Mexico's tech talent concentrates in metropolitan areas with established technology ecosystems: Jalisco (Guadalajara), Nuevo León (Monterrey), and Mexico City, with growing secondary hubs in Querétaro and Yucatán

(Secretaría de Economía 2025; Mexico Business News 2025)

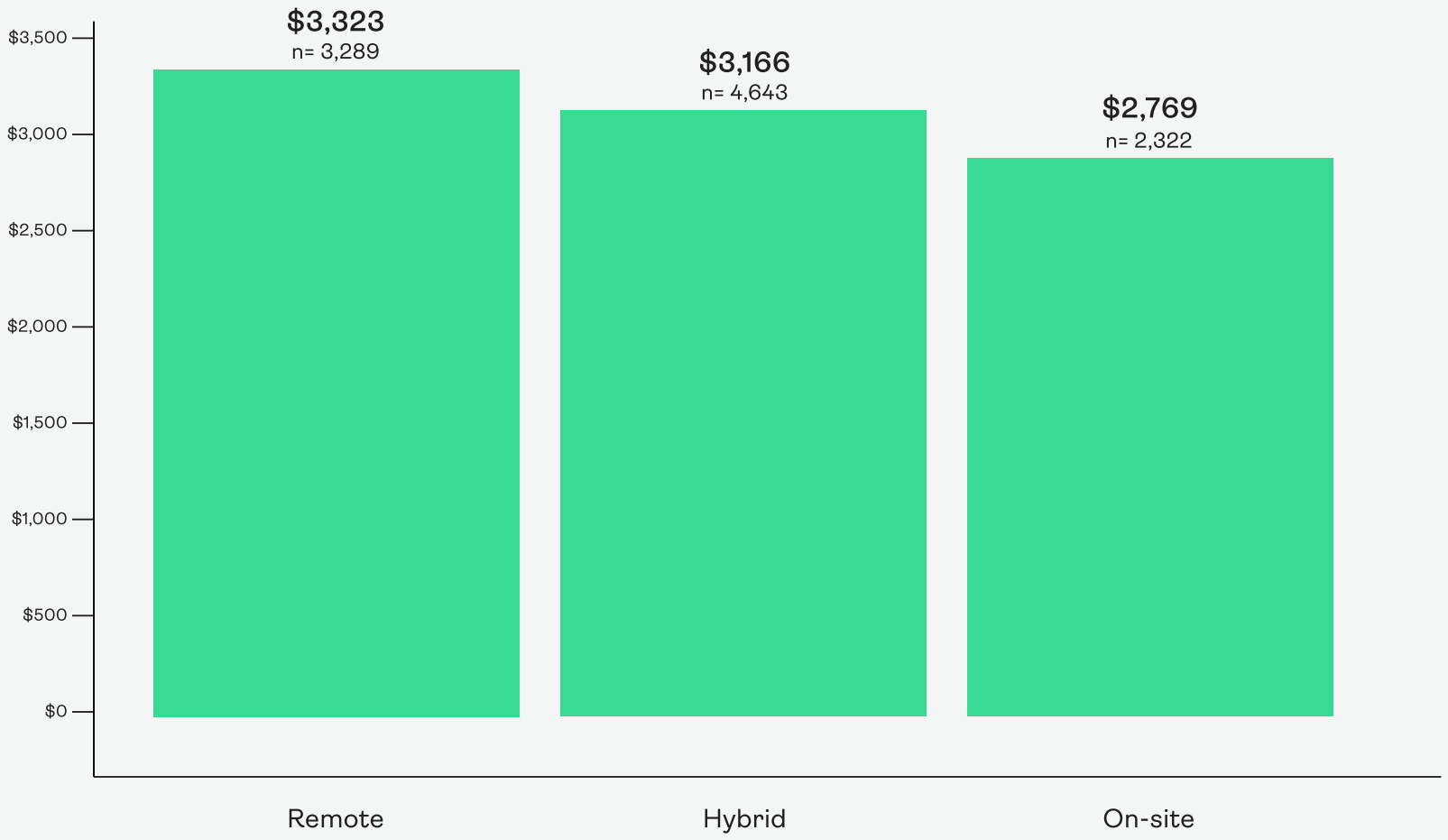
Talent Profile Snapshot

53.9%

hold a second job

53.9% of respondents hold a second job (5,529 of 10,254) — a retention signal employers cannot ignore.

