

it interfell

SMART HIRING

**SALARY GUIDE AND TRENDS
FOR THE IT SECTOR IN LATAM FOR 2025**

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YEARS

OUR METHODOLOGY

THANK YOU FOR TRUSTING INTERFELL!

Our Smart Hiring salary guide reaches its second edition for 2025. In our previous edition, more than 9,000 companies worldwide relied on this resource for their hiring decisions in the Latin American region. This study is based on our proven methodology, which combines up-to-date market data, in-depth analysis, and the expertise of our talent acquisition team. In these pages, we will explore contractor compensation, recruitment trends, and the socioeconomic landscape shaping the labor market in Latin America.

The foundation of this guide is built upon over 1,850 successful placements made by Interfell over the past eight years, supplemented by an analysis of more than 11,000 job openings. This extensive dataset has undergone thorough analysis to provide average salary benchmarks and key insights into the region's labor market.

In addition to our proprietary database, we incorporate insights from platforms such as LinkedIn, Indeed, Glassdoor, Statista, and, more recently, Get On Board and Merita. This blend of internal and external sources provides a comprehensive and nuanced view of the IT job landscape.

As a new feature in this edition, we have introduced a beta version chatbot in OpenAI's GPT directory, designed to streamline salary data queries and interaction. Additionally, we have included new job roles related to emerging technologies in data science, AI, cloud computing, cybersecurity, and e-commerce development and management, among others.

We invite you to dive into our salary guide and discover how this tool can enhance your hiring decisions and career development. Start exploring and make the most of the insights we have gathered for you!



INSIGHTS FOR COMPANIES

LATIN AMERICA

For 2025, Latin American companies face the challenge of hiring talent from other countries in the region, whether to fill highly specialized roles or due to local restrictions. These are the key trends they should consider when expanding their talent search:

SPECIALIZED SKILLS

The demand for expertise in cybersecurity, AI, and cloud computing is driving companies to seek talent beyond their borders, particularly in countries with competitive costs and strong technical capabilities.

SOFT SKILLS

Communication and adaptability are essential in multicultural and distributed teams. Companies are prioritizing these skills to ensure cohesion and efficiency in regional work environments.

DIVERSITY & INCLUSION

Hiring across countries creates opportunities to build diverse teams, enriching innovation. However, companies must develop inclusive strategies to foster a sense of belonging in multicultural teams.

RECRUITMENT TECHNOLOGIES

Advanced AI and automation tools simplify transnational hiring, enabling companies to evaluate and onboard talent quickly in a competitive market while efficiently managing regional payroll and contracts.





SPAIN AND PORTUGAL

For companies in Spain and Portugal looking to hire in Latin America in 2025, here are four exclusive and strategic insights that differentiate their advantages from those of companies within the region:

MITIGATING THE TALENT SHORTAGE IN EUROPE

In Spain and Portugal, tech talent is increasingly in demand, with a shortage of professionals in specialized areas. LATAM becomes an essential resource, allowing European companies to fill hard-to-find positions locally without compromising the required skill set.

LINGUISTIC AND CULTURAL SYNERGY

The shared language and cultural similarities between Spain, Portugal, and Latin America facilitate seamless integration into European teams, eliminating many communication barriers and reducing the adaptation curve.

FLEXIBLE TEAM SCALABILITY

Hiring in Latin America provides companies in Spain and Portugal with the ability to scale their teams more flexibly. With a larger talent pool available in the region, it is easier to find professionals for both long-term positions and short-term or seasonal projects.

EXPANSION INTO THE LATIN AMERICAN MARKET

Having local talent in Latin America can be a strategic advantage for European companies planning to expand into the region. These professionals bring in-depth market knowledge, cultural insights, and an understanding of local regulations, facilitating adaptation and success in business expansion projects across Latin America.

For **U.S. and Canadian** companies looking to hire talent in Latin America in 2025, here are some key insights:

COST SAVINGS WITHOUT COMPROMISING QUALITY

Latin America continues to offer a balance between competitive costs and high-quality skills in key areas such as software development, cybersecurity, and cloud technologies. This allows companies to optimize budgets without sacrificing access to highly skilled talent.

TIME ZONE COMPATIBILITY

The close time zone alignment facilitates real-time collaboration, especially for North American companies that require synchronous work and seamless communication. This creates a more agile work environment compared to hiring from more distant regions.

ABUNDANT BILINGUAL TALENT

The growing demand for advanced English skills in Latin America has resulted in a strong bilingual workforce ready to collaborate in global teams. This eliminates communication barriers and simplifies team integration.

COMMITMENT AND LOYALTY

Latin American professionals tend to value stability and career growth, leading to higher retention rates compared to other regions. Companies that offer development opportunities and an inclusive work environment benefit from a more committed workforce.

UNITED STATES AND CANADA





LATIN AMERICA: A REGION OF CONSTANT GROWTH AND CHANGE

Latin America is a region rich in diversity and dynamism, where individual economies face both challenges and opportunities, driven by constantly evolving economic and political factors. In this context, our **2025 Salary Guide** maintains the **Tier system**, categorizing countries with similar economic and labor conditions to provide a structured and accessible view of the market.

