



EL DORADO
talent

A HIRING GUIDE FOR U.S. FOUNDERS & OPERATORS

The U.S. Company's Guide to *Hiring Independent* *Contractors* in Argentina

What to know before you make your first hire in Latin America.

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INTRODUCTION

A practical guide for founders and operators considering LATAM talent for the first time.

Argentina has some of the best talent in Latin America. Sales, marketing, development, and operations professionals who cost less to hire than their U.S. counterparts. They work in time zones close to yours.

Hiring across borders raises questions. What paperwork do you need? What are the tax implications? How do you protect your company if things go wrong?

This guide answers those questions. We cover the economic backdrop that makes Argentina strong for hiring. We cover the contractor model, the forms, the payment mechanics, and the mistakes companies make on their first LATAM hire. By the end, you'll know what a solid contractor relationship looks like in practice.

- *A note before you dive in: this guide is general information based on our experience placing contractors in Argentina. It isn't legal, tax, or accounting advice, and it isn't a substitute for a licensed professional who knows your specific situation.*

PART 01



Why Argentina

An unstable peso built a stable, motivated, dollar-seeking workforce.

Argentina's economy has been rough for decades. Inflation has run into triple digits. The peso keeps losing value. For Argentine professionals, remote work paid in U.S. dollars is one of the most reliable paths to stability they have.

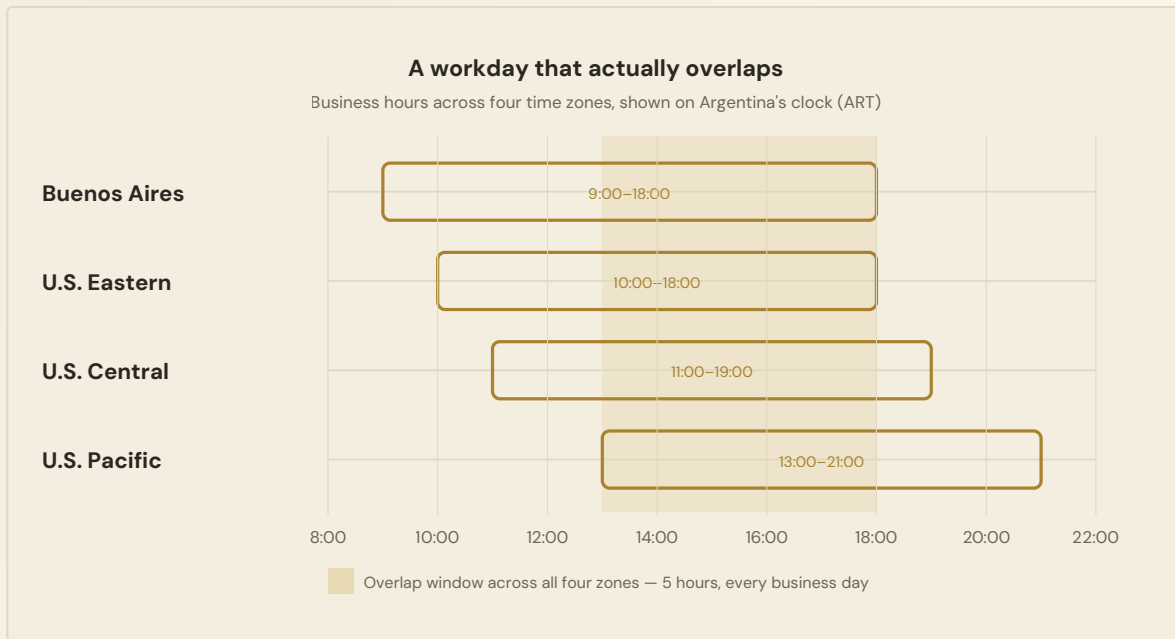
This has built something valuable for U.S. companies. A large, motivated, well-educated workforce that wants dollar-denominated remote work, and costs significantly less to hire than U.S. talent of the same caliber. The exchange rate does the work here. A wage that barely covers rent in New York or Austin goes much further in Buenos Aires. It pays fair, strong value by local standards. Your company gets skilled talent at a fraction of the domestic cost. The professional gets paid well above what the local market offers, in a currency that holds its value.

