



Talent Demand in the IT Field - LATAM

Q3 2023



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In Búsquedas IT, we analyzed 39 positions throughout the Quarter, in order to represent market requirements and conditions.

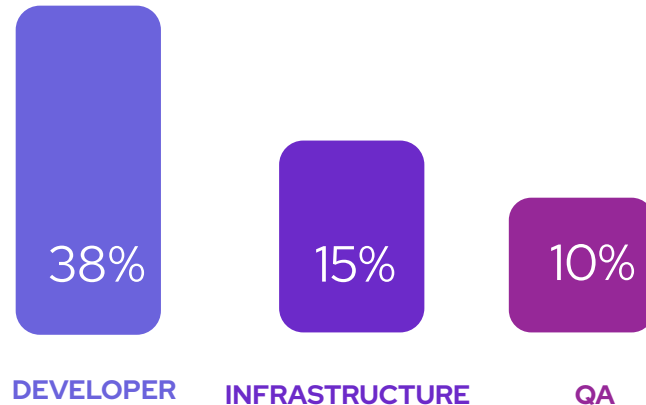
In Q3 2023, the demand for talent **remained the same compared to Q2 2023**.

English proficiency requirement: The demand for this requirement increased compared to the previous quarter:

41% Fluency in English at an intermediate/advanced conversational level is considered a must.

59% English language skills are not required.

Top 3 demanded positions.



English required Q3

Top 3 demanded technologies.



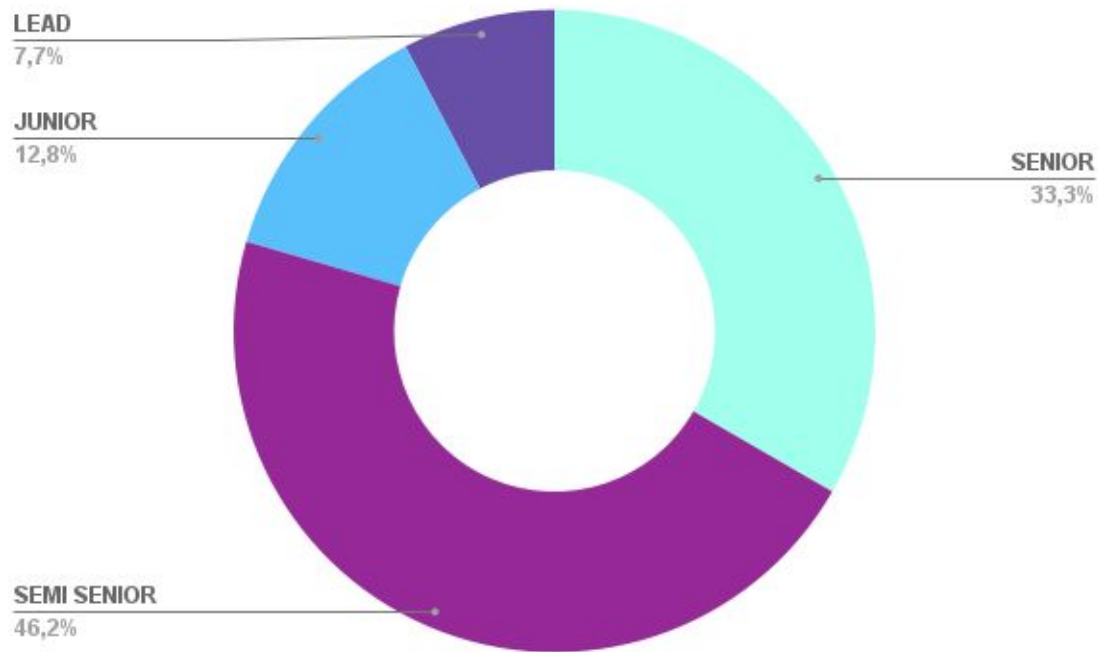
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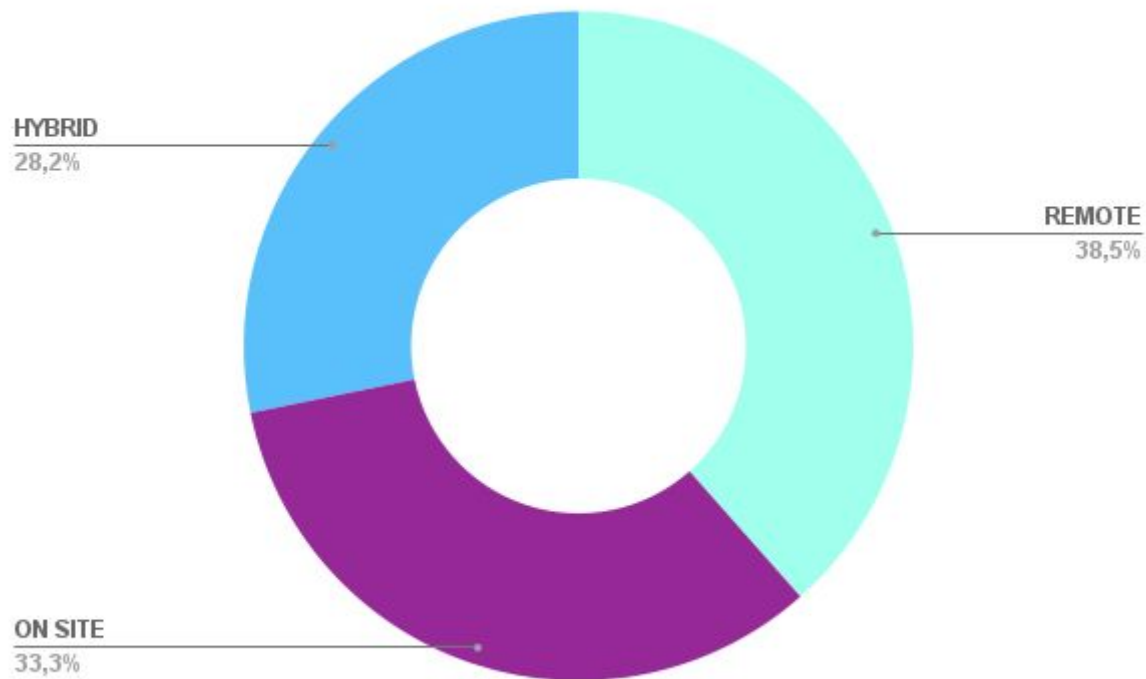
Countries where we selected talent:



Seniority Demand:



Work Condition **Trends:**



Q3 Demand Overview



87% of the companies for which we look for Talent are from Uruguay and 13% from the U.S.

87% Uruguayan companies
13% US companies



The main form of employment in Q3 was as a **DEPENDENT** in 62% and 38% are in the **CONTRACTOR** mode.

62% Dependence.
38% Contractor.



62% of the positions offered an economic counterpart in Uruguayan pesos, while 38% offered a counterpart in American Dollars.

62% Uruguayan Pesos
38% USD.



Soft Skills Required:



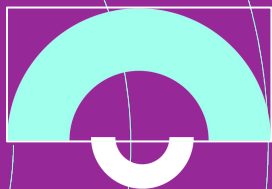
Collaborative Work



Adaptation to dynamic environments



Effective Focus and Prioritization



Thanks!

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