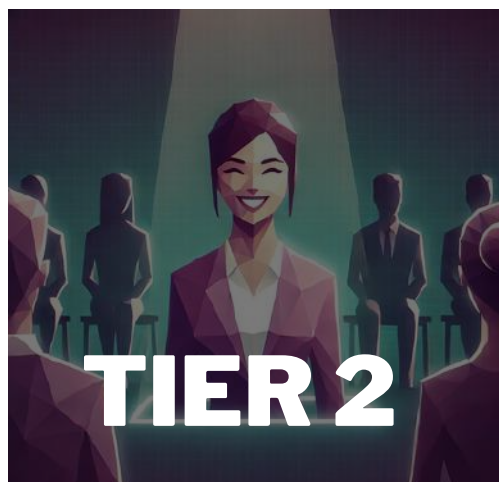
STRUCTURE AND PURPOSE OF THE TIERS

The Tiers are not hierarchical; their purpose is to simplify the understanding of salary and labor conditions across the region. Factors such as inflation, political stability, and the maturity of each country's tech market influence the classification. Additionally, English proficiency remains a key differentiator, as it can increase salary expectations by up to 50%. Moreover, remote work has gained preference among developers, creating a major negotiation factor in a landscape where some companies are pushing for a return to offices.



Includes countries with the highest average IT salaries, generally reflecting stronger economies, developed labor markets, and high investment in technology.

- Brazil
- Chile
- Costa Rica
- Mexico
- Uruguay



Groups countries with mid-range salaries.

These nations represent growing economies and expanding IT markets.

- Argentina
- Colombia
- Ecuador
- Panama
- Peru
- El Salvador



Includes countries with the lowest IT salaries, often associated with emerging economies and developing IT markets.

- Bolivia
- Guatemala
- Honduras
- Nicaragua
- Paraguay
- Venezuela



GROWTH OF IT TALENT IN LATIN AMERICA

Year after year, the region strengthens its IT talent pool, with a growing number of skilled professionals specializing in various technologies. The demand for specific skills continues to drive salary rates for certain roles, while the preference for remote work allows professionals to collaborate with global companies from their home countries, enhancing competitiveness and expanding career opportunities.

COMMITMENT AND RESPECT

This guide has been developed with a commitment to respectfully reflect the unique characteristics of each country and its context, recognizing the potential that each nation brings to the global tech ecosystem. Our goal is to provide a valuable and respectful resource, helping both employers and professionals navigate and better understand the IT labor landscape in Latin America.

DISCOVER OUR CHATBOT: YOUR SMART HIRING COMPANION

As part of our commitment to innovation and to further enhance your experience, we are excited to introduce our beta-version chatbot, available in OpenAI's GPT directory. This virtual assistant is designed to provide you with quick and easy access to:

- ✓ Updated salary data
- ✓ Labor market insights
- ✓ Answers to your questions about IT sector trends in Latin America

We invite you to try it out and take advantage of this interactive tool, developed to empower your hiring decisions and professional growth.

EXPLORE OUR CHATBOT



BEFORE CHECKING SALARIES, CONSIDER THE FOLLOWING:

✓ **INDEPENDENT CONTRACTORS**

The listed salaries apply to remote contractors, not employees. They do not include benefits such as health insurance, paid vacations, or social security contributions. Contractors adjust their rates to cover these costs.

✓ **IMPACT OF ENGLISH PROFICIENCY**

Fluent English can increase salaries by up to 50% in Tier 2 and Tier 3 countries. In Tier 1, the impact is lower but still relevant.

✓ **LOCATION & REMOTE WORK**

Cost of living affects salary expectations. Professionals in capital cities tend to have higher salary demands, but remote work helps balance these differences.

✓ **AVERAGE SALARY REFERENCES**

These figures represent averages, not fixed rules. Salaries vary based on experience, skills, and personal circumstances.

✓ **SALES & BUSINESS ROLES**

Salaries do not include commissions, although these are common in sales roles.

✓ **EXPRESSED IN USD**

Salaries are listed in U.S. dollars for easier international comparisons.

This guide is designed to help companies and professionals better understand salary trends in the LATAM tech sector.



SALARIES



DEVELOPMENT & PROGRAMMING

FULLSTACK DEVELOPER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,750.00	\$21,000.00	\$3,000.00	\$36,000.00	\$4,500.00	\$54,000.00
Tier 2	\$1,500.00	\$18,000.00	\$2,500.00	\$30,000.00	\$3,750.00	\$45,000.00
Tier 3	\$1,250.00	\$15,000.00	\$2,000.00	\$24,000.00	\$3,000.00	\$36,000.00

BACK-END DEVELOPER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,750.00	\$21,000.00	\$2,750.00	\$33,000.00	\$4,250.00	\$51,000.00
Tier 2	\$1,500.00	\$18,000.00	\$2,250.00	\$27,000.00	\$3,500.00	\$42,000.00
Tier 3	\$1,200.00	\$14,400.00	\$1,750.00	\$21,000.00	\$2,750.00	\$33,000.00

FRONT-END DEVELOPER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,600.00	\$19,200.00	\$2,500.00	\$30,000.00	\$4,500.00	\$51,000.00
Tier 2	\$1,400.00	\$16,800.00	\$2,000.00	\$24,000.00	\$3,500.00	\$42,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00	\$2,500.00	\$30,000.00

ANDROID DEVELOPER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,800.00	\$21,600.00	\$3,000.00	\$36,000.00	\$4,500.00	\$54,000.00
Tier 2	\$1,600.00	\$19,200.00	\$2,500.00	\$30,000.00	\$3,750.00	\$45,000.00
Tier 3	\$1,400.00	\$16,800.00	\$2,000.00	\$24,000.00	\$3,000.00	\$36,000.00

