



# HIRING REPORT

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# Introduction

At BMNS, we go beyond traditional staffing. As a **strategic LATAM operating partner**, we work closely with organizations to **identify, attract, hire, and retain exceptional talent** across Latin America, providing ongoing people and HR support. This means **aligning people, processes, and culture**, to build strong, enduring teams that push businesses forward.

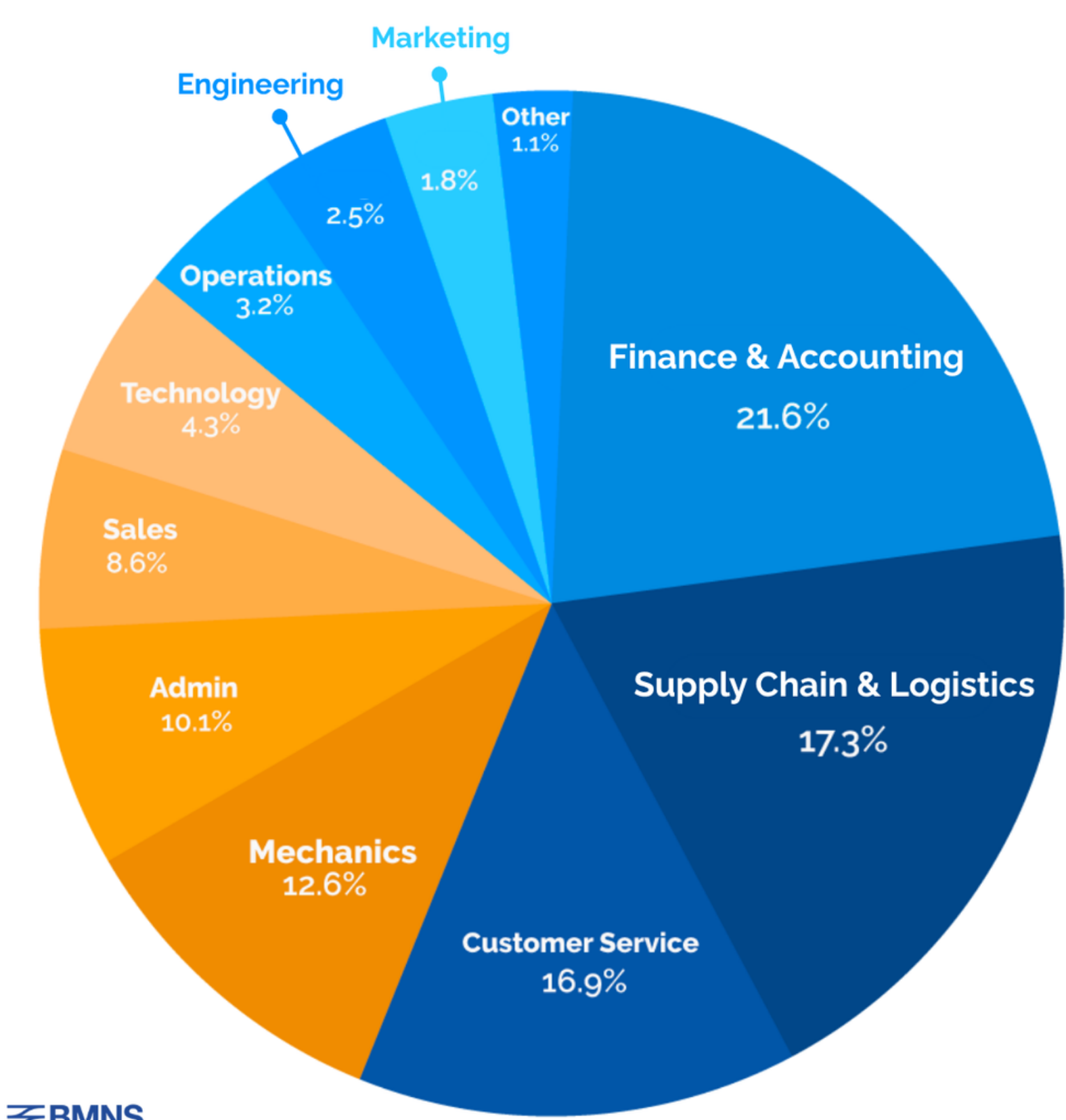
So far in 2026, our team partnered with clients & teams across various industries to support their hiring goals, helping them attract, develop, and support the talent needed to drive business success. As workforce needs continue to evolve, **we remain committed to delivering solutions that are efficient, people-focused, and aligned with each client's unique objectives.**

**This report offers a snapshot of BMNS:** our current employee base, recruiting & hiring activity from January to August 2026, talent acquisition trends, and key outcomes achieved through our meaningful client relationships. Behind every placement is a collaboration between our clients, candidates, and recruiting teams, and **this report celebrates collective success.**

## BMNS Workforce Overview

After a great start to 2026, BMNS' headcount continues to grow strongly. The chart below highlights how talent is distributed across departments, providing a glance at the organization's workforce composition.

