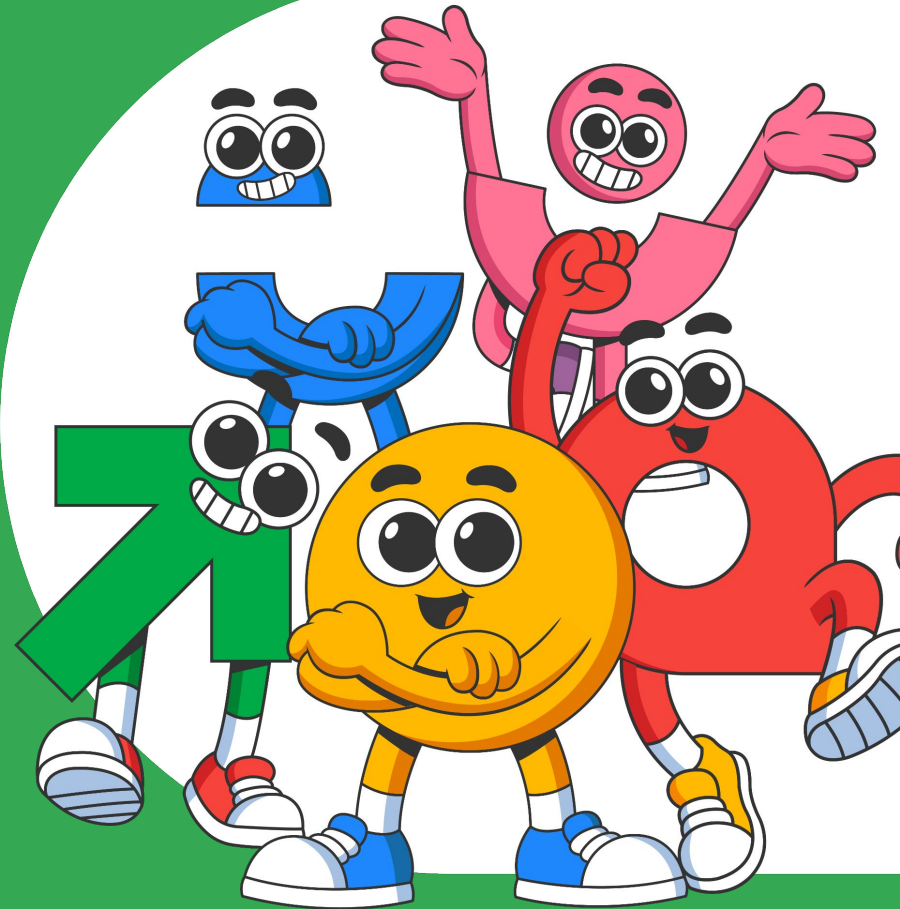


Colombia Salary Guide 2024.

filta



Colombia 2024: Leading Global Outsourcing Solutions

In 2024, Colombia stands out as a top destination for global outsourcing due to its strategic geographical location and convenient time zone compatibility with North American businesses. The country boasts a highly skilled, multilingual workforce, particularly proficient in English, making it an ideal hub for a range of business services.

Government initiatives aimed at bolstering infrastructure and creating a favorable business environment have further enhanced Colombia's attractiveness in the global outsourcing landscape. The country's cultural affinity with Western business practices ensures seamless integration and high-quality customer service, solidifying its position as a leading choice for businesses to build a high performance global team.

This Salary Guide will inform you of what we're seeing in the Colombian market and what you'd expect to pay.

We hope it adds value to your outsourcing journey.

Efren Chaux

CEO, Filta



Embracing a Growing Remote Workforce in Colombia



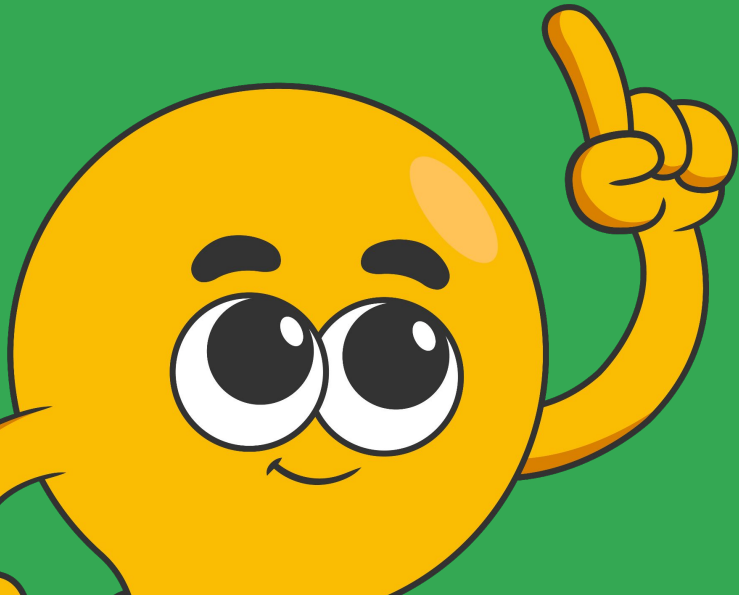
Colombia has recently experienced a notable shift in its work models, showing a growing preference for remote work that aligns with global trends towards flexible work environments. To accommodate this shift, Colombian regulations have evolved, with the government issuing guidelines for work-from-home arrangements in the private sector.

