

2026 Offshore Recruitment Benchmarks

130,298

candidate applications

What 130,298 candidate applications and 3,132 hiring requests show about global hiring.

Expected monthly pay

Start with the salary anchor

\$2,000

median candidate-reported expected monthly pay

Middle 50%: \$1,500 to \$2,500.

Median expected monthly pay

Role bands matter more than averages



Application volume, not guaranteed availability

The largest candidate-supply countries

- 1 Philippines
- 2 South Africa
- 3 Kenya
- 4 Colombia
- 5 Pakistan

Hiring request time-zone demand

US-hours overlap is not a footnote

79.3% All hiring requests



96.3% Requests specifying time zone



Eastern, Central, Pacific, and Mountain requests drive most specified time-zone demand.

Home-services operators can use this now

- Customer support
- Dispatch and scheduling
- Bookkeeping
- Operations coordination
- Sales follow-up
- Executive support
- Recruiting
- Marketing coordination

Budget for the work, not just the market

The cheapest country is not always the best country

- Role ownership
- Tool depth
- Customer communication
- US business-hour overlap
- Manager-level judgment

Use the benchmark like a planning tool

- Start with the median.
- Move up for customer-facing work, tool ownership, US-hours coverage, and judgment.
- Move down only when the workflow is narrow, documented, and reviewed by a senior owner.

Important caveat

These are candidate-reported expected monthly pay numbers. They are planning benchmarks, not confirmed hire salaries or guaranteed offer amounts.

Salary bands, country supply, role demand, methodology, and data downloads

Read the full report

agents.saganpassport.com/reports/2026-state-of-remote-hiring

- facts.txt
- report.json
- salary-bands.csv
- country-supply.csv
- us-wage-context.csv