

Dev Barometer Q4 2025.

A quarterly look inside the minds of senior software engineers

The survey was conducted in October 2025 among 501 developers, 53% of whom had 8+ years of experience, and 19 project managers working across 92 projects. In total, BairesDev surveyed 520 professionals in 40 countries. As a nearshore software development company, BairesDev leverages the top 1% of LATAM tech talent to build and scale software solutions for companies of all sizes, from startups to Fortune 500 enterprises.

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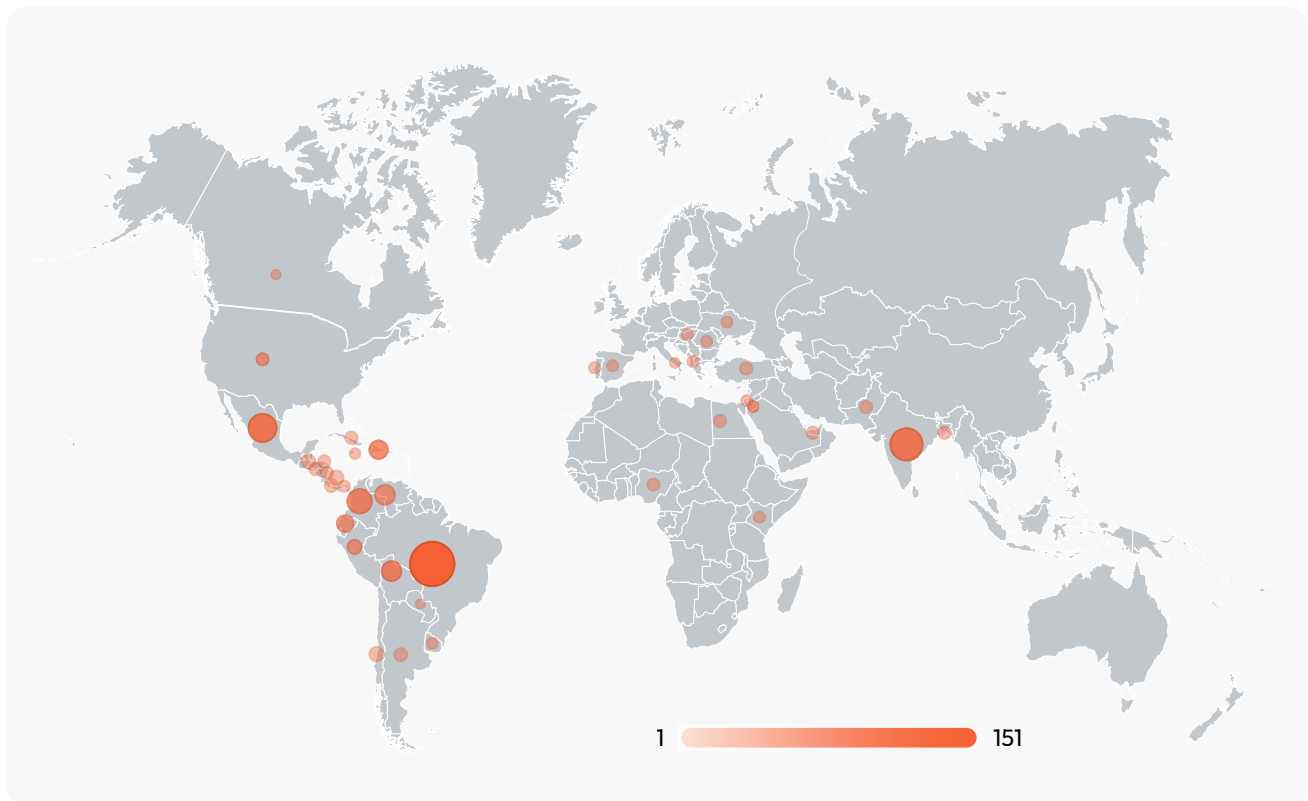
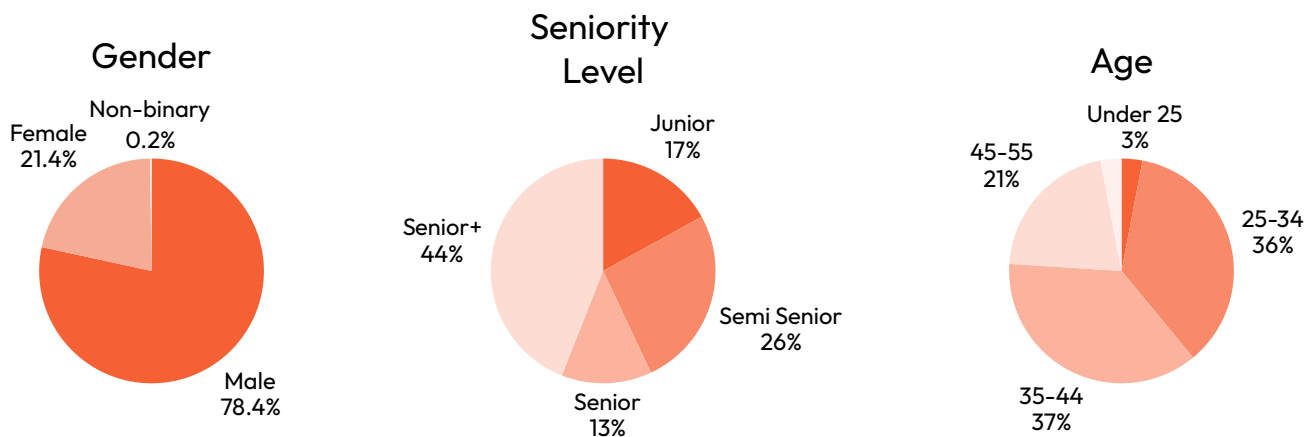
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Demographics & Respondent Profile