This embrace of remote work is reshaping the country's workforce, offering employers a valuable talent pool characterized by cost benefits, supportive infrastructure, and bilingual employees proficient in English and Spanish. Colombian remote workers, known for their adaptability, problem-solving skills, and strong work ethic, are well-suited for roles in technical fields, collaborative projects, and innovative tasks.

As Colombia's remote work culture continues to grow, it presents employers globally with the opportunity to tap into a skilled, adaptable, and cost-effective workforce, meeting evolving business needs across the world.

What this Salary Guide gives you and how to use it.

With this Salary Guide, it's our goal to give you as much information to make an informed decision when building your Colombia-based nearshore team.



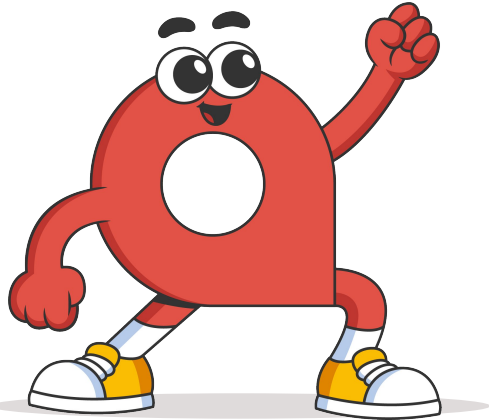
Our team of Talent Acquisition Specialists maintains continuous engagement with top talents in the Colombian market. Their extensive networks and experiences have enabled us to create this guide, offering a current snapshot of the market.

In creating this guide, we've aimed for simplicity and clarity. However, please consider the following points while using it:

- The salaries presented in this guide are approximate and have been compiled with utmost care, but they should be used as general guidelines rather than exact figures.
- The figures quoted are Monthly Gross Salaries and do not include added operations costs you would incur such as Seat Lease, Government Benefits, 13th Month Payments, Redundancy Provision, Non-Taxable Allowances, additional allowances/benefits or any other operational or management fees.
- All figures quoted are in Colombian Pesos (COP).
- United States dollar approximations are based on an exchange rate of COP 3,928.11 = USD 1.00.
- Australian dollar approximations are based on an exchange rate of COP 2,543.06 = AUD1.00 and are excluding GST.
- For a quotation based on real-time exchange rates, please feel free to reach out to us.

What we offer.

We can offer you a variety of different services to cater for wherever you are in your business lifecycle.



filta ADVISE

Through consultation and education, we can guide employers & their local teams through the process of effectively managing remote teams to achieve their business goals.

filta RECRUIT

With over 70 years collective recruitment experience from around the world, we have the know-how to deliver a recruitment process built to find the right people for our clients – regardless of whether it's in their home country or overseas.

filta EMPLOY

Our Employer of Record (EOR) service is designed to simplify the employment process and give clients and their employees more control.

filta ENGAGE

Community members will have access to various benefits including regular social activities, educational sessions, and wellness support.

filta EQUIP & SPACE

We can source equipment and facilities for our clients, and ensure it is delivered to their employees locations. Equipment would either be on a leasing arrangement or the clients can elect to purchase directly.

We source **talent** based in...



Finding great **talent** in the following disciplines...



**Accounting &
Finance**



**Design &
Architecture**



Administration



Customer Support



Creative Design



**Digital Marketing,
Search & Social**



**Advertising &
Marketing**



**Project Managers &
Account Managers**



**Development &
Software Engineers**

Host the **World's Largest Shopify Meetups.**

Filta hosts the world's largest in person and virtual eCommerce event with over 1,000 people joining to hear from international digital and eCommerce speakers.