Median Salary by Work Location Type

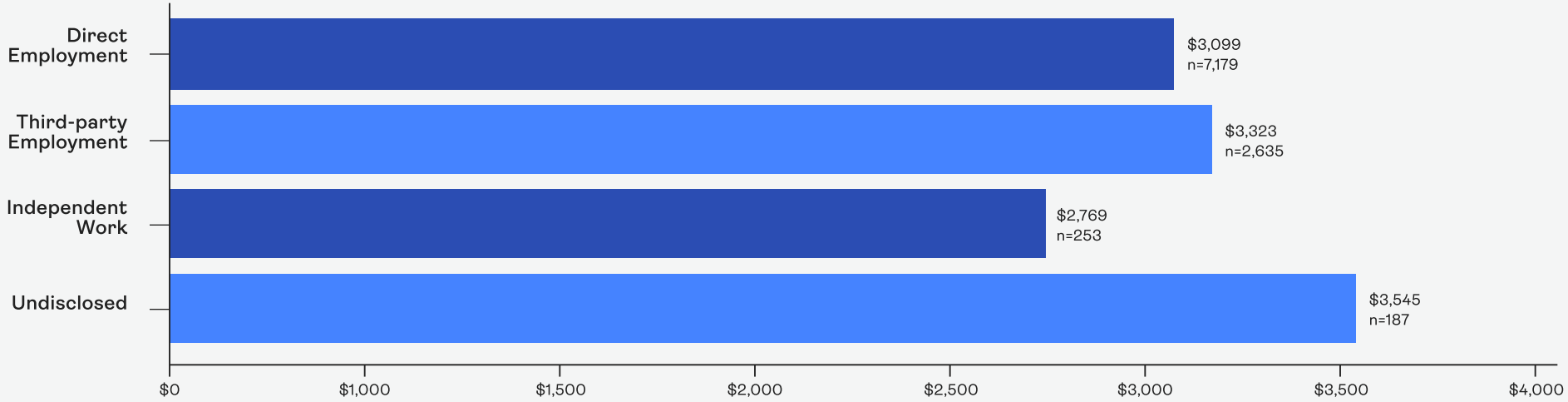


Hybrid is the dominant work model at 45.3% (n=4,643), followed by Remote at 32.1% (n=3,289) and On-site at 22.6% (n=2,322).

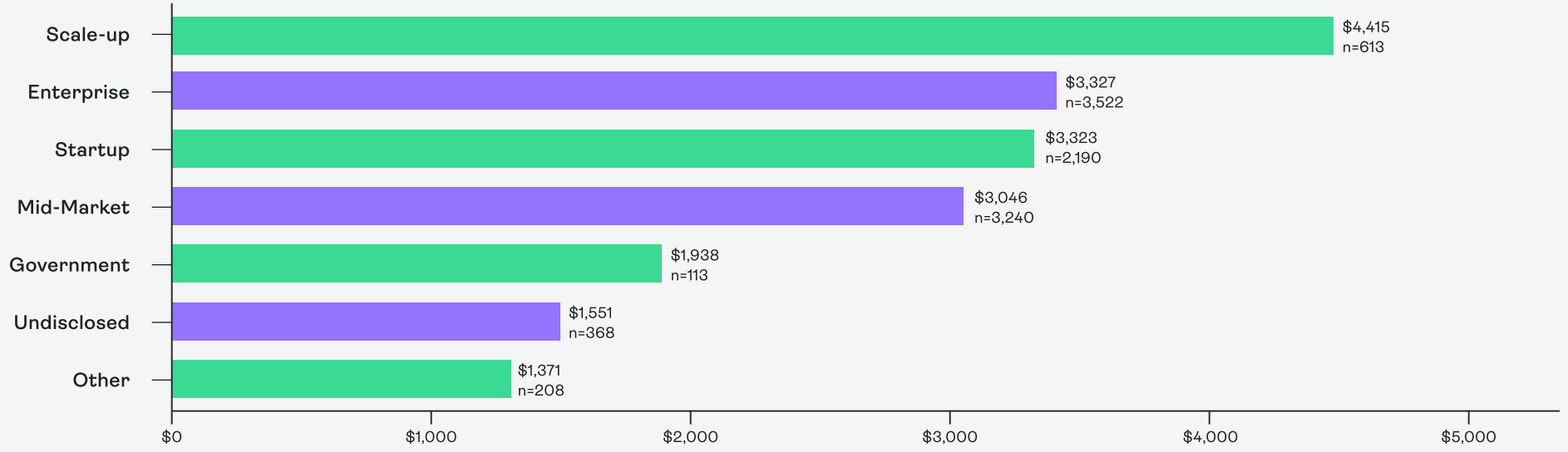
Remote workers report a +20% median premium over on-site workers ($3,323 vs $2,769).