IOS DEVELOPER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,200.00	\$26,400.00	\$3,500.00	\$42,000.00	\$5,500.00	\$66,000.00
Tier 2	\$1,900.00	\$22,800.00	\$3,000.00	\$36,000.00	\$4,000.00	\$48,000.00
Tier 3	\$1,600.00	\$19,200.00	\$2,500.00	\$30,000.00	\$3,000.00	\$36,000.00

BLOCKCHAIN DEVELOPER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,000.00	\$24,000.00	\$3,000.00	\$36,000.00	\$5,000.00	\$60,000.00
Tier 2	\$1,500.00	\$18,000.00	\$2,500.00	\$30,000.00	\$4,000.00	\$48,000.00
Tier 3	\$1,250.00	\$15,000.00	\$2,000.00	\$24,000.00	\$3,000.00	\$36,000.00

NO-CODE DEVELOPER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,750.00	\$21,000.00	\$2,500.00	\$30,000.00	\$3,500.00	\$42,000.00
Tier 2	\$1,250.00	\$15,000.00	\$1,750.00	\$21,000.00	\$2,250.00	\$27,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,250.00	\$15,000.00	\$1,750.00	\$21,000.00

POWER PLATFORM DEVELOPER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,750.00	\$21,000.00	\$2,500.00	\$30,000.00	\$3,750.00	\$45,000.00
Tier 2	\$1,500.00	\$18,000.00	\$2,200.00	\$26,400.00	\$3,250.00	\$39,000.00
Tier 3	\$1,200.00	\$14,400.00	\$1,800.00	\$21,600.00	\$2,750.00	\$33,000.00

DEVOPS ENGINEER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,000.00	\$24,000.00	\$3,500.00	\$42,000.00	\$5,000.00	\$60,000.00
Tier 2	\$1,750.00	\$21,000.00	\$3,000.00	\$36,000.00	\$4,000.00	\$48,000.00
Tier 3	\$1,500.00	\$18,000.00	\$2,500.00	\$30,000.00	\$3,500.00	\$42,000.00

MACHINE LEARNING ENGINEER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,750.00	\$33,000.00	\$4,000.00	\$48,000.00	\$6,000.00	\$72,000.00
Tier 2	\$2,500.00	\$30,000.00	\$3,500.00	\$42,000.00	\$5,000.00	\$60,000.00
Tier 3	\$2,000.00	\$24,000.00	\$2,750.00	\$33,000.00	\$3,000.00	\$48,000.00

ARTIFICIAL INTELLIGENCE ENGINEER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,750.00	\$33,000.00	\$4,250.00	\$51,000.00	\$7,000.00	\$84,000.00
Tier 2	\$2,500.00	\$30,000.00	\$3,750.00	\$45,000.00	\$5,500.00	\$66,000.00
Tier 3	\$2,000.00	\$24,000.00	\$2,750.00	\$33,000.00	\$4,500.00	\$54,000.00

SYSTEMS INTEGRATION ENGINEER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,000.00	\$24,000.00	\$3,000.00	\$36,000.00	\$4,000.00	\$48,000.00
Tier 2	\$1,500.00	\$18,000.00	\$2,500.00	\$30,000.00	\$3,500.00	\$42,000.00
Tier 3	\$1,250.00	\$15,000.00	\$1,750.00	\$21,000.00	\$2,750.00	\$33,000.00

SOLUTIONS ARCHITECT

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,500.00	\$30,000.00	\$4,000.00	\$48,000.00	\$5,500.00	\$66,000.00
Tier 2	\$2,200.00	\$26,400.00	\$3,500.00	\$42,000.00	\$4,500.00	\$54,000.00
Tier 3	\$1,700.00	\$20,400.00	\$3,000.00	\$36,000.00	\$3,500.00	\$42,000.00



DATA & ANALYTICS

DATA ENGINEER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,750.00	\$21,000.00	\$2,500.00	\$30,000.00	\$4,000.00	\$48,000.00
Tier 2	\$1,500.00	\$18,000.00	\$2,250.00	\$27,000.00	\$3,500.00	\$42,000.00
Tier 3	\$1,250.00	\$15,000.00	\$1,750.00	\$21,000.00	\$2,750.00	\$33,000.00

ETL DEVELOPER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,600.00	\$19,200.00	\$2,500.00	\$30,000.00	\$3,500.00	\$42,000.00
Tier 2	\$1,300.00	\$15,600.00	\$2,000.00	\$24,000.00	\$2,750.00	\$33,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00	\$2,000.00	\$24,000.00

DATA WAREHOUSE ADMINISTRATOR

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,750.00	\$21,000.00	\$2,750.00	\$30,000.00	\$4,500.00	\$51,000.00
Tier 2	\$1,400.00	\$16,800.00	\$2,000.00	\$24,000.00	\$3,500.00	\$42,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00	\$2,500.00	\$30,000.00

DATA SCIENTIST

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,500.00	\$30,000.00	\$3,500.00	\$42,000.00	\$5,500.00	\$66,000.00
Tier 2	\$2,000.00	\$24,000.00	\$3,000.00	\$36,000.00	\$4,500.00	\$54,000.00
Tier 3	\$1,500.00	\$18,000.00	\$2,500.00	\$30,000.00	\$3,500.00	\$42,000.00

