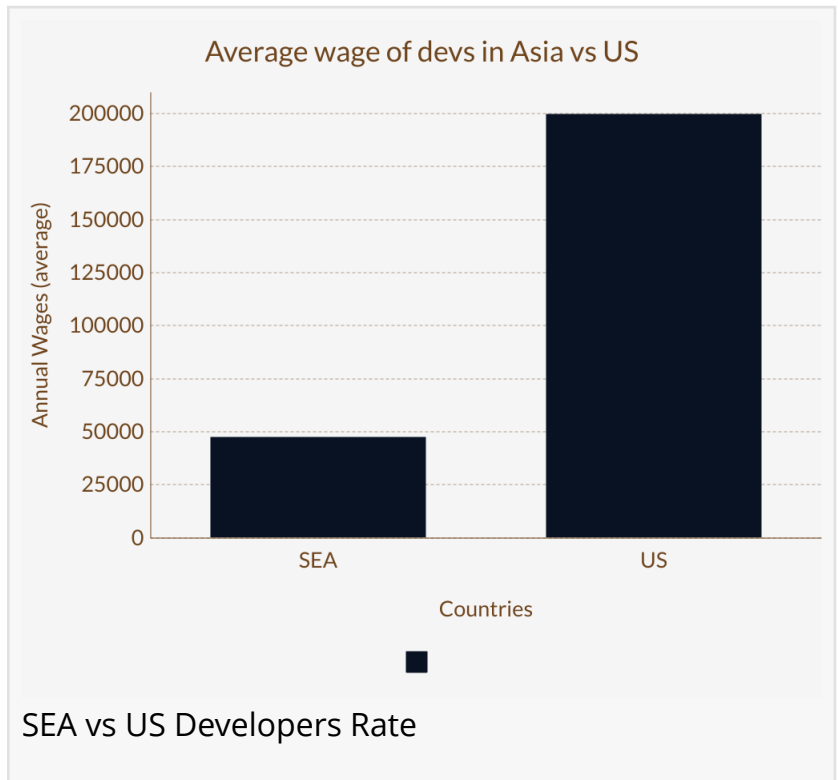


# Offshore Developer Rates Drop to \$15–\$50/Hr as US Engineering Salaries Hit \$175,000+, New Data Shows

*Second Talent's 2026 offshore software development rate report maps developer costs across Asia, LATAM, and Eastern Europe and quantifies the hiring gap.*

SAN FRANCISCO, CA, UNITED STATES, March 5, 2026 /EINPresswire.com/ -- Second Talent, a senior engineering a global talent platform firm specializing in hiring Southeast Asian talent for US-based technology companies, today released its 2026 Offshore Software Development Rates report, a comprehensive benchmarking study covering developer compensation, hiring timelines, and cost differentials across the world's three primary offshore regions.



The data arrives as US engineering salaries continue climbing. Stack Overflow's 2025 Developer Survey puts US back-end developers at \$175,000 annually and DevOps specialists at \$165,000. Fully loaded employer costs, factoring in payroll taxes, benefits, and overhead, push those figures to between \$80 and \$150 per hour of productive engineering time.

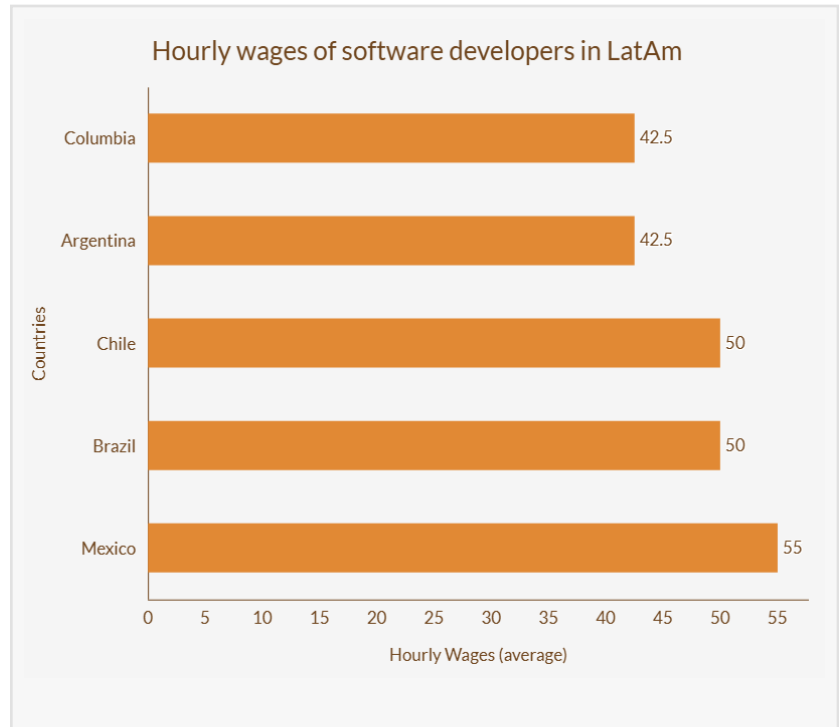
Offshore markets tell a different story.  
Regional Rate Breakdown: What Companies Are Actually Paying