% of Employees by Department



# Expanding Our Reach

So far throughout 2026, BMNS continued to grow its footprint across LATAM, supporting clients and candidates in Guatemala, Honduras, El Salvador, Costa Rica, Panama, Colombia, and Mexico. **As part of our continued growth, we expanded our local presence in Colombia by hiring a Talent Acquisition & HR Generalist in Bogotá.** Our goal is to support the evolving needs of our clients by providing access to exceptional talent, enabling them to scale efficiently, and helping them expand into new markets across Latin America.

## LATAM Countries Supported by BMNS



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## Supporting Client Growth

So far, 2026 has been very active for BMNS as we onboarded many new clients and supported nearly 100 successful hires.

These hires helped our clients address workforce demands, fill critical positions, support expansion initiatives, and build the talent pipelines necessary for long-term growth.

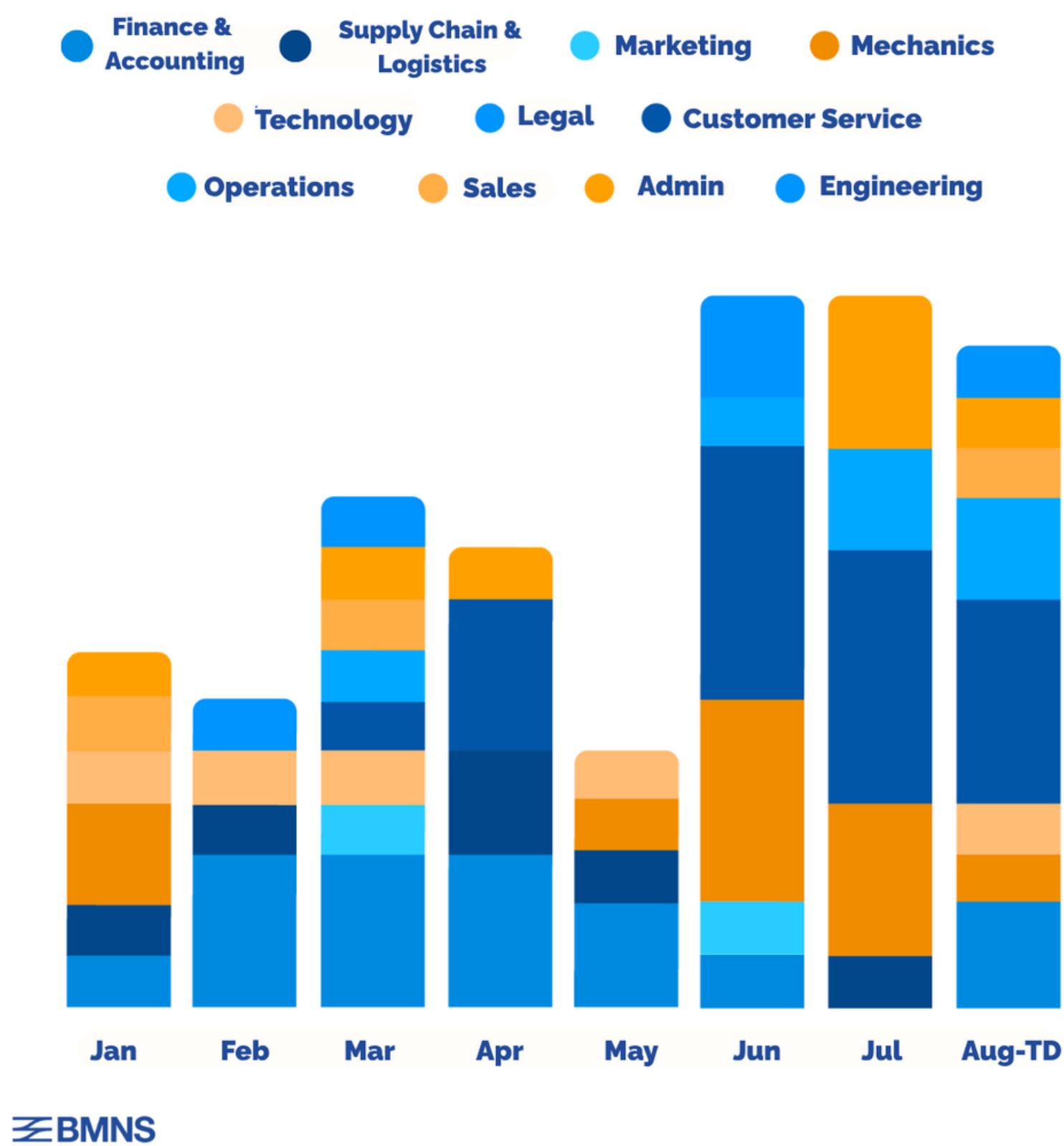
### Key Highlights

- Total placements: **~100**
- Number of countries supported: **7** (Costa Rica, Colombia, Guatemala, Honduras, El Salvador, Panamá & Mexico)
- Industries currently supported: **8**
- Job areas supported: **12+ and growing**

# Where Demand Was Highest

Understanding hiring demand helps us identify market trends and better support our clients' evolving workforce needs. BMNS supported clients across many industries, including **transportation & logistics**, **consumer packaged goods (CPG)**, **manufacturing**, **healthcare**, **legal**, **business services**, **apparel and promotional products**, and **technology**. We also partnered with a diverse range of organizations, including **public companies**, **private equity-backed businesses**, **family-owned enterprises**, and **venture-backed start-ups**. The distribution of placements during this period reflects the areas where organizations invested most heavily in talent acquisition.

## New Hires by Month, by Department



**Insight** → The highest concentration of placements occurred within the areas of customer service and finance & accounting; highlighting continued demand for talent in these functions and reinforcing the importance of targeted recruitment strategies in a competitive market.

"We continue to see growing recognition of the value that Latin American talent brings to global organizations beyond simply cost savings. Employers increasingly view the region as a source of highly skilled professionals who combine technical expertise, strong communication skills, cultural alignment, and experience supporting international markets."



**Carlos Gonzales**  
**BMNS Talent Acquisition Partner**

# Talent Insights

The hiring landscape continues to evolve as organizations adapt to rapid technological change, shifting workforce expectations, and ongoing economic uncertainty. Technological advancements are reshaping how work is performed and the skills employers value most, increasing demand for capabilities such as analytical thinking, adaptability, and technology literacy. While AI is becoming a critical tool for driving efficiency