DATA ANALYST

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,500.00	\$18,000.00	\$2,500.00	\$30,000.00	\$3,500.00	\$42,000.00
Tier 2	\$1,200.00	\$14,400.00	\$1,750.00	\$21,000.00	\$2,750.00	\$33,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,250.00	\$15,000.00	\$2,000.00	\$24,000.00

BUSINESS INTELLIGENCE (BI) ANALYST

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,600.00	\$19,200.00	\$2,500.00	\$30,000.00	\$3,500.00	\$42,000.00
Tier 2	\$1,400.00	\$16,800.00	\$2,000.00	\$24,000.00	\$2,750.00	\$33,000.00
Tier 3	\$1,200.00	\$14,400.00	\$1,750.00	\$21,000.00	\$2,250.00	\$27,000.00



DESIGN & MULTIMEDIA

UI/UX DESIGNER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,600.00	\$19,200.00	\$2,500.00	\$30,000.00	\$3,500.00	\$42,000.00
Tier 2	\$1,400.00	\$16,800.00	\$2,000.00	\$24,000.00	\$2,750.00	\$33,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00	\$2,000.00	\$24,000.00

GRAPHIC DESIGNER / ILLUSTRATOR

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,250.00	\$15,000.00	\$2,000.00	\$24,000.00	\$3,000.00	\$36,000.00
Tier 2	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00	\$2,500.00	\$30,000.00
Tier 3	\$800.00	\$9,600.00	\$1,000.00	\$12,000.00	\$2,000.00	\$24,000.00

MULTIMEDIA / AUDIOVISUAL DESIGNER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,400.00	\$16,800.00	\$1,800.00	\$21,600.00	\$2,500.00	\$30,000.00
Tier 2	\$1,200.00	\$14,400.00	\$1,600.00	\$19,200.00	\$2,250.00	\$27,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,400.00	\$16,800.00	\$2,000.00	\$24,000.00

2D/3D ANIMATOR

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,400.00	\$16,800.00	\$2,000.00	\$24,000.00	\$3,000.00	\$36,000.00
Tier 2	\$1,200.00	\$14,400.00	\$1,700.00	\$20,400.00	\$2,500.00	\$30,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,400.00	\$16,800.00	\$2,000.00	\$24,000.00



MARKETING & COMMUNICATIONS

DIGITAL MARKETING SPECIALIST

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,250.00	\$15,000.00	\$1,600.00	\$19,200.00	\$2,750.00	\$33,000.00
Tier 2	\$1,000.00	\$12,000.00	\$1,400.00	\$16,800.00	\$2,400.00	\$28,800.00
Tier 3	\$750.00	\$9,000.00	\$1,200.00	\$14,400.00	\$1,750.00	\$21,000.00

SEO / SEM SPECIALIST

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,100.00	\$13,200.00	\$1,750.00	\$21,000.00	\$2,500.00	\$30,000.00
Tier 2	\$900.00	\$10,800.00	\$1,500.00	\$18,000.00	\$2,000.00	\$24,000.00
Tier 3	\$750.00	\$9,000.00	\$1,200.00	\$14,400.00	\$1,750.00	\$21,000.00

SOCIAL MEDIA MANAGER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00	\$2,000.00	\$24,000.00
Tier 2	\$800.00	\$9,600.00	\$1,200.00	\$14,400.00	\$1,750.00	\$21,000.00
Tier 3	\$600.00	\$7,200.00	\$900.00	\$10,800.00	\$1,250.00	\$15,000.00

COMMUNITY MANAGER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$900.00	\$10,800.00	\$1,200.00	\$14,400.00	\$1,800.00	\$21,600.00
Tier 2	\$750.00	\$9,000.00	\$1,000.00	\$12,000.00	\$1,600.00	\$19,200.00
Tier 3	\$500.00	\$6,000.00	\$750.00	\$9,000.00	\$1,200.00	\$14,400.00

CONTENT WRITER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$900.00	\$10,800.00	\$1,200.00	\$14,400.00	\$1,800.00	\$18,000.00
Tier 2	\$700.00	\$8,400.00	\$800.00	\$9,600.00	\$1,600.00	\$15,000.00
Tier 3	\$500.00	\$6,000.00	\$650.00	\$7,800.00	\$1,200.00	\$12,000.00



USERS STORIES

BACKLOG	TO DO	IN PROGRESS	RELEASED	DELETED	ARCHIVE	REVIEW
1. Add new user	2. Login	3. Profile edit	4. Password reset	5. Logout	6. Account verification	7. Account deletion
8. Social media integration	9. Two-factor authentication	10. User avatars	11. Notifications	12. Search functionality	13. Analytics dashboard	14. Reporting tools
15. API integration	16. Mobile app development	17. Performance optimization	18. Security audit	19. Compliance updates	20. User onboarding	21. Customer support chat
22. A/B testing	23. User feedback loops	24. Localization	25. Accessibility improvements	26. Data backup and recovery	27. System maintenance	28. Regular updates

BUSINESS & MANAGEMENT

IT MANAGER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,000.00	\$24,000.00	\$2,750.00	\$36,000.00	\$4,000.00	\$48,000.00
Tier 2	\$1,750.00	\$21,000.00	\$2,250.00	\$27,000.00	\$2,750.00	\$33,000.00
Tier 3	\$1,250.00	\$15,000.00	\$1,750.00	\$21,000.00	\$2,250.00	\$27,000.00