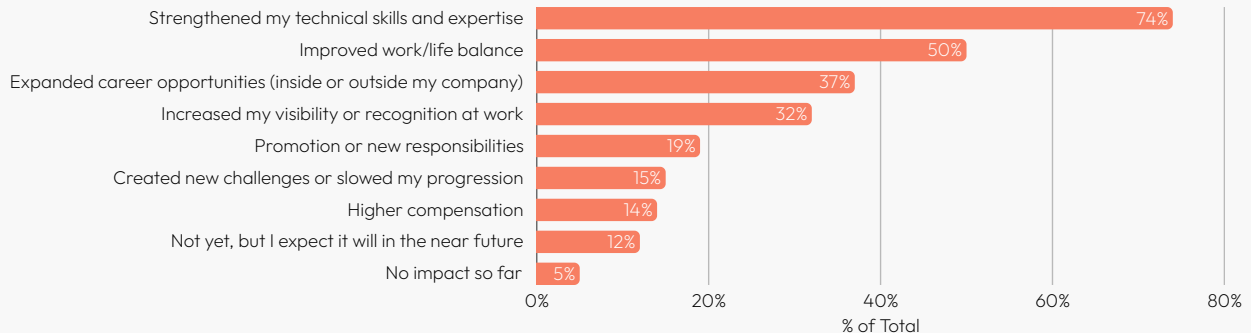
Total Respondents: 501



Albania	Colombia	El Salvador	Kosovo	Paraguay	Ukraine
Argentina	Costa	Guatemala	Lebanon	Peru	United Arab Emirates
Bangladesh	Rica Cuba	Honduras	Mexico	Portugal	Uruguay
Bolivia	Cyprus	Hungary	Nicaragua	Romania	USA
Brazil	Dominican Republic	India	Nigeria	Spain	Venezuela
Canada	Ecuador	Jamaica	Pakistan	Trinidad & Tobago	
Chile	Egypt	Kenya	Panama	Turkey	

Career Impact of AI in 2025

What concrete impact has using AI at work had on your career/development in 2025?
(Select all that apply)

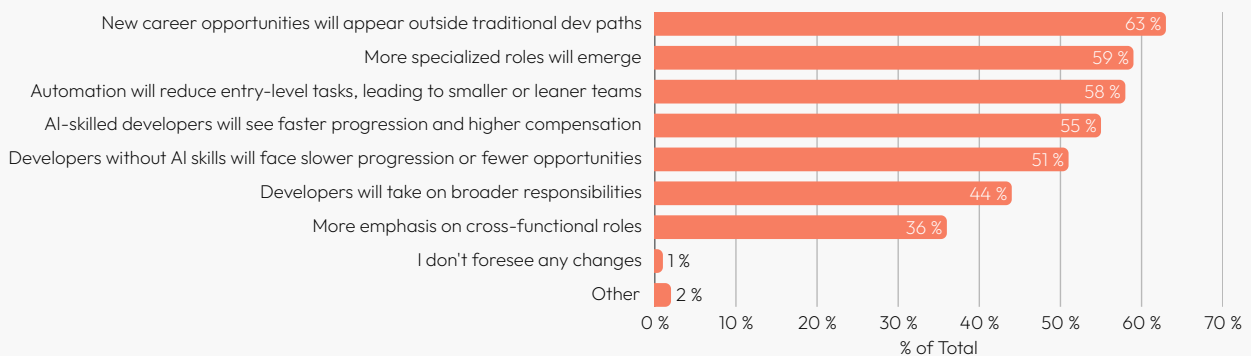


Top 3 Career Areas Impacted by AI in 2025

- 1 Strengthened technical skills and expertise | 74%**
- 2 Improved work/life balance | 50%**
- 3 Expanded career Opportunities | 37%**

Impact of AI on Careers next year

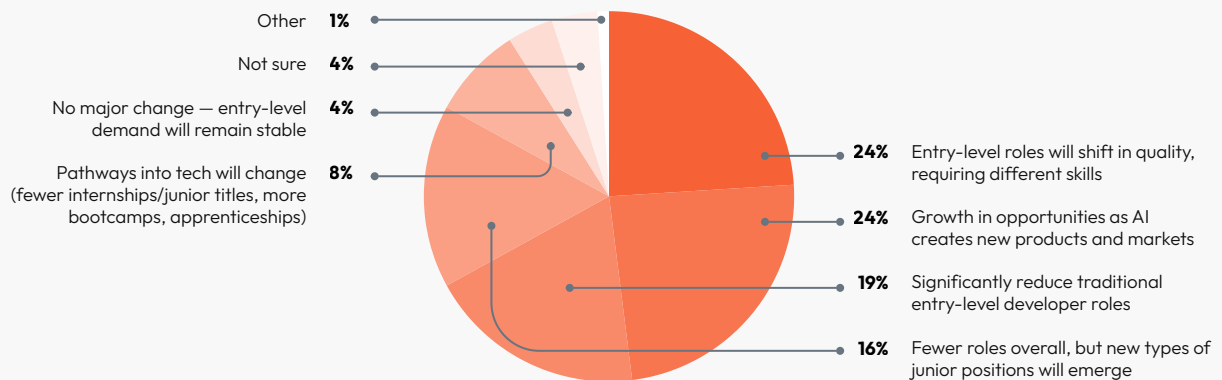
How do you believe AI will impact careers in software development in 2026? (Select all that apply)