Work Arrangement

Median Salary by Work Arrangement



Median Salary by Company Life Cycle Stage



Direct employment is the most common arrangement (7,179 respondents, 70.0%), followed by third-party employment (2,635, 25.7%).

Stage	n	Median	Confidence
Scale-up	613	$4,415	High
Enterprise	3,522	$3,327	High
Startup	2,190	$3,323	High
Mid-Market	3,240	$3,046	High
Government	113	$1,938	Directional
Undisclosed	368	$1,551	Moderate
Other	208	$1,371	Directional

Education

Education Level	n	Median	Confidence
Master's Degree	1,857	$3,709	High
Some College	251	$3,683	High
Bachelor's Degree	7,452	$2,986	High
Postgraduate Diploma	234	$2,769	Moderate
Technical Diploma	227	$2,646	High
Doctoral Degree	75	$2,500	Directional
High School	152	$1,894	Directional

Second Job Prevalence

53.9% of respondents report holding a second job (5,529 of 10,254). 46.1% report no second job (4,725 of 10,254).

Implication

For HR: Hybrid is the market default. Employers requiring fully on-site attendance may face a recruiting disadvantage.

For VP People: The 53.9% second-job prevalence is a signal worth monitoring for retention strategy.

Benefits and Employment Model Overview

Paid Vacation:

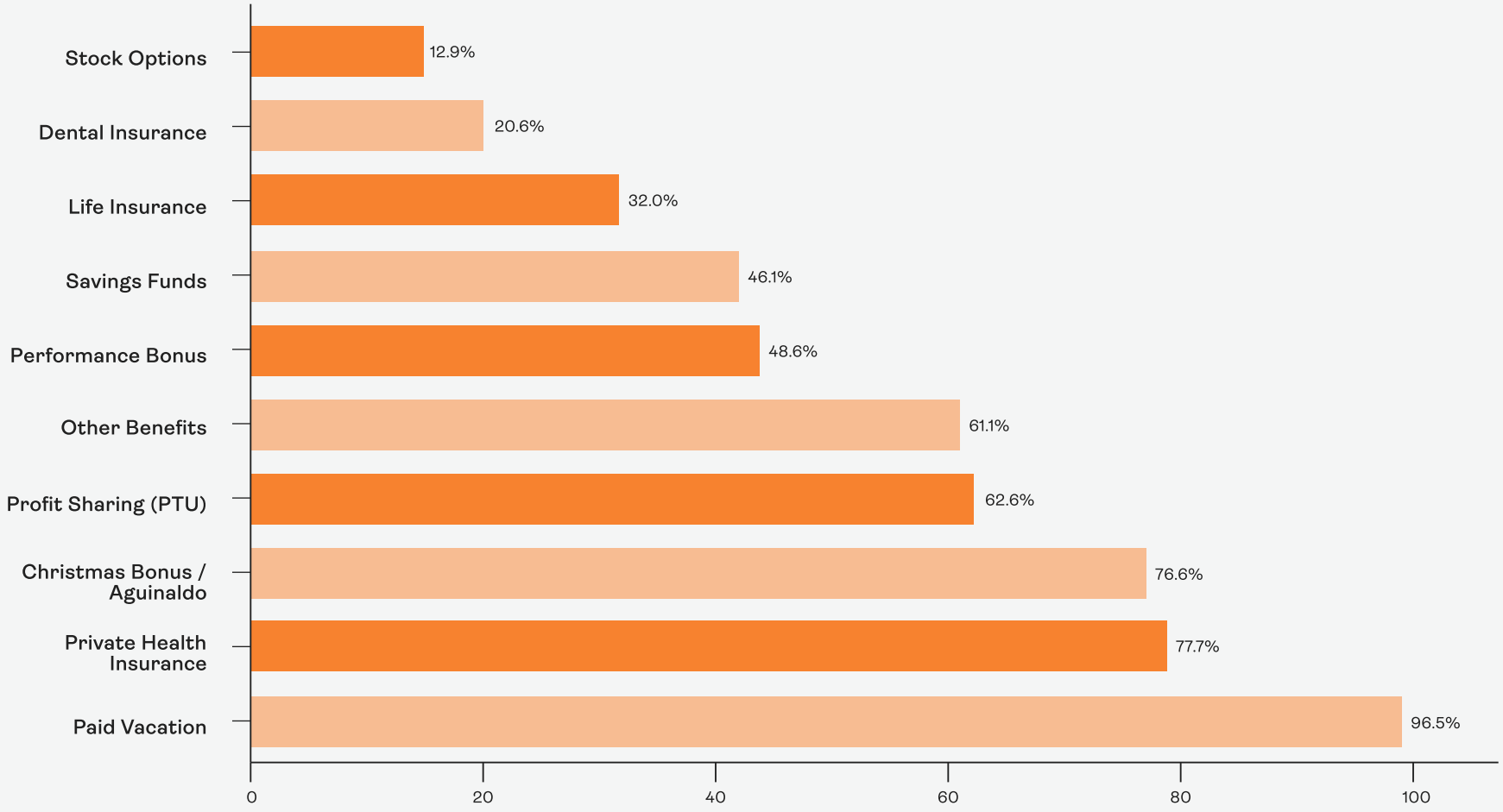
96.5%

Paid Vacation (96.5%) and Health Insurance (77.7%) are table stakes; Stock Options (12.9%) differentiate.

Stock Options:

12.9%

Benefit Prevalence Among Respondents (n= 10,254)



Survey Findings

Benefit	Prevalence	Count
Paid Vacation	96.5%	9,897
Company Equipment	85.4%	8,762
Private Health Insurance	77.7%	7,965
Christmas Bonus / Aguinaldo	76.6%	7,850
Government Healthcare	74.9%	7,683
Profit Sharing (PTU)	62.6%	6,415
Other Benefits	61.1%	6,268
Pension Plan	58.2%	5,967
Childcare	53.7%	5,511
Meal Vouchers	50.5%	5,178
Performance Bonus	48.6%	4,982
Savings Funds	46.1%	4,727
Life Insurance	32%	3,283

Benefit	Prevalence	Count
Flexible Days	22.2%	2,281
Learning Budget	21.1%	2,168
Dental Insurance	20.6%	2,110
Remote Work Allowance	20.5%	2,098
Mental Health Support	17.5%	1,791
Gym / Wellness Membership	15.3%	1,573
Extended Parental Leave	14.9%	1,526
Transport Allowance	14.8%	1,521
Stock Options	12.9%	1,323
Relocation Support	12%	1,227

Paid Vacation (96.5%) and Private Health Insurance (77.7%) are near-universal. Stock Options (12.9%) and Dental Insurance (20.6%) remain less common.