A contractor who understands what's at stake is highly motivated. They protect the relationship because the relationship is worth protecting.

That gap runs the motivation deep, too. Many of these professionals turn down local roles for these opportunities. Dollar income is one of the few ways to build real financial security in an economy that erodes savings fast.

Argentina has strong public universities, especially in engineering, computer science, and business. It has decades of experienced sales, marketing, and operations talent.

Buenos Aires holds the largest share of this talent pool. Strong candidates also come from Córdoba, Rosario, and Mendoza. Time zones work in your favor here. Argentina sits close to U.S. Eastern time year-round, one to four hours ahead depending on the season and which U.S. zone you're in. A full overlapping workday is easy to schedule, no matter which coast your team sits on.



A contractor working Buenos Aires hours is already at their desk, coffee in hand, by the time most U.S. teams log on.

This market isn't new. Multinational companies have run operations out of Argentina for years. What's changed is access. Smaller companies can now reach the same caliber of talent directly, without a local subsidiary and without a six-figure recruiting contract.

PART 02



The Independent Contractor Model, Explained

Two paths to hire in Argentina. Most first hires only need one of them.

There are two ways to bring someone on in Argentina.

STRUCTURE

HOW IT WORKS



Employer of Record

A third-party company employs the worker for you. They handle payroll, tax withholding, and benefits. You pay the EOR the salary plus a recurring monthly fee, for as long as the person stays employed. Worth it if you specifically need full local benefits, but costs add up quickly at scale and onboarding is more complex.

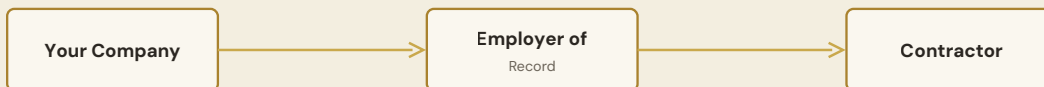


Independent Contractor

The professional works as a contractor, not an employee. They invoice you directly and file their own taxes. No payroll tax, no benefits administration, no local entity on your end, that responsibility sits with the contractor. No recurring fee. You pay a flat placement fee once, then the contractor directly from then on. Structured right, it's the better default for nearly every first hire in Argentina.

For nearly every company hiring in Argentina, the IC model is the better call, as long as you structure it correctly. U.S. companies already use this same structure to hire freelance developers and consultants at home. Hiring in Argentina works the same way. The person just lives somewhere else. Getting the structure right is what the rest of this guide covers.

EOR PATH — one extra party, one recurring fee



IC PATH — direct relationship, one fee



PART 03



The Paperwork That Actually Matters

Five documents. None of them take more than an afternoon.

Most guides skip this part. It causes the most anxiety for first-time hirers, so let's get specific.

♦ *The following is general information, not legal or tax advice. Forms, requirements, and thresholds can change, and your situation may call for guidance we can't give here. When in doubt, loop in a tax professional or an attorney.*

♦ Form W-8BEN

Before you pay a foreign contractor, have them complete IRS Form W-8BEN. This form certifies the contractor as a foreign person, not a U.S. taxpayer. It exempts your company from the 1099 reporting and backup withholding rules that apply to domestic contractors. You don't send a 1099 to someone in Argentina. You collect a signed W-8BEN, keep it on file, and pay them. The form stays valid for three calendar years from the signing date.

♦ U.S. tax withholding

Work performed outside the U.S. by a non-U.S. person is generally not subject to U.S. withholding tax. The W-8BEN documents this exemption if the IRS ever asks.