Across Asia, Latin America, and Eastern Europe, mid-level to senior offshore developers bill between \$18 and \$65 per hour, depending on region, specialization, and seniority.

Asia remains the most cost-efficient region in the report. Hourly rates range from \$18–\$40 in India, \$20–\$50 in Vietnam, and [\\$15–\\$75 in the Philippines](#). On an annualized basis, median developer compensation sits below \$12,000 in India, approximately \$9,600 in Vietnam, and

around \$9,000 in the Philippines, compared to a US full-stack developer average of \$138,000 in 2025. Second Talent's internal placement data shows Southeast Asia hires averaging 16 days from intake to offer, with select roles filled in under 24 hours.

Latin America offers time-zone compatibility as its primary differentiator. Senior developers in Brazil and Mexico bill \$40–\$80 per hour, with Argentina ranging \$35–\$55 per hour. Mexico's Central Standard Time overlaps directly with US business hours, enabling same-day collaboration. Brazil's talent is concentrated in São Paulo and Rio de Janeiro, with particular depth in fintech, e-commerce, and mobile engineering.



Eastern Europe commands \$30–\$60 per hour for senior engineers, with Poland, Ukraine, and Romania cited as primary hiring markets. The region's strong computer science education infrastructure and partial overlap with US East Coast hours, typically a five-to-seven-hour difference, support cross-border delivery models.

### The Market Context

The global offshore software development market was valued at \$178.6 billion in 2025, according to Business Research Insights, with projections ranging between \$283 billion and \$509.2 billion by 2031–2035.

US businesses drive approximately 70% of global offshore demand, a figure consistent with broader trends documented in Deloitte's 2024 Global Outsourcing Survey, which found 80% of organizations plan to maintain or increase outsourcing investments. A separate McKinsey Technology Trends Outlook analysis of over 4 million job postings identified a structural mismatch between supply and demand for advanced engineering skills, with many high-growth roles carrying fewer than half as many qualified candidates per posting as the global average.

Meanwhile, US hiring timelines have lengthened. Industry benchmarks put the average time-to-hire for a US software engineer at 48–52 days, a figure that compounds in cost for startups operating against tight product milestones.

### The Cost Case in Numbers

The report documents cost reductions of 40–70% for organizations hiring offshore versus US or Western European equivalents. On a fully loaded basis, US engineering costs run \$80–\$150 per hour against \$20–\$45 per hour offshore. Stack Overflow's 2025 data illustrates the scale of this gap: an Engineering Manager earns a median of \$200,000 in the United States versus \$52,000 in India, a roughly 4x difference in annual burn rate.

"Access to value and specialized skills is rising as a priority alongside cost reduction," Deloitte noted in its 2024 survey findings, a trend the Second Talent report reflects in its emphasis on seniority and long-term team composition over transactional staffing.

## Availability

The full 2026 Offshore Software Development Rates report is available at [Offshore Software Developers Rates](#). Second Talent works with seed-stage and Series A startups in the United States, building senior engineering teams across Vietnam, Indonesia, the Philippines, Malaysia, and Singapore.

## About Second Talent

Second Talent matches US-based hiring managers with the top 1% of pre-vetted engineers across Southeast Asia in under 24 hours. With over 10,000 successful remote tech placements, the firm combines Employer of Record services, technical vetting, and long-term team integration to deliver senior engineering capacity at 60–70% below US market rates — without sacrificing seniority, ownership, or delivery quality.

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