Mexican labor law mandates aguinaldo, paid vacation, and profit sharing (PTU). Survey prevalence rates exceed legal minimums for most categories, indicating tech employers compete on benefits.

(Mexican Federal Labor Law, Articles 76–81, 87, 117–131)

Implication

For HR: Private Health Insurance, Christmas Bonus, and Paid Vacation are table stakes. To differentiate, focus on Performance Bonus, Savings Funds, and Stock Options. Stock Options at 12.9% prevalence can be a meaningful differentiator.

For Finance: Benefits add 5–20% to base salary cost. Combined with 25–40% statutory employer costs, total employer burden is typically 35–65% above net salary.

What This Means for Employers Hiring in Mexico

Budget for English and origin premiums on top.

A $3,140 median role costs $4,200–$5,200/month fully loaded.

Salary Is Not Landed Cost

The salary figures in this report represent net monthly employee take-home pay. Employer-side costs in Mexico include IMSS (20–25% of gross), INFONAVIT (5%), AFORE (2%), state payroll tax (2–3%), and voluntary benefits.

Budget Guidance by Persona

For CFOs and COOs:
Use the $3,140 median as a market anchor, but budget for: English premium (+50–100% for C1+), company-origin premium (+68.2% for US-origin benchmarks), seniority progression (Junior to Principal spans 2×), and statutory employer costs (25–40% above net).

Total employer cost is typically 1.35–1.65× net employee salary. For a role at the $3,140 market median, employer cost ranges from approximately $4,200 to $5,200/month.

For VP People and HR Leadership:
Recommended approach: (1) Identify target roles and seniority levels. (2) Pull corresponding median and IQR from Section 6. (3) Apply English and company-origin adjustments. (4) Layer in benefits norms from Section 15. (5) Apply 1.35–1.65× multiplier for total employer cost.

For Engineering Leaders:
Use role family medians (Section 12) for team-level planning.

Where Compensation Pressure Is Highest

The sharpest competition for talent occurs at the intersection of Senior/Principal seniority, C1+/C2 English, and US-origin employer demand. In this segment, effective medians exceed $5,000/month.

Implication:

Employers who wait to benchmark until the point of offer risk quoting stale numbers. Proactive recalibration—or engagement with CodersLink—reduces mis-hire risk and time-to-fill.

Which CodersLink Model Fits Your Hiring Goal?

Staff Augmentation

Best for: Scaling engineering capacity quickly without long-term headcount commitment. Testing the Mexico market before committing to permanent presence.

How it works: CodersLink places pre-vetted engineers into your team. You manage the work; CodersLink handles sourcing, vetting, and payroll. Engagement is flexible and time-based.

MESH (Managed Engineering Squads by Hire)

Best for: Building a dedicated, long-term engineering team in Mexico. Maintaining full technical leadership and IP ownership while outsourcing operations.

How it works: CodersLink recruits, onboards, and manages a dedicated team. You retain technical direction and IP. CodersLink handles HR, payroll, compliance, and workspace.

RPO / Recruitment

Best for: Hiring engineers directly onto your own payroll in Mexico. High-volume campaigns where internal recruiting bandwidth is insufficient.

How it works: CodersLink sources, screens, and delivers shortlists. Candidates are hired directly by you.

Comparison

Criteria	Staff Aug	MESH	RPO
Speed to first hire	1–2 weeks	3–4 weeks	2–4 weeks
Long-term commitment	Low	High	Medium
Employer of record	CodersLink	CodersLink	You
Operational overhead	Low	Low	Medium–High
Best for first-time nearshore	Yes	After validation	If you have a Mexico entity

Implication

If you need engineers this quarter and have not hired in Mexico before, start with Staff Augmentation. Validate talent, timezone fit, and workflow. Then transition to MESH for long-term capacity, or RPO if you prefer direct employment.

Next Steps

This report gives
you the data.

CodersLink gives you the talent.

Get a Custom Salary Benchmark

Request a tailored benchmark package for your specific roles, seniority levels, and English requirements. CodersLink will deliver median, IQR, and confidence labels calibrated to your hiring profile.

