

# tips to work remote directly to usa companies

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# job leads

- linkedin
- remoteok.com
- job leads -> decision maker -> cold email
  - twitter search: [senior backend](#), [senior python](#), [hiring python](#), [from:benln remote](#)
  - top job boards: [greenhouse](#), [lever](#), [applytojob](#), [jobvite](#), [smartrecruiters](#), [breezy](#)
  - search people from latam on a potential company, e.g.: [revenuecat](#)
  - hacker news comments via algolia, e.g.: [Ask HN: Who is hiring? \(June 2024\)](#), [comment search](#)
  - google, e.g.: [inurl:careers "remote" "python" after:2024-04-12](#)
- custom resume template + easy adapt via llm [\[1\]](#)
- be specific in highlighting your strongest skills
- Understand limits per remote job: us specific states / us continental / us only / us and canada / PT or ET timezones / specific region (latam or europe), worldwide
- reverse interview [\[2\]](#) [\[3\]](#) [\[4\]](#)
- play the numbers game

# art of async communication

- writing skills
- documenting > meetings (remote-first culture)
- how to ask good questions [\[1\]](#) [\[2\]](#) [\[3\]](#)
  - minimal reproducible example [\[4\]](#)
- notification management
- pull > push ([The Social Dilemma](#))
- good internet connection (fiber, if possible)

# logistics + operational + more

- english (C1+): deepL, chatGPT custom GPT, Grammarly, Chrome site search shortcuts, text expander
- culture adoption (like when traveling) [1]
- don't need visa, understand [w8ben](#), [pub 515](#) and [pub 519](#)
- US bank account: BoFA, Chase, Wells Fargo, Citibank
- move money from USA  -> Peru  (xoom.com, stablecoins, etc.)
- when thinking about time, [PT](#) and/or [ET](#)
- contract types: direct, middle (agency / staff augmentation / EOR / PEO), B2B  
[\[2\]](#) [\[3\]](#) [\[4\]](#) [\[5\]](#)

# bypassing the middleman

- the most difficult task
- play biases in your favor instead of against you [\[1\]](#)
- keep the stream of job opportunities lead steady and continuous
  - don't miss opportunities to network
  - travel when possible to give talks in open events like pycon colombia, chile, usa - pycon charlas [\[2\]](#)
  - showcase your skills + idea via execution on pet projects (or beyond)
- master your negotiation skills
  - push numbers in order to get insights from the market
  - hiring budget > retention budget [\[3\]](#)
- when possible build a safety net to consider alternatives to those opportunities

# be a grown-up

- learn your tax situation (local and international)
- pay your taxes on time
- educate yourself with financial literacy to start investing
  - you need to design and create your own pension fund
- pay a health insurance

# salary aka compensation package

- learn about complexity of compensation package from startups intersected with your tax situation [1]
- take home salary (net) vs **gross** salary vs total cost of employment for the company (**super gross**) [2]
  - total cost is usually no more than gross salary + 30-50% [8]
- cost of living != cost of hiring [3] [4]
  - aka: cost of employment, cost to retain, cost of labor, cost of replacement, cost of backfill
  - wage / salary, benefits, taxes, training, office, equipment | recruiting, onboarding, training, productivity loss, temporary staffing, relocation expenses
  - salario, gratificacion, cts, overtime payment, seguro de vida, vacaciones, reparto de beneficios [9]
  - don't buy the unsustainable truth of "you earn the value you add" [5] [6]
- HR: minimise regretted attrition at the lowest cost [7]

# salary aka compensation package (part 2)

- location indexed [3]
  - aka: location dependent, location based
  - e.g.: [posthog](#), [sourcegraph](#)
- location independent
  - e.g.: [revenuecat](#) [1] [2]
- equal pay
- opportunity gap [4]
- compensation tiers based on company compensation strategy [5] [6]
  - location independent tier vs trimodal



# invest in your physical and mental health

- good equipment: not only laptop
  - keyboard, mouse, monitor, standing desk, foot rest, headphones, light
  - camera
    - laptop camera -> phone camera -> ~100\$ camera -> dslr camera
  - microphone
    - laptop microphone -> usb microphone / headset microphone -> xlr microphone
- force you to have external activities
- if company embrace offsites, take those opportunities

- working remote directly to a us company is not easy, if you achieve it it's okay to assume you are part of the top 1%, don't brag about it instead think of how to sustain that for the long term (10 or 20 or 30+ years career)
- use what a company thinks is expensive for them in your favor as an opportunity