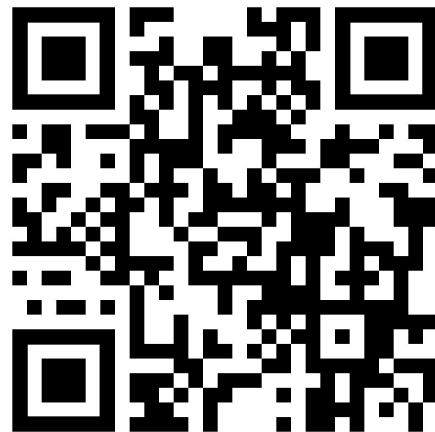




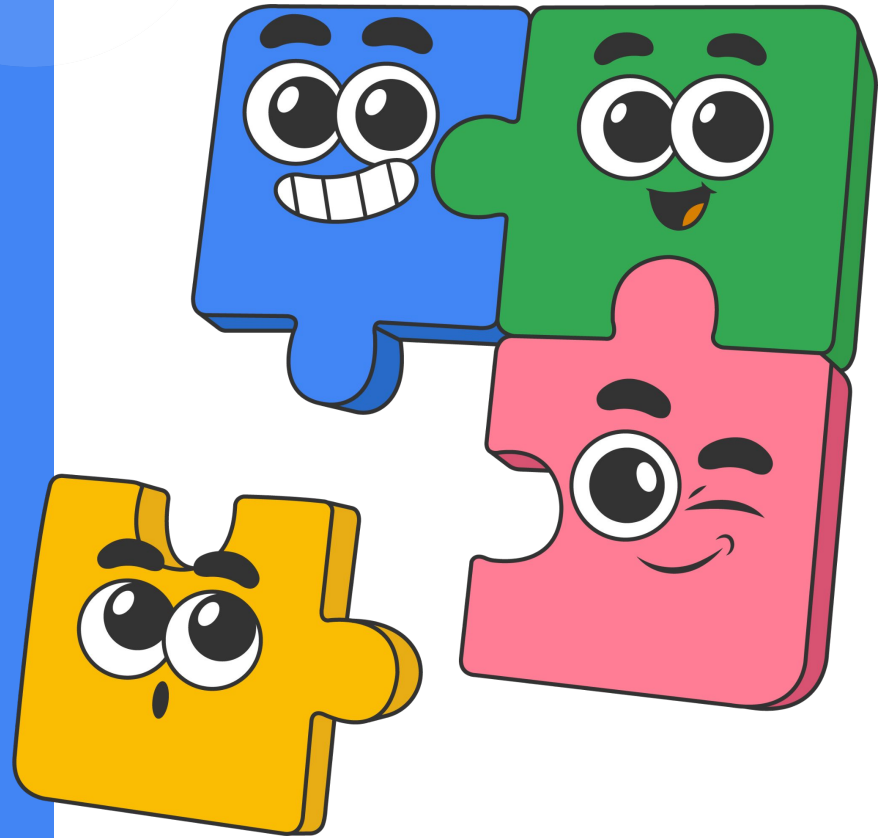
Nerissa Chaux

Co-Founder &
Chief Growth Officer

Ready to **build**
your team?



Salary Guide Cheat Sheet.





Tech.

Apps & Software Development	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
Software Engineer	3,800,000	967	1,494	5,200,000	1,324	2,045	11,000,000	2,800	4,325	15,000,000	3,819	5,898
C++	2,900,000	738	1,140	6,000,000	1,527	2,359	10,000,000	2,546	3,932	15,000,000	3,819	5,898
C#	2,900,000	738	1,140	6,000,000	1,527	2,359	9,000,000	2,291	3,539	13,000,000	3,309	5,112
HTML5	2,500,000	636	983	4,000,000	1,018	1,573	6,000,000	1,527	2,359	8,000,000	2,037	3,146
Full Stack	3,800,000	967	1,494	5,200,000	1,324	2,045	9,500,000	2,418	3,736	15,000,000	3,819	5,898
.Net	3,700,000	942	1,455	5,200,000	1,324	2,045	9,000,000	2,291	3,539	12,000,000	3,055	4,719
Java	4,000,000	1,018	1,573	5,300,000	1,349	2,084	9,000,000	2,291	3,539	12,000,000	3,055	4,719
Python	3,800,000	967	1,494	5,200,000	1,324	2,045	9,000,000	2,291	3,539	15,000,000	3,819	5,898



Tech.