Contact: sales@coderslink.com | coderslink.com/contact

Schedule a Hiring Strategy Consultation

Book a 30-minute consultation to map your hiring goals to the right engagement model, discuss timeline and budget expectations, and get a preliminary talent availability assessment.

Book at: coderslink.com/employers/register/

Explore Role-Specific Companion Reports

For deeper analysis on specific roles—including skill-stack breakdowns and experience curves—ask about CodersLink's Role-Specific Companion Reports.

CodersLink Your bridge to Mexico's top 1% tech talent.

Join over 150 US companies building dedicated Mexico tech teams with CodersLink

"Thanks to CodersLink's work, we've saved money. Their developers are amazing and very efficient — Their work exceeds expectations."

Kris Fitzpatrick
President at Modern Climate

"CodersLink works as an integrated team with our in-house engineers in the US CodersLink's support has helped us save time and 30%–40% off our operating costs."

Tyson Harper
VP of Engineering
BetterRX

"CodersLink is very efficiently-priced and offers a good IT Staffing service for that price."

Robert Taylor
General Counsel
Ziff Media

"Their developers are strong contributors to TradeTech product, helping us make money and save money on what other developers could have cost us. CodersLink's developers costs us around 30% less."

Ken Kolchier
CTO
TradeTech

"CodersLink's developers are loyal and extremely dedicated to what they do. Our CTO is pleased with their developers and quality of work, especially considering the cost."

Yousef Kassim
CEO
EasyExpunctions

APARAVI · LINIO · Supernus Pharmaceuticals · Paystand · vyopta · ONE INC · PAYJOY · Oportun · MACROFAB · Snackpass · OneRail

Appendix A: Full Role Benchmark Table

All 36 normalized roles sorted by median salary.

Role	n	Median	Q1	Q3	CI Lo	CI Hi	Confidence
Engineering Manager	142	$4,956	$4,437	$5,925	$4,864	$5,114	High
Solution Architect	291	$4,904	$3,881	$6,092	$4,747	$4,994	High
Security Architect	45	$4,143	$3,866	$4,371	$4,085	$4,240	Directional
Site Reliability Engineer	255	$4,029	$3,453	$4,961	$3,903	$4,083	High
DevOps Engineer	370	$3,772	$3,083	$4,726	$3,700	$3,881	High
Project Manager	160	$3,663	$2,534	$4,805	$3,434	$3,930	High
SDET	153	$3,546	$3,234	$4,453	$3,429	$3,626	High
Salesforce Developer	122	$3,520	$3,050	$4,162	$3,363	$3,659	High
Data Engineer	376	$3,376	$2,932	$4,534	$3,323	$3,514	High
Database Administrator	108	$3,323	$2,172	$4,378	$2,767	$3,590	Moderate
Mobile Engineer	193	$3,323	$2,549	$4,708	$3,161	$3,555	High
Scrum Master	86	$3,320	$2,211	$5,192	$2,406	$3,634	Directional
Data Scientist	292	$3,287	$2,729	$4,911	$3,179	$3,429	High
QA Automation Engineer	172	$3,223	$2,769	$4,074	$3,126	$3,323	High
IT Manager	440	$3,191	$2,215	$4,431	$3,102	$3,323	High
Back End Engineer	815	$3,100	$2,333	$4,431	$3,045	$3,280	High
Product Owner	186	$3,078	$2,597	$4,094	$2,949	$3,323	High
Full Stack Engineer	843	$3,060	$2,215	$4,154	$2,984	$3,157	High