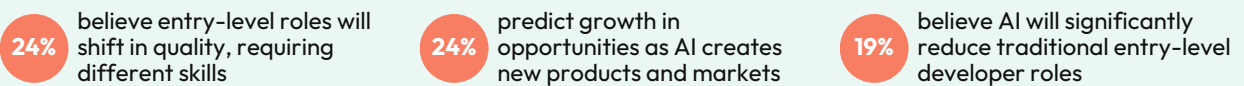
Top 3 Predictions on the Impact of AI on Careers Development in 2026

- 1 New career opportunities will appear outside traditional dev paths | 63%**
- 2 More specialized roles will emerge | 59%**
- 3 Automation will reduce entry-level tasks, leading to small or learner teams | 58%**

How do you expect AI to impact entry-level opportunities and youth employment in tech in 2026?

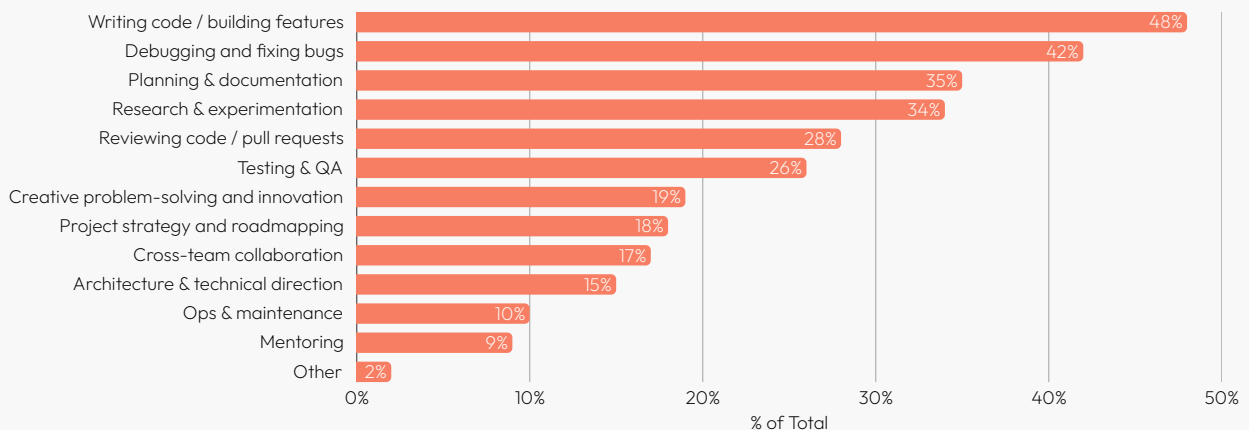


Fragmented Views on the Impact of AI in Entry-Level Opportunities in Tech

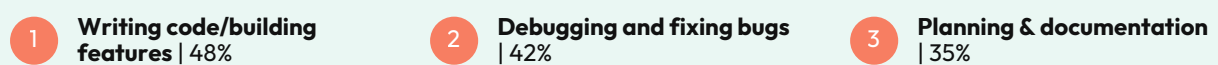


Changes in the Software Developer's Role in 2026

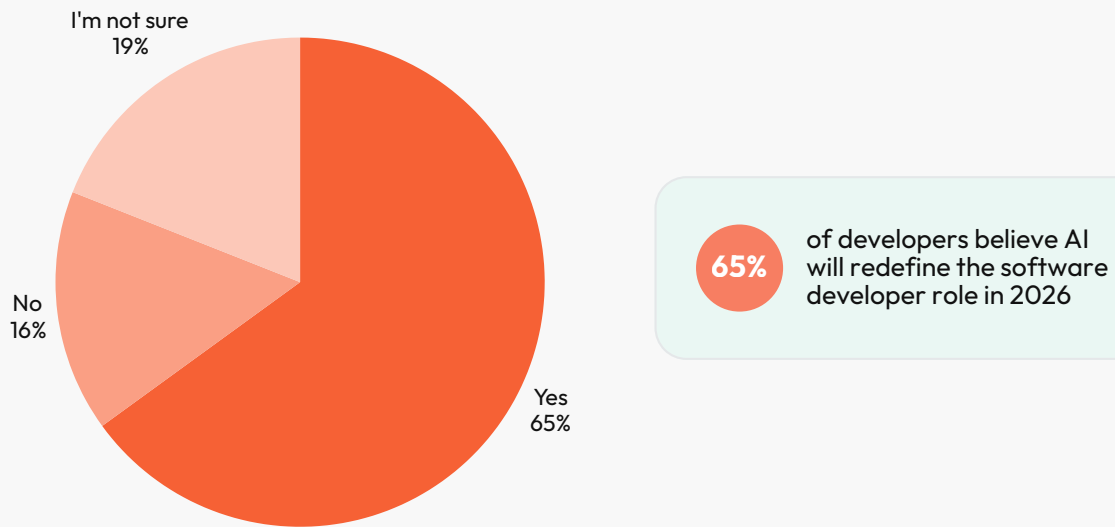
Which activities take up most of your working hours? (Select up to 3)



Top Software Development Activities



In 2026, do you believe the role of 'software developer' will be redefined due to AI advances, or remain as it is today?



