



6+ years. 12 countries. 3 Continents. One mission

We build and manage high-performing distributed teams with pre-vetted engineers from across Latin America and Canada, helping startups to medium-sized companies scale with confidence.

Our goal is to facilitate long-term relationships between companies and software engineers that benefit both parties.

A Proven Approach

Building high-performing distributed teams for over a decade.

Quality-First Sourcing

Candidates are vetted by senior engineers to ensure a perfect fit.

Global Reach, Local Expertise

Talent pool spanning 3 continents, 12 countries, and 10 time zones.

Tailored to You

We offer flexible hiring models to meet your specific needs.

THE FUTURE OF HIRING **IS BORDERLESS**

01 Your Competitive Edge in a Borderless Talent Market

Playing on a bigger map isn't just about expanding where you search for talent — it's about expanding what's possible for your business.

Companies now face specialized skill shortages, inflated local salaries, and intense competition for niche expertise. According to McKinsey, 70% of organizations worldwide are experiencing talent shortages in tech.

The solution lies in strategic talent diversification across the Americas. Canada and Latin America together offer 3M+ skilled engineers, 30–65% cost savings, cultural alignment, and overlapping time zones for seamless collaboration. As competition intensifies, early movers secure the best talent pools.

The most effective strategies today blend local and nearshore pipelines — scaling teams without breaking budgets, reducing staff burnout, and accessing specialized skills that may not exist in any single market.

The results: Higher productivity, enterprise-grade quality, and smooth communication thanks to cultural alignment across North and South America.

The takeaway: This isn't outsourcing — it's building high-performance, integrated teams spanning from Vancouver to São Paulo, delivering enterprise output at startup economics without traditional hiring friction.



“
We're impressed with their ability to consistently find the right talent based on our cultural and technical needs.

— Andreas Sanaty, VP of Product & Services, MakeShift.

”

Why Clients Trust DevEngine:

- ✓ **Consistently High Quality** – Clients expand engagements thanks to reliable, top-tier talent.
- ✓ **Transparent & Solution-Oriented** – We address challenges openly and resolve them collaboratively.
- ✓ **Built for the Long Term** – Multi-year partnerships and growing teams reflect our lasting value.
- ✓ **Cultural Fit** – Careful assessments ensure seamless integration into client cultures.
- ✓ **Operational Simplicity** - Providing a streamlined workflow and full operational support.

02 Your Strategic Partner

4 tailored engagement models for **seamless tech talent integration**:



Nearshore Staff Augmentation

Our dedicated, pre-vetted engineers (2–20+ members) embedded in your team. Exclusive to your projects under the client's direction and supervision.



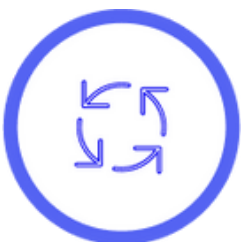
Contract & Permanent Placements

Fast-track hiring for short-term or full-time roles. Candidates shortlisted in 1–2 weeks (3–4 days for existing clients). 2-week money-back guarantee on all contract placements.



Fractional Expertise

On-demand senior talent for part-time critical challenges (architects, engineers, or specialists) flexible and scalable.



Build-Operate-Transfer (BOT)

End-to-end nearshore teams built for your needs, then transitioned to you. Cross-functional teams (PMs, BAs, engineers). Optional hybrid/office setups in LATAM.

What We Deliver

Our top areas of technical expertise change over time and mostly depend on our clients and their prevailing tech stack. Currently focused on:



**Full-Stack
Development**



**Solutions
Architecture**



**Data
Engineering**



**ML
Engineering**



DevOps



**SAP
BTP**

Our team's
experience spans
across sectors
including financial
banking, health
care, etc.



Geographic Reach: Canada, Argentina, Costa Rica, Brazil, Mexico, Honduras, Colombia, Panama, and Spain.

03 Our Vetting Process

DevEngine's founding principle is our commitment to partnering with a select and limited number of clients.

STEP 1: ROLE-SPECIFIC SOURCING

Hyper-targeted search. We understand the skill set, your team, and the hiring process.