PROJECT MANAGER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,000.00	\$24,000.00	\$2,750.00	\$33,000.00	\$4,000.00	\$48,000.00
Tier 2	\$1,500.00	\$18,000.00	\$2,250.00	\$27,000.00	\$2,750.00	\$33,000.00
Tier 3	\$1,250.00	\$15,000.00	\$1,750.00	\$21,000.00	\$2,250.00	\$27,000.00

PRODUCT MANAGER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,250.00	\$27,000.00	\$3,250.00	\$39,000.00	\$4,500.00	\$54,000.00
Tier 2	\$1,750.00	\$21,000.00	\$2,500.00	\$30,000.00	\$3,750.00	\$45,000.00
Tier 3	\$1,500.00	\$18,000.00	\$2,000.00	\$24,000.00	\$3,000.00	\$36,000.00

SALES / BUSINESS MANAGER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,600.00	\$19,200.00	\$2,200.00	\$26,400.00	\$3,000.00	\$36,000.00
Tier 2	\$1,300.00	\$15,600.00	\$1,800.00	\$21,600.00	\$2,500.00	\$30,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,400.00	\$16,800.00	\$1,750.00	\$21,000.00

OPERATIONS MANAGER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,000.00	\$24,000.00	\$3,000.00	\$36,000.00	\$3,750.00	\$45,000.00
Tier 2	\$1,500.00	\$18,000.00	\$2,250.00	\$27,000.00	\$3,000.00	\$36,000.00
Tier 3	\$1,250.00	\$15,000.00	\$1,750.00	\$21,000.00	\$2,500.00	\$30,000.00

IT BUSINESS CONSULTANT (BIZDEV)

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,750.00	\$21,000.00	\$2,200.00	\$26,400.00	\$3,000.00	\$36,000.00
Tier 2	\$1,400.00	\$16,800.00	\$1,800.00	\$21,600.00	\$2,500.00	\$30,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,400.00	\$16,800.00	\$2,000.00	\$24,000.00

ERP CONSULTANT

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,000.00	\$24,000.00	\$2,750.00	\$33,000.00	\$3,250.00	\$39,000.00
Tier 2	\$1,750.00	\$21,000.00	\$2,250.00	\$27,000.00	\$2,750.00	\$33,000.00
Tier 3	\$1,400.00	\$16,800.00	\$1,750.00	\$21,000.00	\$2,250.00	\$27,000.00

FUNCTIONAL ANALYST

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,250.00	\$15,000.00	\$1,500.00	\$18,000.00	\$2,250.00	\$27,000.00
Tier 2	\$1,000.00	\$12,000.00	\$1,250.00	\$15,000.00	\$1,750.00	\$21,000.00
Tier 3	\$750.00	\$9,000.00	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00

BUSINESS ANALYST

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,500.00	\$18,000.00	\$2,000.00	\$24,000.00	\$2,500.00	\$30,000.00
Tier 2	\$1,250.00	\$15,000.00	\$1,750.00	\$21,000.00	\$2,250.00	\$27,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00	\$2,000.00	\$24,000.00

SCRUM MASTER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,750.00	\$21,000.00	\$2,750.00	\$33,000.00	\$3,500.00	\$42,000.00
Tier 2	\$1,500.00	\$18,000.00	\$2,250.00	\$27,000.00	\$3,000.00	\$36,000.00
Tier 3	\$1,250.00	\$15,000.00	\$1,750.00	\$21,000.00	\$2,500.00	\$30,000.00

PRODUCT OWNER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,750.00	\$21,000.00	\$2,500.00	\$30,000.00	\$3,500.00	\$42,000.00
Tier 2	\$1,500.00	\$18,000.00	\$2,000.00	\$24,000.00	\$2,750.00	\$33,000.00
Tier 3	\$1,200.00	\$14,400.00	\$1,500.00	\$18,000.00	\$2,000.00	\$24,000.00

ECOMMERCE ADMINISTRATOR

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,200.00	\$14,400.00	\$1,500.00	\$18,000.00	\$2,000.00	\$24,000.00
Tier 2	\$1,000.00	\$12,000.00	\$1,250.00	\$15,000.00	\$1,750.00	\$21,000.00
Tier 3	\$800.00	\$9,600.00	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00

CRM ADMINISTRATOR

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,500.00	\$18,000.00	\$2,000.00	\$24,000.00	\$2,500.00	\$30,000.00
Tier 2	\$1,200.00	\$14,400.00	\$1,700.00	\$20,400.00	\$2,000.00	\$24,000.00
Tier 3	\$800.00	\$9,600.00	\$1,200.00	\$14,400.00	\$1,500.00	\$18,000.00

VIRTUAL ASSISTANT

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$900.00	\$10,800.00	\$1,100.00	\$13,200.00	\$1,500.00	\$18,000.00
Tier 2	\$700.00	\$8,400.00	\$900.00	\$10,800.00	\$1,250.00	\$15,000.00
Tier 3	\$500.00	\$6,000.00	\$700.00	\$8,400.00	\$1,000.00	\$12,000.00

CUSTOMER SERVICE

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$800.00	\$9,600.00	\$1,100.00	\$13,200.00	\$1,500.00	\$18,000.00
Tier 2	\$650.00	\$7,800.00	\$900.00	\$10,800.00	\$1,250.00	\$15,000.00
Tier 3	\$500.00	\$6,000.00	\$700.00	\$8,400.00	\$1,000.00	\$12,000.00