If yes, how will the role of software developers evolve in 2026? (Select top 3)

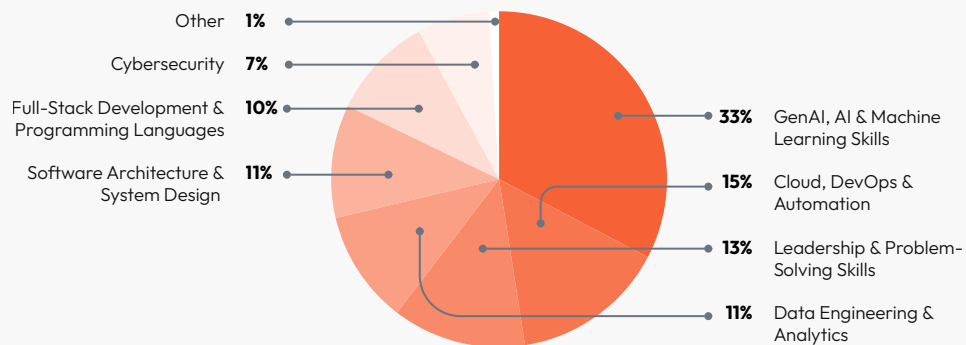


Top Activities That Will Be Impacted by AI in 2026

- 1 Less time writing code, more time designing solutions** | 74%
- 2 Integrating AI-generated code** | 61%
- 3 More focus on strategy and architecture** | 50%

Skills & Opportunities

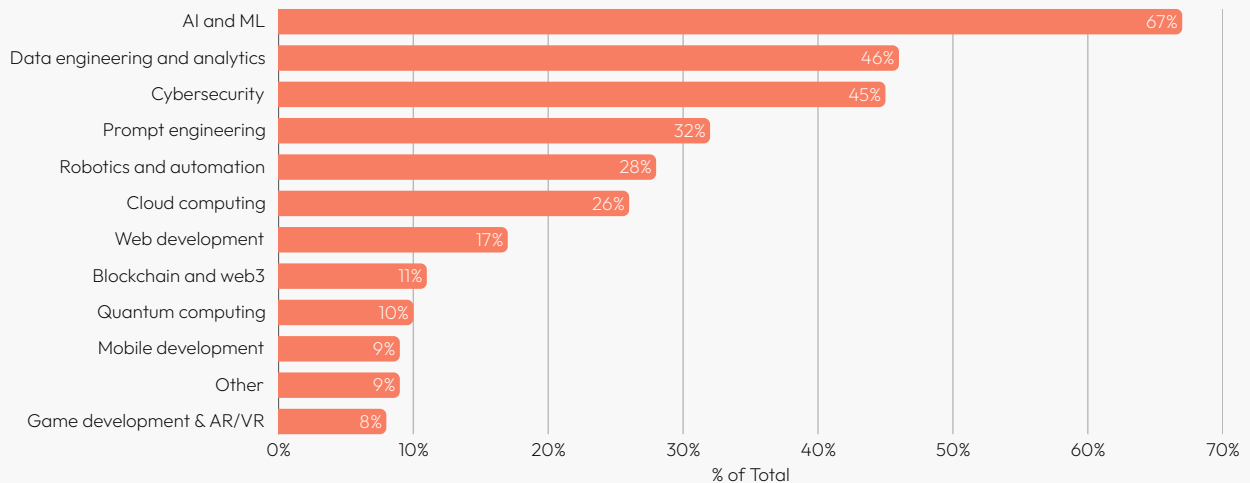
What one skill would you most like to develop or improve in the next 3 months?



Top Skills to Develop in 2026

- 1 GenAI, AI & Machine Learning Skills | 33%**
- 2 Cloud, DevOps & Automation | 15%**
- 3 Leadership & Problem-Solving Skills | 13%**

Where do you think developer opportunities will grow fastest in 2026? (Select the top three)