STEP 2: INITIAL SCREENING

Our recruiters assess:

- ✓ Technical claims vs. real project experience
- ✓ Communication & remote-work readiness
 - ✓ Cultural fit & collaboration style
- ✓ Industry-specific knowledge (if required)

STEP 3: PEER-LED TECHNICAL EVALUATION

Our process is led by active senior practitioners in the field, with an emphasis on:

- ✓ Hands-on problem solving
- ✓ Architecture/design thinking
- ✓ Team collaboration skills

STEP 4: CANDIDATE PRESENTATION & TRANSPARENCY

You receive:

- ✓ Detailed candidate profile: Projects, tech depth, peer feedback
- ✓ Clear rate breakdown: Your cost vs. contractor pay
- ✓ No surprises, upfront price

STEP 5: TWO-WEEK PLACEMENT GUARANTEE

Risk-free trial: No cost if not the right fit
Continuous performance monitoring to ensure alignment with expectations.
Fast replacement: We'll find a better match immediately.

Our Vetting Standards



**Technical
Excellence**



**Communication
& Cultural Fit**



**Cultural
Integration
Focus**



**Performance
Guarantees**

04 Our Success Stories

Explore how our targeted staffing solutions enable clients to build exceptional teams and accelerate their strategic goals.

Microsoft Gold Partner (Vancouver) - Azure Team Excellence



The Challenge: DevEngine was entrusted with sourcing and recruiting a client-facing team of Azure Architects, DevOps and Project Managers for a Partner in Vancouver. Requirements included excellent English communication skills, extensive experience working with C-level clients, and a background in high-profile companies.



Our Solution: Through a meticulous evaluation process, DevEngine successfully built team of 19 Azure professionals who met the desired qualifications. The candidates selected possessed strong English language proficiency, enabling effective communication with multinational clients.



Results Achieved: Their extensive experience with C-level clients equipped them to understand strategic objectives, offer valuable insights, and align technology solutions with business goals. By handling all recruitment, DevEngine allowed the Microsoft Partner to concentrate on core business activities. Goal for 2025 is to double team's presence in LatAm, which will form a team of 35-40 members.

Enterprise Scheduling Platform (Canada/USA) - Full-Stack Development



The Challenge: DevEngine partnered with an established partner to accelerate development of their Enterprise scheduling platform, designed to optimize process through automation and AI integration. The partner sought full-stack engineers with expertise in RoR, Node.js, TypeScript, React, Next.js, and Tailwind, along with experience in AWS and Jest for testing, plus SAP engineers with expertise in BTP and SuccessFactors.



Our Solution: Through a focused recruitment strategy, DevEngine identified candidates from Latin America, closely matching the client's technical and cultural requirements. The selected engineer, proficient in English and capable of working within the EST time zone, was ready to take on significant responsibilities.



Results Achieved: The goal was to build a team of 15-18 members to cover full spectrum of technical skills/requirements. This placement highlights DevEngine's ability to deliver targeted nearshore staffing solutions, seamlessly integrating skilled professionals into dynamic project environments

Clients consistently
praise DevEngine for
**cultural alignment,
technical expertise,
and cost-effective
solutions** that deliver
lasting results.

4.7/5

Rating (Clutch)



Feedback **from Clients**

What our clients say:



“They have exceptional knowledge of our tech stack and the engineering needs of our company.”

Monica Guzzwell

Director, People & Culture, Gradient MSP



“They had great project coordination and were invested in the project’s success.”

Wissam

Co-Founder & CTO, Rise Financial



“They are very responsive to questions or concerns I have, while the vendor’s team is working on my core internal team.”

Veronica Deluna

Delivery Manager, InvestX Capital



Download our Salary Guide

Make data-driven hiring decisions and build successful nearshore teams with comprehensive LATAM salary benchmarks.

06 Ready to Build Your Technical Team?

Your next steps to success:



Discovery Call (30 minutes)

We'll discuss your technical needs, team requirements, and business objectives. This initial conversation helps us understand if DevEngine is the right partner for your growth plans and how we can best support your specific situation.

[Get Started](#)



Custom Strategy Development

Based on our discovery call, we'll craft a tailored approach that includes technical role definitions, cultural alignment criteria, timeline planning, and budget optimization strategies designed specifically for your business needs.



Rapid Team Deployment

Our proven 4-week process means you can expect to see pre-vetted candidates within 2-3 weeks, with complete team integration typically finished within a month of engagement start.



Scale with Confidence

Whether starting with one engineer or building a full development team, DevEngine provides the infrastructure and support needed for successful scaling from individual contributors to comprehensive team augmentation.



Predictable, All-Inclusive Pricing

Enjoy predictability! Tell your CEO exactly how much the engineering team is going to cost a year. No fees or unpleasant surprises. Our all-inclusive annual cost is 30-40% lower than in the local market for contractors in Latin America.



DEVENGINE
WE BUILD DISTRIBUTED TEAMS

Ready to discover how nearshore talent can solve your technical staffing challenges while optimizing costs?

Let's start the conversation today.

[Learn More](#)



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