Business Applications Development	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
Sharepoint Developer	3,800,000	967	1,494	5,500,000	1,400	2,163	7,500,000	1,909	2,949	15,000,000	3,819	5,898
Solutions Developer	3,500,000	891	1,376	4,500,000	1,146	1,770	8,000,000	2,037	3,146	15,000,000	3,819	5,898
Solutions Architect	4,000,000	1,018	1,573	5,500,000	1,400	2,163	8,500,000	2,164	3,342	16,000,000	4,073	6,292

DevOps	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
DevOps Lead/Engineer	3,500,000	891	1,376	6,000,000	1,527	2,359	9,000,000	2,291	3,539	14,000,000	3,564	5,505
DevOps Manager	x	x	x	x	x	x	15,000,000	3,819	5,898	20,000,000	5,092	7,865

Figures above include gross salary only, per month.



Tech.

Front-end & Mobile Development	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
Vue	3,200,000	815	1,258	5,200,000	1,324	2,045	9,500,000	2,418	3,736	14,000,000	3,564	5,505
Angular	3,700,000	942	1,455	5,500,000	1,400	2,163	9,500,000	2,418	3,736	13,000,000	3,309	5,112
Vanilla JavaScript	2,900,000	738	1,140	4,500,000	1,146	1,770	7,000,000	1,782	2,753	11,000,000	2,800	4,325
Mobile (Android/iOS)	2,900,000	738	1,140	4,500,000	1,146	1,770	7,000,000	1,782	2,753	11,000,000	2,800	4,325
Node.js	2,900,000	738	1,140	4,500,000	1,146	1,770	7,500,000	1,909	2,949	10,000,000	2,546	3,932
React	3,800,000	967	1,494	4,500,000	1,146	1,770	9,500,000	2,418	3,736	13,000,000	3,309	5,112
WordPress/Drupal	2,900,000	738	1,140	4,500,000	1,146	1,770	7,000,000	1,782	2,753	11,000,000	2,800	4,325
PHP	2,900,000	738	1,140	4,500,000	1,146	1,770	7,000,000	1,782	2,753	11,000,000	2,800	4,325



Tech.

Project Management	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
Business Analyst	3,200,000	815	1,258	5,000,000	1,273	1,966	6,500,000	1,655	2,556	9,000,000	2,291	3,539
Project Coordinator	2,500,000	636	983	4,000,000	1,018	1,573	7,000,000	1,782	2,753	10,000,000	2,546	3,932
Project Manager	x	x	x	5,000,000	1,273	1,966	9,000,000	2,291	3,539	14,000,000	3,564	5,505
Project Manager (with dev/marketing experience)	x	x	x	8,000,000	2,037	3,146	12,000,000	3,055	4,719	18,000,000	4,582	7,078
Scrum Master	x	x	x	6,500,000	1,655	2,556	9,000,000	2,291	3,539	14,000,000	3,564	5,505

QA & Testing	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
QA Analyst	3,000,000	764	1,180	5,000,000	1,273	1,966	7,000,000	1,782	2,753	10,000,000	2,546	3,932
QA Manager	x	x	x	6,000,000	1,527	2,359	9,000,000	2,291	3,539	12,500,000	3,182	4,915



Creative.

Design	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
Art Director	x	x	x	4,500,000	1,146	1,770	6,000,000	1,527	2,359	8,000,000	2,037	3,146
Creative Manager	x	x	x	5,100,000	1,298	2,005	6,000,000	1,527	2,359	12,000,000	3,055	4,719
Graphic Designer	3,000,000	764	1,180	3,500,000	891	1,376	8,000,000	2,037	3,146	12,000,000	3,055	4,719
CGI Designer	3,500,000	891	1,376	6,000,000	1,527	2,359	8,800,000	2,240	3,460	12,000,000	3,055	4,719
Motion Graphics Designer	2,300,000	586	904	3,500,000	891	1,376	7,000,000	1,782	2,753	10,000,000	2,546	3,932
Visual Designer	3,000,000	764	1,180	4,000,000	1,018	1,573	6,500,000	1,655	2,556	8,000,000	2,037	3,146
Web Designer	2,000,000	509	786	2,500,000	636	983	4,500,000	1,146	1,770	7,000,000	1,782	2,753
3D Designer	2,000,000	509	786	2,500,000	636	983	4,000,000	1,018	1,573	7,000,000	1,782	2,753



Creative.