SALES REPRESENTATIVE / (SDR)

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,000.00	\$12,000.00	\$1,200.00	\$14,400.00	\$1,750.00	\$21,000.00
Tier 2	\$800.00	\$9,600.00	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00
Tier 3	\$600.00	\$7,200.00	\$800.00	\$9,600.00	\$1,250.00	\$15,000.00



SUPPORT & INFRASTRUCTURE

SYSTEMS ADMINISTRATOR

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,250.00	\$15,000.00	\$2,000.00	\$24,000.00	\$2,500.00	\$30,000.00
Tier 2	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00	\$2,000.00	\$24,000.00
Tier 3	\$750.00	\$9,000.00	\$1,250.00	\$15,000.00	\$1,750.00	\$21,000.00

NETWORK ENGINEER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,600.00	\$19,200.00	\$2,400.00	\$28,800.00	\$3,000.00	\$36,000.00
Tier 2	\$1,300.00	\$15,600.00	\$2,000.00	\$24,000.00	\$2,500.00	\$30,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,600.00	\$19,200.00	\$2,000.00	\$24,000.00

DATABASE ADMINISTRATOR

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,600.00	\$19,200.00	\$2,500.00	\$30,000.00	\$3,500.00	\$42,000.00
Tier 2	\$1,300.00	\$15,600.00	\$2,000.00	\$24,000.00	\$2,750.00	\$33,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00	\$2,000.00	\$24,000.00

SERVER ADMINISTRATOR

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,250.00	\$15,000.00	\$1,800.00	\$21,600.00	\$2,500.00	\$30,000.00
Tier 2	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00	\$2,000.00	\$24,000.00
Tier 3	\$750.00	\$9,000.00	\$1,200.00	\$14,400.00	\$1,750.00	\$21,000.00

CLOUD ADMINISTRATOR

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,200.00	\$26,400.00	\$3,000.00	\$36,000.00	\$4,250.00	\$51,000.00
Tier 2	\$1,800.00	\$21,600.00	\$2,600.00	\$31,200.00	\$3,500.00	\$42,000.00
Tier 3	\$1,400.00	\$16,800.00	\$2,200.00	\$26,400.00	\$2,750.00	\$33,000.00

CLOUD ENGINEER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,500.00	\$30,000.00	\$3,500.00	\$42,000.00	\$5,000.00	\$60,000.00
Tier 2	\$2,000.00	\$24,000.00	\$3,000.00	\$36,000.00	\$4,000.00	\$48,000.00
Tier 3	\$1,500.00	\$18,000.00	\$2,500.00	\$30,000.00	\$3,000.00	\$36,000.00

SYSTEMS ANALYST

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,200.00	\$14,400.00	\$1,600.00	\$19,200.00	\$2,500.00	\$30,000.00
Tier 2	\$1,000.00	\$12,000.00	\$1,400.00	\$16,800.00	\$2,000.00	\$24,000.00
Tier 3	\$800.00	\$9,600.00	\$1,200.00	\$14,400.00	\$1,800.00	\$21,600.00

SUPPORT ANALYST

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,000.00	\$12,000.00	\$1,250.00	\$15,000.00	\$2,000.00	\$24,000.00
Tier 2	\$800.00	\$9,600.00	\$1,000.00	\$12,000.00	\$1,600.00	\$19,200.00
Tier 3	\$600.00	\$7,200.00	\$800.00	\$9,600.00	\$1,200.00	\$14,400.00

VIRTUALIZATION SPECIALIST

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,500.00	\$18,000.00	\$2,000.00	\$24,000.00	\$2,750.00	\$33,000.00
Tier 2	\$1,200.00	\$14,400.00	\$1,600.00	\$19,200.00	\$2,250.00	\$27,000.00
Tier 3	\$800.00	\$9,600.00	\$1,250.00	\$15,000.00	\$1,750.00	\$21,000.00

DATA STORAGE SPECIALIST

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,500.00	\$18,000.00	\$2,250.00	\$27,000.00	\$3,000.00	\$36,000.00
Tier 2	\$1,250.00	\$15,000.00	\$1,750.00	\$21,000.00	\$2,400.00	\$28,800.00
Tier 3	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00	\$1,800.00	\$21,600.00

BACKUP AND RECOVERY SPECIALIST

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,200.00	\$14,400.00	\$1,800.00	\$21,600.00	\$2,250.00	\$27,000.00
Tier 2	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00	\$2,000.00	\$24,000.00
Tier 3	\$800.00	\$9,600.00	\$1,200.00	\$14,400.00	\$1,750.00	\$21,000.00

TELECOMMUNICATIONS ENGINEER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,250.00	\$15,000.00	\$1,750.00	\$21,000.00	\$2,500.00	\$30,000.00
Tier 2	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00	\$2,250.00	\$27,000.00
Tier 3	\$750.00	\$9,000.00	\$1,250.00	\$15,000.00	\$1,750.00	\$21,000.00

POWER PLATFORM ADMINISTRATOR

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,800.00	\$21,600.00	\$2,500.00	\$30,000.00	\$3,250.00	\$39,000.00
Tier 2	\$1,400.00	\$16,800.00	\$2,000.00	\$24,000.00	\$2,750.00	\$33,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00	\$2,250.00	\$27,000.00