Role	n	Median	Q1	Q3	CI Lo	CI Hi	Confidence
Software Engineer	927	$3,046	$1,938	$4,431	$2,950	$3,161	High
Cybersecurity Engineer	217	$2,997	$2,479	$3,600	$2,903	$3,054	High
AI Engineer	785	$2,989	$1,772	$4,174	$2,769	$3,103	High
Other	27	$2,917	$2,344	$3,254	$2,632	$3,154	Directional
Network Engineer	169	$2,769	$1,938	$3,915	$2,409	$3,323	Directional
Front End Engineer	525	$2,769	$1,994	$4,015	$2,548	$2,769	High
Business Analyst	157	$2,769	$2,126	$3,877	$2,492	$3,192	Directional
Blockchain Developer	30	$2,740	$2,441	$3,086	$2,534	$2,997	Directional
QA Manual Tester	180	$2,717	$1,662	$3,932	$2,437	$2,990	Moderate
IT Project Manager	35	$2,634	$2,510	$2,749	$2,617	$2,694	Directional
Cloud Engineer	796	$2,571	$1,385	$3,790	$2,471	$2,769	High
System Admin	162	$2,492	$1,617	$3,877	$1,949	$2,769	Directional
Game Engineer	72	$2,334	$2,049	$4,073	$2,186	$3,408	Directional
IT Auditor	71	$2,297	$1,941	$5,711	$2,114	$3,616	Directional
UX/UI Designer	260	$2,215	$1,670	$3,654	$2,045	$2,492	Moderate
Data Analyst	392	$2,200	$1,717	$3,865	$2,111	$2,342	High
Tech Support Engineer	370	$2,105	$1,218	$3,051	$1,911	$2,220	High
Tech Support Specialist	30	$819	$759	$905	$783	$857	Directional

Appendix B: Methodology Details

Bootstrap Parameters: 2,000 resamples, seed=42, 90% CI for median.

Confidence Labels: High (n≥100, CI width ≤15%), Moderate (n≥50, CI ≤25%), Directional (n≥15), Suppress (n<15).

Role Normalization: 37 raw ↦ 36 (merged DevOps/ Devops). 35 named + 1 Other.

Geographic Normalization: 33 values = 32 states + 1 Undisclosed.

Salary Metric: Net Monthly Salary (USD). Self-reported.

Outliers: 331 mild IQR outliers (3.2%) retained.

Experience: "Role Years of Experience" (column L, original typo). 100% complete. Range 0-45 years.

Skill Analysis: 323 binary skill indicators analyzed. Controlled premiums use double-stratified median comparison (8 role families × 2 company-origin groups = 14 possible strata). Skill holders vs non-holders compared within each stratum; reported premium is weighted average across qualifying strata (both groups n ≥ 15). Confidence: Robust (10+ strata, n ≥ 500), Moderate (3–9 strata, n ≥ 50), Directional (1–2 strata). Skill clusters are defined by related-technology grouping; cluster premium is computed the same way as individual skill premiums.

Appendix C: Source Log

1. OECD Education at a Glance 2025.
2. Gartner Nearshore Market Guide 2025.
3. LatamList, "State of Tech in LatAm 2025".
4. Mexico-Now, "Technology Sector Report Q4 2025".
5. Stanford GSB, "The Economics of Nearshore Engineering Teams," 2024.
6. Secretaría de Economía, "Mexico Technology Sector Overview," 2025.
7. Mexico Business News, "Tech Hub Rankings," 2025.
8. CANIETI Mexico Digital Economy Report 2025.
9. Mexican Federal Labor Law, Articles 76–81, 87, 117–131.
10. CodersLink internal placement data.
11. CodersLink internal recruiter data.
12. LatamList Q4 2025 Hiring Survey.

Appendix D: QA Reconciliation Log

See separate QA Reconciliation Log document for full detail.

Appendix E: Skill Premium Reference Tables

Reference tables for the 20 Common + Premium skills identified in Section 13.