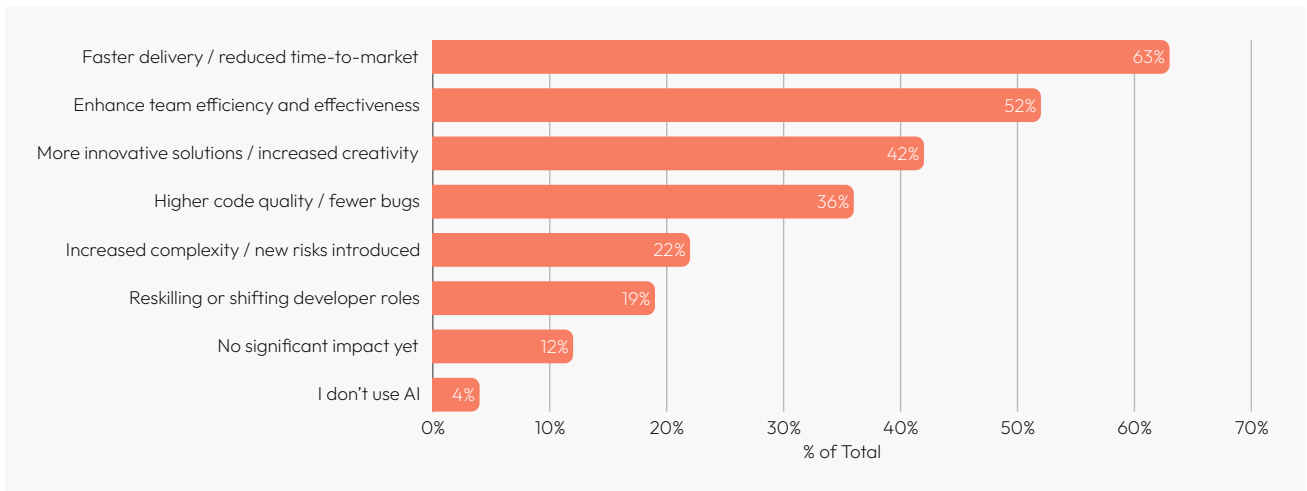


Fastest Growing Opportunities for Software Engineers in 2026

- 1 AI and ML | 67%**
- 2 Data engineering and analytics | 46%**
- 3 Cybersecurity | 45%**

Impact of AI on Software Projects

In your projects, what's the biggest impact AI has had so far? (Select top 3)



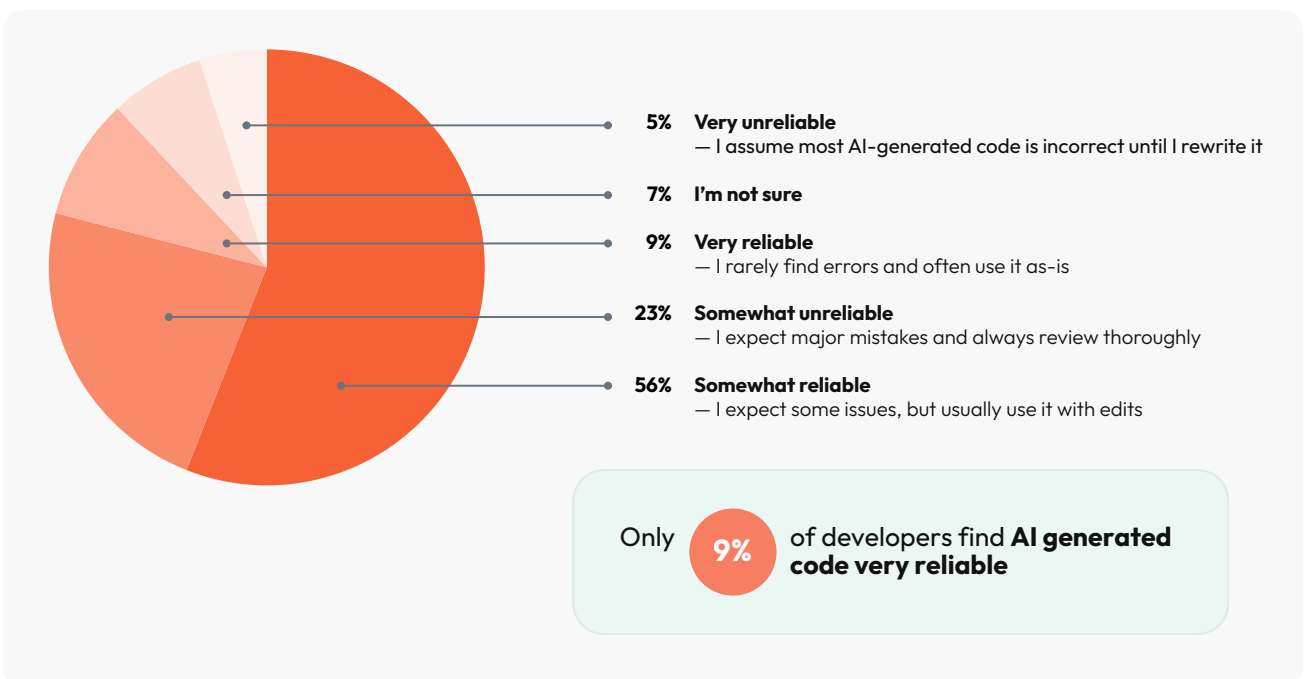
Biggest Impact of AI on Software Development Projects