CYBERSECURITY ENGINEER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,000.00	\$24,000.00	\$3,000.00	\$36,000.00	\$4,500.00	\$54,000.00
Tier 2	\$1,750.00	\$21,000.00	\$2,600.00	\$31,200.00	\$3,750.00	\$45,000.00
Tier 3	\$1,250.00	\$15,000.00	\$2,200.00	\$26,400.00	\$3,000.00	\$36,000.00

INFORMATION SECURITY ANALYST

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,500.00	\$18,000.00	\$2,000.00	\$24,000.00	\$2,750.00	\$33,000.00
Tier 2	\$1,250.00	\$15,000.00	\$1,700.00	\$20,400.00	\$2,500.00	\$30,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,400.00	\$16,800.00	\$2,000.00	\$24,000.00

SECURITY ADMINISTRATOR

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,500.00	\$18,000.00	\$2,000.00	\$24,000.00	\$3,000.00	\$36,000.00
Tier 2	\$1,100.00	\$13,200.00	\$1,700.00	\$20,400.00	\$2,500.00	\$30,000.00
Tier 3	\$800.00	\$9,600.00	\$1,400.00	\$16,800.00	\$1,750.00	\$21,000.00

INFORMATION SECURITY MANAGER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$2,000.00	\$24,000.00	\$3,500.00	\$42,000.00	\$5,000.00	\$60,000.00
Tier 2	\$1,750.00	\$21,000.00	\$3,000.00	\$36,000.00	\$4,000.00	\$48,000.00
Tier 3	\$1,500.00	\$18,000.00	\$2,400.00	\$28,800.00	\$3,000.00	\$36,000.00

NETWORK SECURITY SPECIALIST

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,700.00	\$20,400.00	\$2,250.00	\$27,000.00	\$2,750.00	\$33,000.00
Tier 2	\$1,400.00	\$16,800.00	\$1,750.00	\$21,000.00	\$2,400.00	\$28,800.00
Tier 3	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00	\$2,000.00	\$24,000.00



QUALITY & TESTING

QA ENGINEER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,500.00	\$18,000.00	\$2,500.00	\$30,000.00	\$4,000.00	\$48,000.00
Tier 2	\$1,250.00	\$15,000.00	\$2,000.00	\$24,000.00	\$3,250.00	\$39,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,500.00	\$18,000.00	\$2,500.00	\$30,000.00

QA AUTOMATION ENGINEER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,600.00	\$19,200.00	\$2,500.00	\$30,000.00	\$3,500.00	\$42,000.00
Tier 2	\$1,300.00	\$15,600.00	\$2,000.00	\$24,000.00	\$3,000.00	\$36,000.00
Tier 3	\$1,000.00	\$12,000.00	\$1,750.00	\$21,000.00	\$2,500.00	\$30,000.00

FUNCTIONAL QA (MANUAL)

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,400.00	\$16,800.00	\$1,850.00	\$22,200.00	\$2,500.00	\$30,000.00
Tier 2	\$1,000.00	\$12,000.00	\$1,400.00	\$16,800.00	\$2,000.00	\$24,000.00
Tier 3	\$800.00	\$9,600.00	\$1,100.00	\$13,200.00	\$1,500.00	\$18,000.00

SOFTWARE TESTER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,300.00	\$15,600.00	\$1,500.00	\$18,000.00	\$2,000.00	\$24,000.00
Tier 2	\$1,000.00	\$12,000.00	\$1,250.00	\$15,000.00	\$1,700.00	\$20,400.00
Tier 3	\$700.00	\$8,400.00	\$1,000.00	\$12,000.00	\$1,400.00	\$16,800.00

QA MANAGER

	Junior		Semi Senior		Senior	
	Monthly	Annual	Monthly	Annual	Monthly	Annual
Tier 1	\$1,800.00	\$21,600.00	\$3,000.00	\$36,000.00	\$4,000.00	\$48,000.00
Tier 2	\$1,500.00	\$18,000.00	\$2,500.00	\$30,000.00	\$3,250.00	\$39,000.00
Tier 3	\$1,200.00	\$14,400.00	\$1,750.00	\$21,000.00	\$2,500.00	\$30,000.00

RECRUITMENT AND HIRING TRENDS FOR 2025

By 2025, companies in Latin America and around the world will adopt advanced practices and innovative technologies in their talent acquisition strategies. Below are the key trends shaping the job market:

1 AUTOMATION & ARTIFICIAL INTELLIGENCE (AI)

AI and automation are revolutionizing the hiring process, enabling faster and more precise management of tasks such as resume screening, interview scheduling, and candidate assessment. These tools help identify specific skills efficiently, optimizing the quality and effectiveness of hiring decisions.