♦ Argentina-side tax status

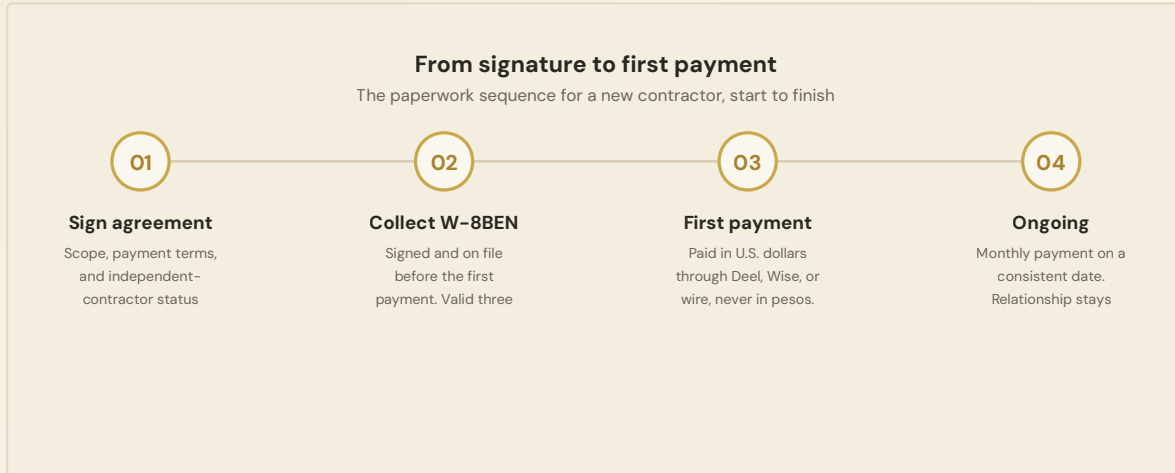
Most independent professionals in Argentina register under monotributo, a simplified tax regime. One monthly payment covers income tax, social security, and healthcare contributions. Most experienced contractors are already registered. You carry no responsibility for their monotributo payments or their compliance with AFIP, Argentina's tax authority. That sits with the contractor.

♦ A signed contractor agreement

Write this as a services agreement. Don't repurpose a domestic employment contract. Spell out the scope of work, the payment terms, and the independent nature of the relationship. Part Four covers exactly what to include.

♦ No I-9. No U.S. payroll enrollment. No state tax registration.

The person isn't a U.S. employee, so none of that paperwork applies. You can bring someone on in days, not weeks, without touching your existing payroll system.



♦ *None of these steps should require a lawyer on retainer. Most first-time clients finish all four in under a week.*

PART 04



Three Principles That Keep an IC Relationship Low-Risk

Structure it right once, and you won't think about it again.

The IC model is simple. It works best when you structure it right from day one. Three principles matter most, for U.S. misclassification risk and for avoiding complications on the Argentina side.



No exclusivity language

A contractor agreement should never require someone to work only for you. Independent contractors work with other clients. Exclusivity language pushes the relationship toward employment.



Availability windows, not schedules

Ask a contractor to be available during a set window, nine to one Eastern, for example. Don't dictate a fixed nine-to-five or require punch-in, punch-out tracking.

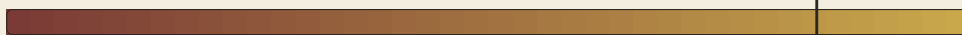


Deliverables-based payment

Pay for scoped work and finished outcomes, not hours on a timesheet. An hourly rate with mandatory minimums starts to look like a part-time job.

- ♦ *Follow these three principles and you cut misclassification risk on both sides. The relationship stays simple for everyone involved.*

Structured this way



High classification risk

Low classification risk

- ♦ *This reflects general practice, not a legal determination. Classification rules vary and an attorney can confirm how they apply to your business.*



PART 05



Payment Logistics

Dollars, not pesos. Monthly, not whenever.

Getting paid reliably in U.S. dollars matters to any Argentine professional weighing remote work, given how unstable the peso is. Get this part right and your hire's experience improves along with the work itself.

◇ Payment platforms

Wise is the simplest option for most companies: low-fee international transfers that let your contractor hold the payment in U.S. dollars, converting to pesos only when and if they choose to. Deel and similar platforms also handle W-8BEN collection and invoicing, but charge a monthly fee per contractor, for as long as you keep using them, on top of what you pay the contractor. For most first hires, that recurring cost isn't necessary.

◇ Traditional wire transfer

Still an option, but a wire sent to a standard Argentine bank account often gets converted to pesos automatically on arrival, at whatever rate the receiving bank sets that day. You sent dollars. Your contractor may not end up holding any.