1 **Faster delivery / reduced time-to-market** | 63%

2 **Enhance team efficiency and effectiveness** | 52%

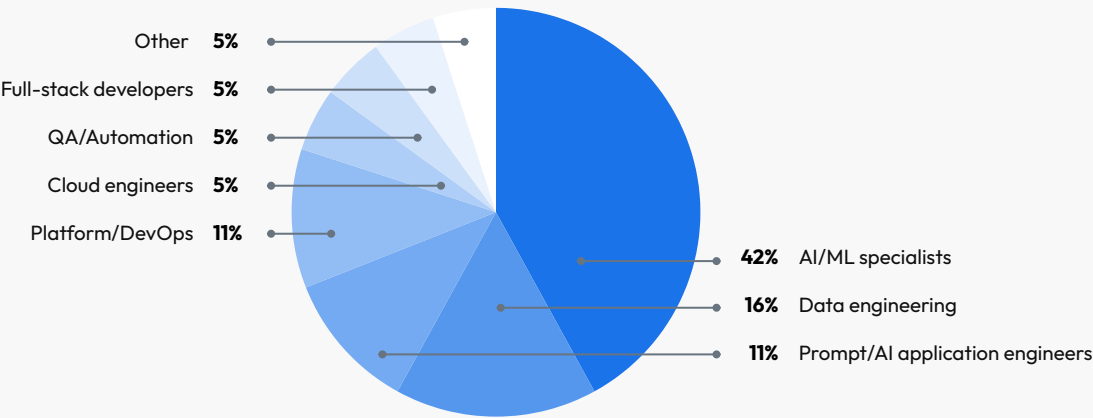
3 **More innovative solutions / increased creativity** | 42%

How reliable do you find AI-generated code in your work?



Challenges & Opportunities in 2026

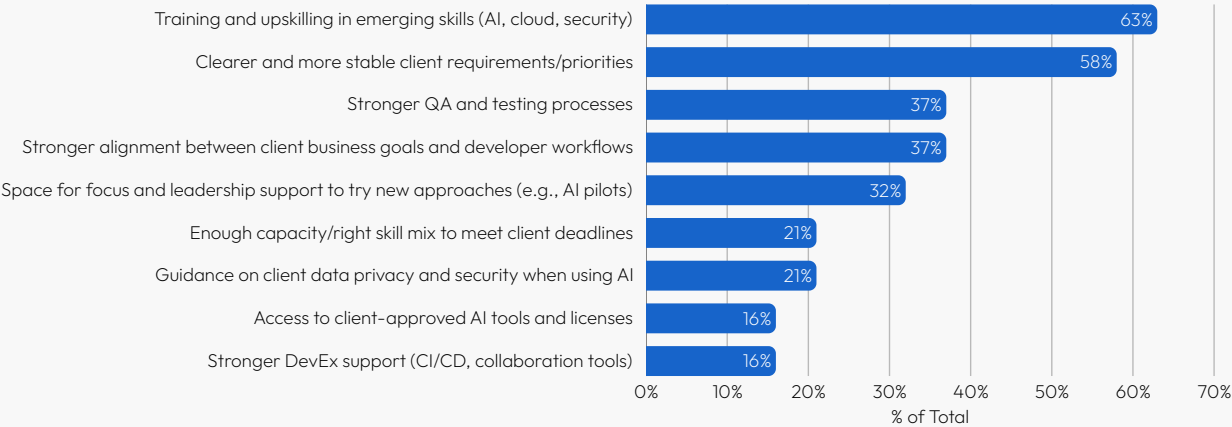
In 2026, where do you expect your client to face the biggest talent bottleneck?



Top 3 Talent Bottlenecks

- 1 AI/ML specialists | 42%
- 2 Data engineering | 16%
- 3 Prompt/AI application engineers | 11%

Where do you believe developers will need the most support in 2026? (Select up to 3)

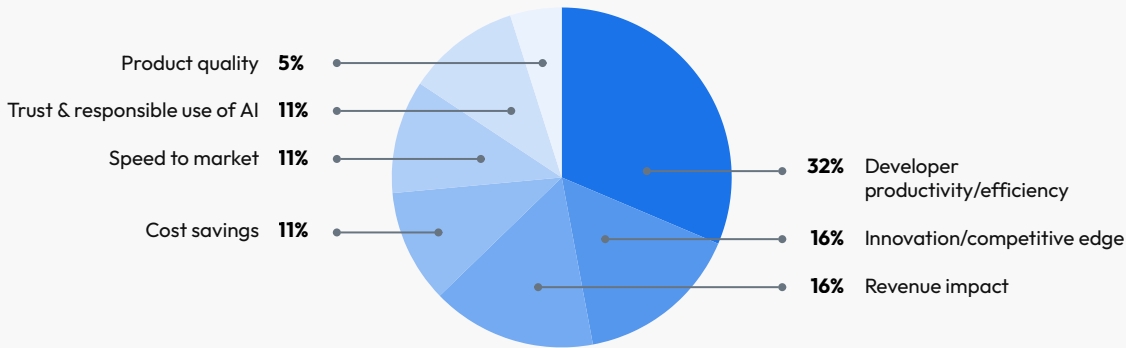


Top 3 Areas Where Developers Will Need Support in 2026

- 1 Training and upskilling in emerging skills (AI, cloud, security) | 63%
- 2 Clearer and more stable client requirements and priorities | 58%
- 3 Stronger QA and testing processes | 37%

AI ROI

When evaluating AI, which ROI metric matters most to your client? (Select one)

