

BMNS — FAQs



Q : What is the hiring process like?

A : Smooth, transparent & dependable. Our recruiting team takes your job description and interviews candidates until we can present a shortlist (typically 3-5 candidates). From there, candidates interview directly with your team & you make the final hiring decision!

Q : What is the cost?

A : There are not upfront costs, and monthly costs vary for every role based on the function, seniority, etc. We include the estimated monthly cost per candidate upfront in the short-list, so there are no surprises when you are ready to hire!

Q : How long is the commitment?

A : There is no contractual commitment, but clients hire full-time workers with BMNS on indefinite contracts. We work with clients to ensure that we are compliant with local regulations with hiring & terminations.

Q : What is BMNS's role *after* hiring?

A : BMNS supports beyond hiring with HR, payroll, IT, performance management and in-office solutions.

WE ANSWER YOUR FREQUENTLY-ASKED-QUESTIONS.
HAVE AN ADDITIONAL QUESTION? CONTACT US [HERE](#).



BMNS — FAQs



Q : Can you hire anywhere in LATAM?

A : BMNS has entities & partners throughout the region to ensure clients can compliantly hire where needed.

Q : How quickly can we hire?

A : We aim to present an initial short-list of qualified candidates in less than 2 weeks.

Q : How is BMNS different than an EOR or BPO?

A : BMNS is a nearshore operating partner helping clients build centralized teams in LATAM that report directly into existing org structures. In the background, we manage the office space, HR compliance (including recruiting, EOR & payroll), IT needs and performance discussions.

Q : Are my hires in an office space?

A : We have a wonderful office in San José, Costa Rica that employees can work out of any time (and you can visit!). Most employees work in a hybrid setting and are in the office 1-2 times per week. Costa Rica office video [HERE](#).

WE ANSWER YOUR FREQUENTLY-ASKED-QUESTIONS.
HAVE AN ADDITIONAL QUESTION? CONTACT US [HERE](#).



BMNS — FAQs



Q : What is the difference between *nearshore* and *offshore*?

A : **Nearshoring:** Leveraging global talent in a nearby country with similar time zones.
Offshoring: Hiring in significantly different time zones.

Q : Do candidates speak English?

A : Yes, LATAM candidates have high levels of english proficiency.

Q : How many employees do I need to get started?

A : You can start working with BMNS with only 1 hire.

Q : What industries and functions do we support?

A : We partner with organizations across a diverse range of industries, including transportation and logistics, consumer packaged goods (CPG), manufacturing, healthcare, legal, business services, apparel and promotional products, and technology. Our expertise spans key business functions such as Finance & Accounting, Human Resources, Customer Service, Operations, Supply Chain, Sales & Marketing, Administrative Support, and Technology. This breadth of experience allows us to deliver customized talent solutions that support each client's unique business objectives and growth strategies.

WE ANSWER YOUR FREQUENTLY-ASKED-QUESTIONS.
HAVE AN ADDITIONAL QUESTION? CONTACT US [HERE](#).

3