UX/UI	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
UX/UI Designer	2,500,000	636	983	3,800,000	967	1,494	7,500,000	1,909	2,949	12,000,000	3,055	4,719
UX/UI Developer	3,200,000	815	1,258	4,100,000	1,044	1,612	6,500,000	1,655	2,556	10,000,000	2,546	3,932

Videography	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
Video Editor	2,000,000	509	786	3,500,000	891	1,376	4,800,000	1,222	1,887	5,600,000	1,426	2,202

Figures above include gross salary only, per month.



Digital Marketing.

Analytics	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
Google Analytics Expert	3,200,000	815	1,258	4,800,000	1,222	1,887	6,200,000	1,578	2,438	9,000,000	2,291	3,539
Marketing Data Analyst	3,200,000	815	1,258	4,400,000	1,120	1,730	7,000,000	1,782	2,753	11,000,000	2,800	4,325
Digital Marketing Analyst	2,700,000	687	1,062	4,400,000	1,120	1,730	7,500,000	1,909	2,949	10,000,000	2,546	3,932
Web Analysis	1,800,000	458	708	2,400,000	611	944	3,800,000	967	1,494	6,000,000	1,527	2,359

Figures above include gross salary only, per month.



Digital Marketing.

Client Services & Digital Strategy	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
Account Executive	x	x	x	4,000,000	1,018	1,573	5,800,000	1,477	2,281	8,500,000	2,164	3,342
Account Manager	2,800,000	713	1,101	5,500,000	1,400	2,163	9,000,000	2,291	3,539	15,000,000	3,819	5,898
Digital Producer	2,800,000	713	1,101	3,800,000	967	1,494	4,900,000	1,247	1,927	6,900,000	1,757	2,713
Digital Project Manager	x	x	x	7,000,000	1,782	2,753	9,517,322	2,423	3,742	13,000,000	3,309	5,112
Digital Strategist	2,500,000	636	983	6,000,000	1,527	2,359	8,700,000	2,215	3,421	13,000,000	3,309	5,112
Digital Media Planner	3,000,000	764	1,180	6,000,000	1,527	2,359	11,000,000	2,800	4,325	15,000,000	3,819	5,898

Figures above include gross salary only, per month.



Digital Marketing.

Content & Social	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
Community Manager	2,000,000	509	786	3,000,000	764	1,180	4,000,000	1,018	1,573	8,000,000	2,037	3,146
CopyWriter/Editor	3,000,000	764	1,180	5,000,000	1,273	1,966	6,500,000	1,655	2,556	10,000,000	2,546	3,932
Social Media Specialist	2,200,000	560	865	4,000,000	1,018	1,573	5,000,000	1,273	1,966	8,500,000	2,164	3,342
Social Media Manager	2,500,000	636	983	4,000,000	1,018	1,573	6,000,000	1,527	2,359	10,000,000	2,546	3,932

Figures above include gross salary only, per month.



Digital Marketing.

eCommerce	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
eCommerce Developer (Shopify, BigCommerce, WooCommerce)	4,500,000	1,146	1,770	7,500,000	1,909	2,949	9,800,000	2,495	3,854	16,000,000	4,073	6,292
eCommerce Developer (Magento)	4,500,000	1,146	1,770	7,500,000	1,909	2,949	9,800,000	2,495	3,854	16,000,000	4,073	6,292
eCommerce Coordinator	2,300,000	586	904	3,000,000	764	1,180	4,200,000	1,069	1,652	5,500,000	1,400	2,163
eCommerce Specialist	x	x	x	3,000,000	764	1,180	4,200,000	1,069	1,652	5,500,000	1,400	2,163
eCommerce Manager	x	x	x	8,000,000	2,037	3,146	11,300,000	2,877	4,443	18,000,000	4,582	7,078
eCommerce Project Manager	x	x	x	7,000,000	1,782	2,753	9,500,000	2,418	3,736	14,000,000	3,564	5,505

Figures above include gross salary only, per month.



Digital Marketing.

Marketing (with LATAM experience)	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
Email Marketing Coordinator	2,000,000	509	786	3,800,000	967	1,494	5,500,000	1,400	2,163	9,000,000	2,291	3,539
Email Marketing Specialist	2,500,000	636	983	4,000,000	1,018	1,573	6,000,000	1,527	2,359	9,000,000	2,291	3,539
Email Designer	1,800,000	458	708	3,200,000	815	1,258	4,800,000	1,222	1,887	7,200,000	1,833	2,831
Marketing Coordinator	1,800,000	458	708	3,300,000	840	1,298	5,400,000	1,375	2,123	7,500,000	1,909	2,949
Research Coordinator	2,000,000	509	786	3,800,000	967	1,494	6,800,000	1,731	2,674	9,500,000	2,418	3,736
Market Researcher	1,800,000	458	708	3,900,000	993	1,534	6,800,000	1,731	2,674	9,500,000	2,418	3,736

Figures above include gross salary only, per month.