2 EMPHASIS ON SKILLS & PRACTICAL EXPERIENCE

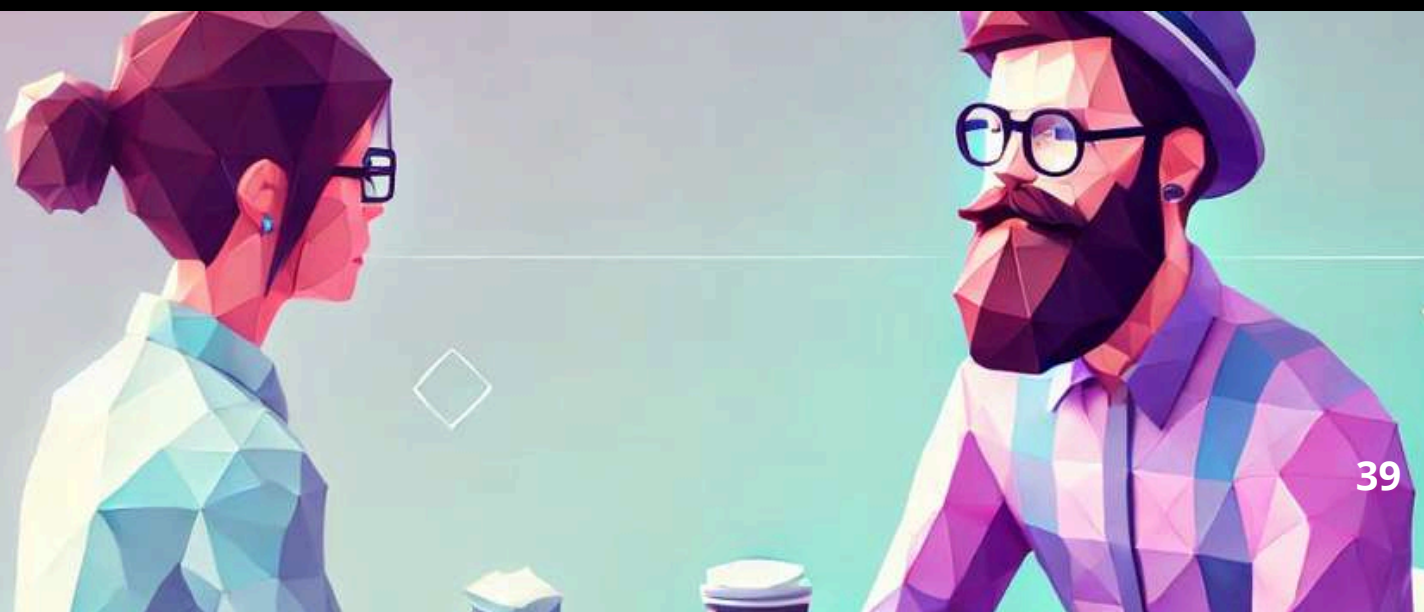
The shift towards skills-based hiring over academic degrees will become a dominant trend. Given the rapid changes in the tech sector, companies increasingly value hands-on experience and adaptability, prioritizing candidates who can learn quickly and apply real-world skills.

3 WORKPLACE FLEXIBILITY & HYBRID MODELS

Flexibility has become a key factor in attracting and retaining talent. Remote and hybrid work models will continue to dominate, offering employees greater autonomy and a healthier work-life balance. This trend also facilitates global hiring, allowing companies to integrate talent from different regions into their teams.

4 DIVERSITY, EQUITY & INCLUSION (DEI)

Diversity and inclusion will remain core pillars in hiring strategies. Companies are actively working to build inclusive and equitable teams, implementing recruitment practices that ensure representation of diverse demographics, enriching teams with cultural and social perspectives.



5 CANDIDATE EXPERIENCE FOCUS

Providing a positive candidate experience will be a top priority for employers, ensuring transparency, effective communication, and constructive feedback throughout the hiring process. This approach not only enhances employer branding but also influences candidates' decisions to join an organization.

6 ADOPTION OF EMERGING TECHNOLOGIES

Technologies like virtual reality (VR) and augmented reality (AR) are beginning to be used in recruitment processes to offer immersive workplace simulations and skill assessments. This allows companies to evaluate candidates' competencies and cultural fit in a more realistic setting.

7 DATA-DRIVEN DECISION MAKING

Data analytics will play an increasingly central role in recruitment, allowing companies to track market trends, measure hiring effectiveness, and continuously optimize recruitment processes.

These trends highlight a shift towards more agile, inclusive, and skill-based recruitment practices, ensuring companies can adapt to the evolving demands of the job market. 🚀



ACKNOWLEDGMENTS & CLOSING

Dear Reader,

Thank you for trusting Interfell and downloading the second edition of "Smart Hiring: Salary Guide, Insights, and Trends in the LATAM IT Sector for 2025." Each section has been carefully crafted to provide you with a comprehensive and detailed perspective on the current state and future outlook of IT talent in our region.

At Interfell, we have been at the forefront of tech recruitment and staffing in Latin America for over eight years. This achievement is made possible by the dedicated efforts of our team, especially the Sourcing and Recruitment team, whose collaboration has been essential in creating this guide. Their expertise and strategic approach have been key in delivering the data, insights, and strategies you need to navigate this ever-evolving market.

2025 is set to be a year of growth and expansion for the IT sector in Latin America, and we at Interfell are excited to continue being your trusted partner in this journey. Our mission is to help both companies and talent make informed, strategic decisions, adapting to market shifts and capitalizing on the opportunities our region has to offer.

This guide is more than just a resource—it's a companion tool. We want to remind you that our team is available to provide personalized guidance, whether you need deeper insights, assistance with a specific job vacancy, or support in developing your hiring strategy. We are here to ensure your recruitment experience is as efficient and rewarding as possible.

We take pride in being part of your journey toward a smarter, more inclusive, and prosperous hiring landscape. Throughout this guide, our commitment and shared vision resonate:

"A future where, year after year, we create more and better job opportunities for professionals in LATAM."

With gratitude and the best expectations for an exceptional year ahead,

The Interfell Team



INTERFELL CORP
USA

INTERFELLOWS SL
SPAIN

INTERFELL SAS
COLOMBIA

✉ info@interfell.com

🌟 interfell.com