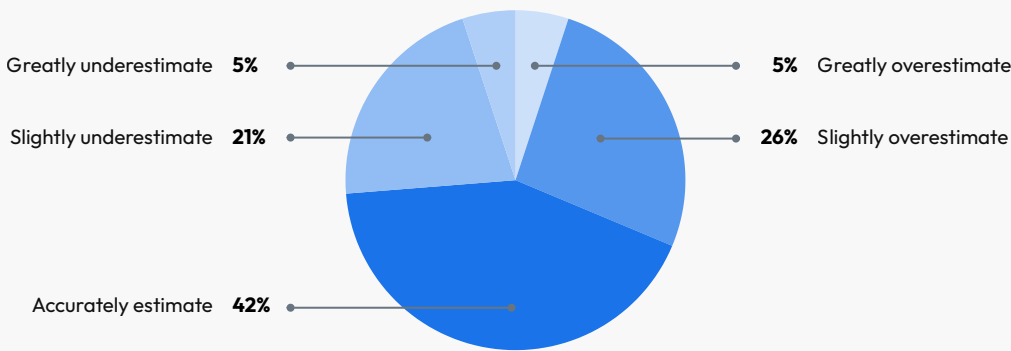


Top 3 Valuable AI ROI Metrics

- 1 Developer productivity/efficiency | 32%
- 2 Innovation / competitive edge | 16%
- 3 Revenue impact | 16%

AI Readiness

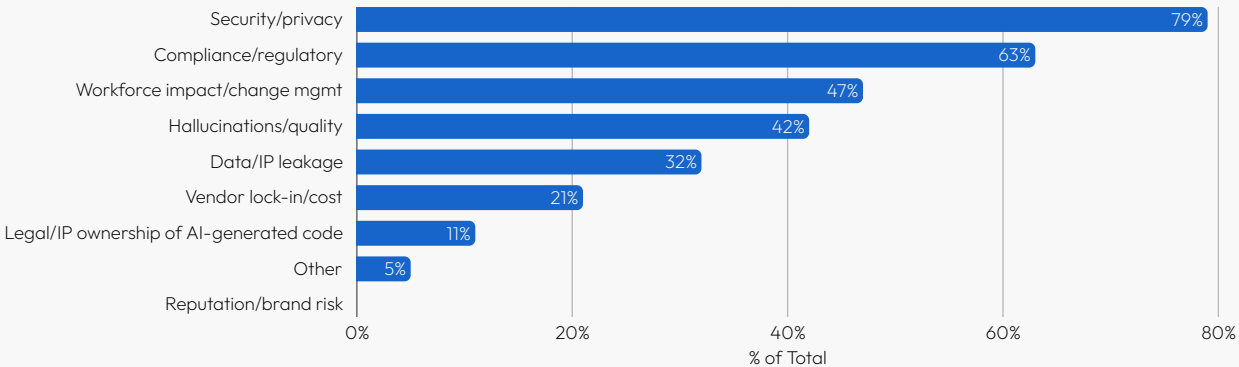
Do clients accurately assess their AI readiness?



42% of leaders assess their AI readiness accurately

AI Risks & Fears

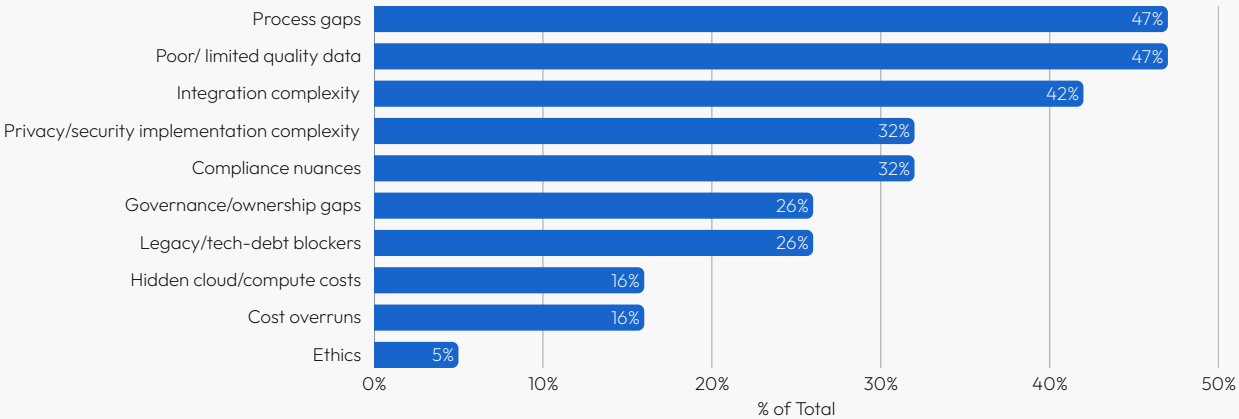
Select the top 3 stated worries about AI/new tech from your clients



Top 3 AI fears in Software Projects

- 1 Security/privacy | 79%
- 2 Compliance/regulatory | 63%
- 3 Workforce impact/change mgmt | 47%