◇ Payment currency and frequency

Always send U.S. dollars, never pesos, and route payment through a platform that lets your contractor keep it in dollars rather than a channel that forces an immediate conversion. Pay monthly, on a consistent date. That's what most contractors expect.

	Deel	Wise	Wire Transfer
Setup ease	● ● ● ● ● ○	● ● ● ● ● ○	● ● ● ○ ○ ○
Speed	● ● ● ○ ○ ○	● ● ● ● ● ○	● ● ○ ○ ○ ○
Cost efficiency	● ● ● ○ ○ ○	● ● ● ● ● ○	● ● ○ ○ ○ ○

Illustrative comparison. Actual fees and speed vary by provider and country.

PART 06



Common Mistakes U.S. Companies Make

The same five problems, on nearly every first hire.

Most companies hiring LATAM talent for the first time hit the same problems.

❖ Sourcing from resume databases instead of real networks

Job boards and freelance platforms overflow with applicants. It's hard to separate skilled professionals from resumes that look good on paper. Companies spend weeks vetting candidates who don't work out, or they hire based on a polished interview that doesn't match the person's actual work.

❖ Treating the relationship like a domestic hire

Copying a U.S. employment agreement, exclusivity clauses and all, creates legal exposure and muddies the relationship for everyone.

❖ Skipping the W-8BEN

Some companies never collect this form. They don't know it exists, or they assume foreign contractors get handled the same way as domestic ones. It takes five minutes to complete. It protects your company if your payment practices ever get questioned.

❖ Underestimating communication style

Technical skill isn't the only variable. A contractor who communicates clearly and proactively, and fits your company's culture, will outperform someone more skilled who doesn't.

❖ No plan if the hire doesn't work out

First hires don't always work, at home or abroad. Companies that skip a replacement plan end up scrambling later, often with no recourse.

Where first-time hirers lose time and money

The five mistakes covered in this section, at a glance

1



Sourcing from resume
databases, not real networks

2



Copying a domestic
employment agreement

3



Skipping the
Form W-8BEN

4



Underestimating
communication style

5



No plan if the hire
doesn't work out

- ♦ Every mistake on this list is avoidable with the right process up front, which is exactly what the rest of this guide covers.



PART 07



A Simple Hiring Checklist

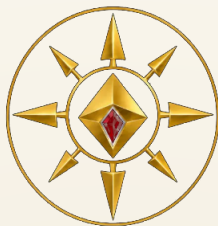
Seven checks. Then you're ready to make the hire.

Before you make your first hire in Argentina, check off the following.

- ◇ You've defined the role and what success looks like in the first 90 days
- ◇ You have a payment method set up, Deel, Wise, or wire, and it pays in U.S. dollars
- ◇ Your contractor agreement avoids exclusivity language and fixed schedules
- ◇ You've confirmed English fluency and communication style through a real conversation, not just a resume
- ◇ Payment terms are deliverables-based and documented clearly
- ◇ You have a plan if the hire isn't the right fit
- ◇ You've collected a completed Form W-8BEN and keep it on file

You don't need to become an expert in Argentine tax law. You just need to make the hire.





Why *El Dorado Talent*

Everything in this guide reflects what we bring to every client relationship.

We don't run candidates through a resume database and a keyword filter. Our network comes from four years of living and working in Argentina, building real relationships with professionals in sales, marketing, development, and operations. When we recommend someone, we know their work firsthand. We've seen it.

We specialize in one thing: putting the right person from our network in front of you. We'll walk you through the structure covered in this guide and point you to trusted partners for contracts, payments, and filings. We're not a law firm or an accounting firm, and nothing in this guide is legal or tax advice. We bring the candidate. You make the hire.

Our fee is flat and one-time. No percentage of salary, no ongoing retainer. Every placement comes with a 90-day replacement guarantee. If it's not the right fit, we fix it at no extra cost.

If you're ready to hire, we'd love to talk.

FIND YOUR NEXT HIRE →

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This guide is general information based on our experience and is not legal, tax, or accounting advice. Consult a qualified professional for guidance specific to your business.