and innovation, employers also recognize that people are needed to drive AI and remain at the center of business success. Human talent is essential for building client relationships, exercising judgment, ensuring accountability, reviewing and validating outputs, and delivering personalized support that technology alone cannot provide. As a result, organizations continue to seek professionals who can effectively combine technical proficiency with strong interpersonal, communication, and problem-solving skills.

**Some of the notable trends our Talent Acquisition Team observed during this period include:**

- **Demand remains strong for customer service professionals, signaling that businesses continue to invest in people despite ongoing AI disruption headlines.** Companies are using technology to enhance productivity, not replace these critical roles.
- **Accounting and finance hiring momentum accelerated, particularly across Staff Accountant, Accounts Receivable, and Accounts Payable positions.** Employers are prioritizing financial discipline, reporting accuracy, and operational efficiency in an uncertain business environment.
- **The profile of the ideal candidate continues to evolve.** Organizations increasingly seek bilingual professionals who combine technical expertise in financial systems, CRM platforms, data analytics, and AI-enabled tools with strong communication and business partnership skills.
- **Perhaps most notably, we are seeing a shift in how nearshore talent is perceived.** Companies are no longer viewing nearshore professionals as offshore labor, but as integrated teammates and strategic contributors. As a result, cultural alignment, collaboration skills, and business acumen are becoming just as important as technical qualifications when hiring across global teams.

"Throughout the first half of 2026, we've seen employers place greater emphasis on candidates who bring both technical expertise and adaptability. Technical skills related to AI, automation, ERP & CRM platforms are becoming increasingly valuable. Remote work and employee engagement continues to play a significant role in attracting and retaining top talent.



**Dori Cascante**  
**BMNS Talent Acquisition Partner**

# The Impact Behind the Numbers

While hiring metrics tell part of the story, our impact extends far beyond the numbers. Every successful placement represents an opportunity for an organization to grow, a team to strengthen its capabilities, and a professional to advance in their career and provide for their family. These outcomes are made possible through the dedication of our recruiters, the trust of our clients, and the talent of the candidates we connect with every day.

As we move into the second half of 2026, BMNS remains focused on helping organizations navigate evolving workforce needs, expand their teams, and achieve their growth objectives through strategic recruitment. **Thank you to our clients for your ongoing partnership and support. If you are looking to hire, do not hesitate to reach out. We look forward to the rest of 2026 and beyond.**



## BMNS: People Drive Growth

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