Digital Marketing.

Marketing (with LATAM experience)	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
Market Research Team Leader	x	x	x	5,000,000	1,273	1,966	7,000,000	1,782	2,753	10,000,000	2,546	3,932
Campaign Manager	x	x	x	3,500,000	891	1,376	5,000,000	1,273	1,966	8,000,000	2,037	3,146
Marketing Manager	x	x	x	4,000,000	1,018	1,573	6,000,000	1,527	2,359	11,000,000	2,800	4,325

Figures above include gross salary only, per month.



Digital Marketing.

Marketing (with international experience)	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
Email Marketing Coordinator	2,800,000	713	1,101	4,000,000	1,018	1,573	6,500,000	1,655	2,556	10,000,000	2,546	3,932
Email Marketing Specialist	2,800,000	713	1,101	5,500,000	1,400	2,163	7,700,000	1,960	3,028	12,000,000	3,055	4,719
Email Designer	2,200,000	560	865	4,500,000	1,146	1,770	6,800,000	1,731	2,674	11,000,000	2,800	4,325
Marketing Coordinator	2,500,000	636	983	5,000,000	1,273	1,966	7,000,000	1,782	2,753	11,200,000	2,851	4,404
Research Coordinator	2,500,000	636	983	3,800,000	967	1,494	5,800,000	1,477	2,281	9,000,000	2,291	3,539
Market Researcher	2,800,000	713	1,101	4,500,000	1,146	1,770	6,600,000	1,680	2,595	10,000,000	2,546	3,932

Figures above include gross salary only, per month.



Digital Marketing.

Marketing (with international experience)	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
Market Research Team Leader	x	x	x	7,200,000	1,833	2,831	9,000,000	2,291	3,539	11,500,000	2,928	4,522
Campaign Manager	x	x	x	6,500,000	1,655	2,556	9,000,000	2,291	3,539	12,000,000	3,055	4,719
Marketing Manager	x	x	x	8,000,000	2,037	3,146	16,000,000	4,073	6,292	25,000,000	6,364	9,831

Figures above include gross salary only, per month.



Digital Marketing.

Marketing Search & Digital Marketing (with international experience)	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
Ad Ops Specialist	2,300,000	586	904	4,200,000	1,069	1,652	8,200,000	2,088	3,224	11,500,000	2,928	4,522
Ad Trafficking Manager	2,800,000	713	1,101	4,300,000	1,095	1,691	8,000,000	2,037	3,146	12,000,000	3,055	4,719
Digital Media Buyer/Planner	4,000,000	1,018	1,573	6,800,000	1,731	2,674	10,000,000	2,546	3,932	13,000,000	3,309	5,112
Paid Search/Social/SEM Specialist	4,000,000	1,018	1,573	6,800,000	1,731	2,674	10,000,000	2,546	3,932	13,000,000	3,309	5,112
Paid Search/Social/SEM Manager	x	x	x	9,000,000	2,291	3,539	13,000,000	3,309	5,112	16,000,000	4,073	6,292
Programmatic Specialist	4,000,000	1,018	1,573	6,800,000	1,731	2,674	10,000,000	2,546	3,932	13,000,000	3,309	5,112

Figures above include gross salary only, per month.



Digital Marketing.

Marketing Search & Digital Marketing (with international experience)	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
Programmatic Media Manager	x	x	x	9,000,000	2,291	3,539	13,000,000	3,309	5,112	16,000,000	4,073	6,292
SEO/SEM Specialist	4,000,000	1,018	1,573	7,000,000	1,782	2,753	9,000,000	2,291	3,539	13,000,000	3,309	5,112
SEO Manager	x	x	x	9,000,000	2,291	3,539	12,000,000	3,055	4,719	16,000,000	4,073	6,292
PPC Specialist	4,000,000	1,018	1,573	6,800,000	1,731	2,674	10,000,000	2,546	3,932	13,000,000	3,309	5,112
Paid Search Specialist	4,000,000	1,018	1,573	6,800,000	1,731	2,674	10,000,000	2,546	3,932	13,000,000	3,309	5,112

Figures above include gross salary only, per month.



Digital Marketing.