Common + Premium Skills (prevalence ≥5%, controlled premium ≥8%)

Skill	n	Prevalence	Premium	Strata	Confidence
DigitalOcean	2,033	19.8%	+35.3%	14	Robust
Node.js	944	9.2%	+34.4%	12	Robust
Angular	1,153	11.2%	+27.9%	13	Robust
Kubernetes	1,925	18.8%	+27.8%	13	Robust
C#	1,193	11.6%	+24.4%	12	Robust
Pandas	1,500	14.6%	+23.8%	12	Robust
React	2,591	25.3%	+21.8%	14	Robust
Rust	680	6.6%	+20.5%	11	Robust
Java	2,285	22.3%	+20.1%	14	Robust
TypeScript	2,014	19.6%	+19.8%	14	Robust
JavaScript	2,911	28.4%	+19.4%	14	Robust
Jira	3,148	30.7%	+18.0%	14	Robust
Pinecone	764	7.5%	+17.6%	10	Robust
Go	768	7.5%	+15.4%	10	Robust
FastAPI	781	7.6%	+15.3%	10	Robust
Next.js	801	7.8%	+12.2%	10	Robust
Docker	3,787	36.9%	+11.6%	14	Robust
SQL (PL/SQL, T-SQL)	3,595	35.1%	+10.1%	13	Robust
PostgreSQL	2,106	20.5%	+10.1%	12	Robust
HTML / CSS / Sass	573	5.6%	+8.8%	7	Robust

Key facts: 36 roles published (22 High, 3 Moderate, 11 Directional). 6 English tiers at High confidence + 1 Undisclosed at Directional. 5 company origins at High, 2 Moderate, 3 Directional. 8 role families. All salary values rounded to whole dollars. All figures reconciled against the analysis workbook rebuilt from the raw dataset.

Skill Cluster Definitions

Cluster	Component Skills	Premium
Modern Front End	React, TypeScript, Next.js, TailwindCSS, Vite	+19.8%
Back End Stack	Spring Boot, FastAPI, Node.js, Express	+9.9%
Cloud/DevOps	AWS, Docker, Terraform, Kubernetes, GitHub Actions	+4.1%
Data Platform	Apache Spark, Apache Airflow, dbt, Snowflake	+3.1%
AI/ML	TensorFlow, PyTorch, OpenAI API, Anthropic API, Pandas	-5.3%

Analytical Glossary

Term	Definition
90% CI	90% Confidence Interval. The estimated range within which the true median is likely to fall, based on the sample and method used.
CI/CD	Continuous Integration / Continuous Delivery. Automated processes used to test and release software faster and with less operational risk.
Common vs Premium Matrix	A framework that distinguishes between skills that are common in the market and skills that are also associated with a measurable salary premium. It helps separate what the market knows from what the market pays for.
Compositional Effect	A result driven by differences in group makeup rather than by a single variable alone. In practice, it means a pattern may reflect who is in the group, not just the label attached to it.
Confidence Label	The reliability tag assigned to a benchmark or signal, such as High, Moderate, or Directional, based on sample size and statistical stability.
Confounders	Variables that can distort a comparison because they influence both the group being analyzed and the outcome. In this report, company origin and role family are major confounders in skill analysis.
Container Orchestration	The layer that manages containers in production, including scaling, scheduling, and availability. It usually signals more mature infrastructure and operational complexity.
Containerization	The practice of packaging an application and its dependencies so it runs consistently across environments. It is a core part of modern software delivery and deployment.
Controlled Premium	A salary premium estimated after adjusting for key comparison factors, such as role family and company origin. It is designed to isolate a more decision-useful signal.
IQR	Interquartile Range. The range between Q1 and Q3 that contains the middle 50% of observed salaries.

Term	Definition
n	The number of survey respondents in a given group. In this report, it indicates the sample size behind each benchmark, segment, or skill signal.
Observed Differential	A measured difference between two groups in the survey data. It reflects an observed association, not a proven causal effect.
Prevalence	The share of respondents who reported a given skill, tool, or characteristic. It shows how common something is, not whether it carries a salary premium.
Robustness Checks	Additional tests used to confirm that a pattern still holds when viewed across relevant subgroups. They help show that a signal is not just a surface-level artifact.
Strata	Comparable subgroups used in the analysis to control for structural differences. In this report, strata are built from role family and company origin.
Stratum / Strata	A stratum is a subgroup used for comparison within the analysis; strata is the plural. In this report, strata help isolate skill premiums within more comparable segments of the market.

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