Marketing Search & Digital Marketing (with international experience)	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
Google Ads Specialist	4,000,000	1,018	1,573	6,800,000	1,731	2,674	9,000,000	2,291	3,539	13,000,000	3,309	5,112
Social Media Coordinator	3,000,000	764	1,180	4,500,000	1,146	1,770	5,300,000	1,349	2,084	7,200,000	1,833	2,831
Digital Marketing Coordinator	3,400,000	866	1,337	5,300,000	1,349	2,084	6,200,000	1,578	2,438	8,000,000	2,037	3,146
Performance Marketing Specialist	4,200,000	1,069	1,652	6,800,000	1,731	2,674	10,000,000	2,546	3,932	13,000,000	3,309	5,112
Digital Marketing Specialist	3,400,000	866	1,337	5,300,000	1,349	2,084	6,200,000	1,578	2,438	8,000,000	2,037	3,146

Figures above include gross salary only, per month.



Administration & Customer Support.

Administration & eCommerce Customer Support	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
eCommerce Customer Support	3,000,000	764	1,180	4,200,000	1,069	1,652	5,800,000	1,477	2,281	7,500,000	1,909	2,949
Customer Experience Specialist	2,500,000	636	983	3,300,000	840	1,298	4,500,000	1,146	1,770	7,500,000	1,909	2,949
Technical Support Specialist	2,800,000	713	1,101	3,300,000	840	1,298	4,500,000	1,146	1,770	7,500,000	1,909	2,949
Administration Assistant	2,000,000	509	786	2,500,000	636	983	3,800,000	967	1,494	6,000,000	1,527	2,359
Sales Administrator	2,500,000	636	983	3,500,000	891	1,376	5,800,000	1,477	2,281	7,500,000	1,909	2,949

Figures above include gross salary only, per month.



Administration & Customer Support.

Administration & eCommerce Customer Support	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
Project Administrator	2,200,000	560	865	3,000,000	764	1,180	4,600,000	1,171	1,809	6,200,000	1,578	2,438
Project Coordinator	2,500,000	636	983	3,500,000	891	1,376	5,200,000	1,324	2,045	7,800,000	1,986	3,067
Project Manager	x	x	x	4,800,000	1,222	1,887	800,000	204	315	12,000,000	3,055	4,719
Personal Assistant	x	x	x	3,200,000	815	1,258	4,100,000	1,044	1,612	6,000,000	1,527	2,359
Executive Assistant	x	x	x	x	x	x	6,800,000	1,731	2,674	9,000,000	2,291	3,539

Figures above include gross salary only, per month.



Finance & Accounting.

Accounting - Commerce	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
Accounts Payable Officer	2,500,000	636	983	3,500,000	891	1,376	4,600,000	1,171	1,809	6,500,000	1,655	2,556
Accounts Receivable Officer	2,500,000	636	983	3,500,000	891	1,376	5,000,000	1,273	1,966	6,100,000	1,553	2,399
Accounts Clerk	2,200,000	560	865	3,500,000	891	1,376	5,600,000	1,426	2,202	7,500,000	1,909	2,949
Credit Controller	2,200,000	560	865	3,100,000	789	1,219	4,200,000	1,069	1,652	6,000,000	1,527	2,359
Purchasing Officer	2,200,000	560	865	3,500,000	891	1,376	5,000,000	1,273	1,966	6,100,000	1,553	2,399

Figures above include gross salary only, per month.



Finance & Accounting.

Accounting - Commerce	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
Bookkeeper	x	x	x	3,600,000	916	1,416	5,000,000	1,273	1,966	6,100,000	1,553	2,399
Payroll Officer	2,200,000	560	865	4,000,000	1,018	1,573	6,500,000	1,655	2,556	9,000,000	2,291	3,539
Payroll Manager	x	x	x	8,000,000	2,037	3,146	10,000,000	2,546	3,932	14,000,000	3,564	5,505
Assistant Accountant	2,000,000	509	786	2,800,000	713	1,101	3,500,000	891	1,376	7,500,000	1,909	2,949
Financial Accountant	3,500,000	891	1,376	6,000,000	1,527	2,359	8,000,000	2,037	3,146	15,000,000	3,819	5,898

Figures above include gross salary only, per month.



Finance & Accounting.

Accounting - Commerce	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
Management Accountant	3,500,000	891	1,376	7,000,000	1,782	2,753	9,000,000	2,291	3,539	16,000,000	4,073	6,292
Group Accountant	3,500,000	891	1,376	x	x	x	9,000,000	2,291	3,539	12,000,000	3,055	4,719
Finance Manager	x	x	x	8,000,000	2,037	3,146	12,000,000	3,055	4,719	19,000,000	4,837	7,471
Financial Controller	x	x	x	6,000,000	1,527	2,359	15,000,000	3,819	5,898	25,000,000	6,364	9,831

Figures above include gross salary only, per month.



Finance & Accounting.

Accounting - Professional	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
Business Services Graduate	2,500,000	636	983	x	x	x	x	x	x	x	x	x
Business Services (CPA/CA, Senior Supervisor, Assistant Manager)	x	x	x	4,500,000	1,146	1,770	7,000,000	1,782	2,753	12,000,000	3,055	4,719
Business Services Manager, Senior Manager	x	x	x	x	x	x	12,000,000	3,055	4,719	18,000,000	4,582	7,078
External Audit Graduate	1,800,000	458	708	x	x	x	x	x	x	x	x	x
External Audit (CPA/CA, Senior Supervisor, Assistant Manager)	x	x	x	4,000,000	1,018	1,573	6,000,000	1,527	2,359	10,000,000	2,546	3,932

Figures above include gross salary only, per month.



Finance & Accounting.

Accounting - Professional	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
External Audit Manager, Senior Manager	x	x	x	x	x	x	11,000,000	2,800	4,325	16,000,000	4,073	6,292
Tax Graduate	2,000,000	509	786	x	x	x	x	x	x	x	x	x
Tax (CPA/CA, Senior Supervisor, Assistant Manager)	x	x	x	5,000,000	1,273	1,966	9,000,000	2,291	3,539	12,000,000	3,055	4,719
Tax Manager, Senior Manager	x	x	x	x	x	x	12,000,000	3,055	4,719	18,000,000	4,582	7,078

Figures above include gross salary only, per month.



Manufacturing.

Manufacturing & Operations	Graduate			Junior			Intermediate			Senior		
	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD	COP	USD	AUD
Drafter	2,000,000	509	786	3,500,000	891	1,376	4,600,000	1,171	1,809	5,900,000	1,502	2,320
CAD Drafter	2,200,000	560	865	3,800,000	967	1,494	5,000,000	1,273	1,966	7,000,000	1,782	2,753
Drafter - Rendering	1,500,000	382	590	2,600,000	662	1,022	4,000,000	1,018	1,573	5,200,000	1,324	2,045
Mechanical Design Engineer	2,500,000	636	983	3,200,000	815	1,258	4,000,000	1,018	1,573	6,000,000	1,527	2,359
Electrical Engineer	3,000,000	764	1,180	3,600,000	916	1,416	4,500,000	1,146	1,770	6,000,000	1,527	2,359
Design Engineer	2,800,000	713	1,101	3,600,000	916	1,416	4,200,000	1,069	1,652	5,500,000	1,400	2,163
Estimator	2,000,000	509	786	2,600,000	662	1,022	4,300,000	1,095	1,691	5,000,000	1,273	1,966

Figures above include gross salary only, per month.

Other costs to keep in mind.

Depending on your preferred method of employing and engaging your staff, there are additional costs to be mindful of prior to commencing your offshore staffing journey. It's important to be aware of obligations (both for yourself and your staff member) and how they may affect the business continuity of your team.

Here is a list of some of the costs and approximate pricing to help you cost out the total investment.



Other costs to keep in mind

USD



Mandated Government benefits including:

- Unemployment Insurance + Interest
- Allowances
- Labor Risk Administration
- Other government contributions

Approx. 30% of base salary
per person, per month



Government & Private Health Insurance + Dental Insurance – depending on the provider and the amount of cover you are offering your staff. Consider asking your provider whether this is paid as a lump sum once a year or spread out monthly.

\$250-\$300 USD per month depending
on the provider (subject to changes)

Salaries over 13 M COP require additional
government contributions : 13% of base
salary per person, per month



Bonus – mandated by the Government and payable to the employee on the last day of June, and within the first 20 days of December, each year. Consider asking your provider whether this is paid in June and December or spread out monthly.

Based on one month's salary



Management Fees – Employer of Record providers such as Filta & BPO's will include this cost to take into account operational expenses such as legal employment of your employee, processing of payroll and all government obligations by our team of payroll professionals, HR and payroll induction and orientation of new employees & processing of employee promotions, salary increases, resignations, terminations and redundancies.

Approx. USD
\$399 - \$999



Nerissa Chaux

Co-Founder &
Chief Growth Officer

Ready to **build**
your team?



filta



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