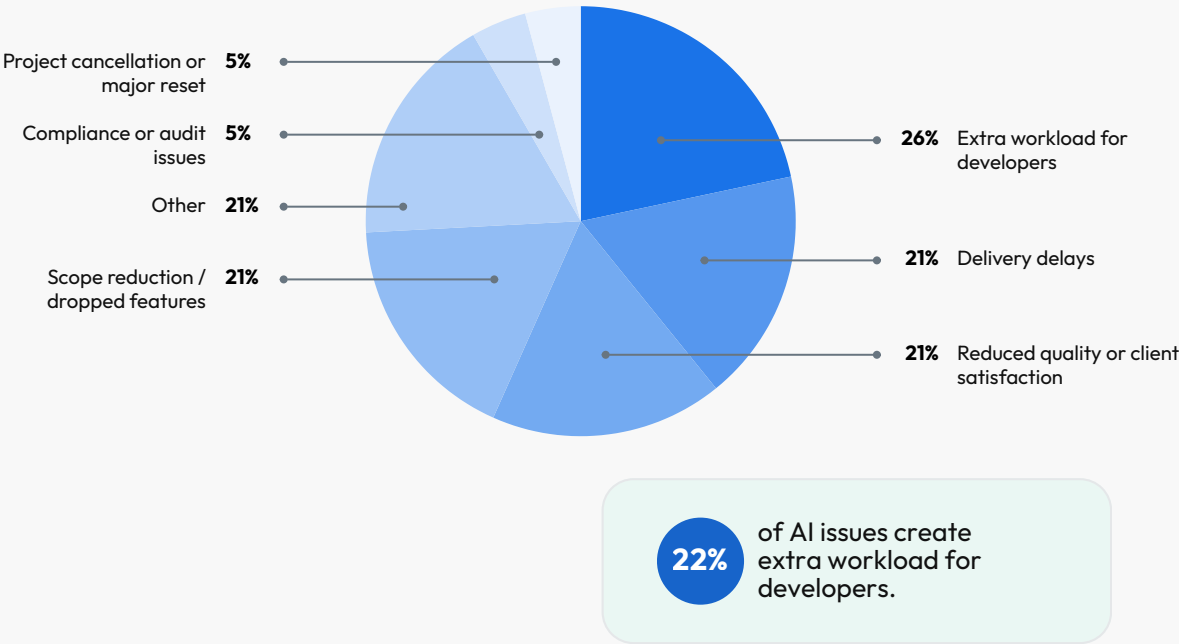
Select the top 3 risks clients usually discover later (post-kickoff):



Top 3 Risks Discover Post Kick-off

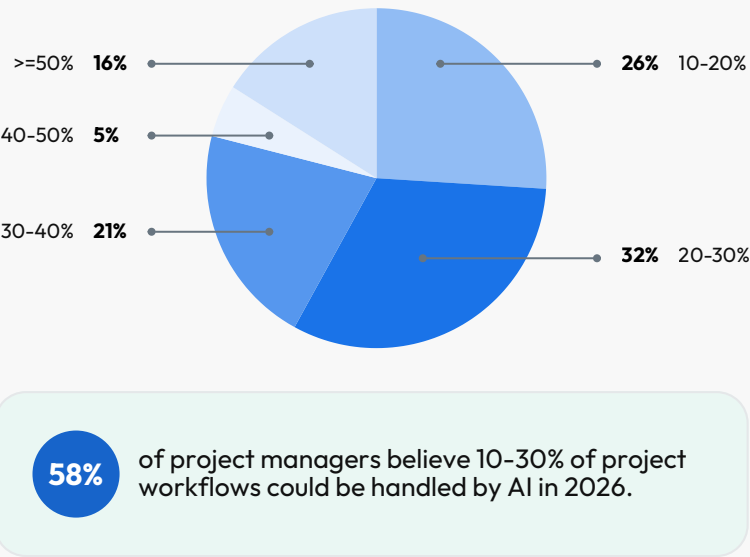
- 1 Process gaps | 47%
- 2 Poor/ limited quality data | 47%
- 3 Integration complexity | 42%

When these risks appeared, what was the main impact on the project?

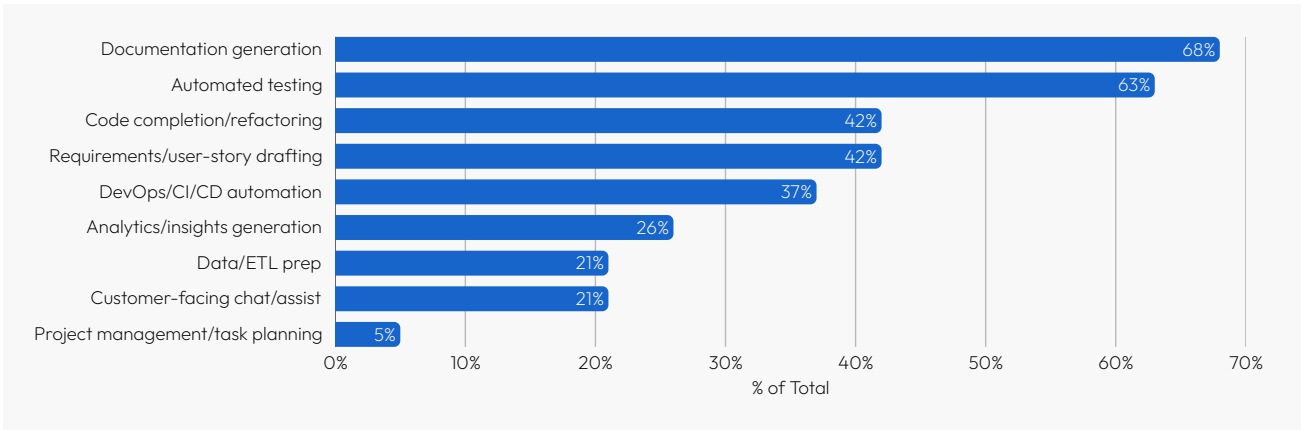


AI Workflow Potential

What percentage of clients' project workflows could be handled by AI in 2026? (0-100%)



Which workflows have the highest AI potential? (Select all that apply)

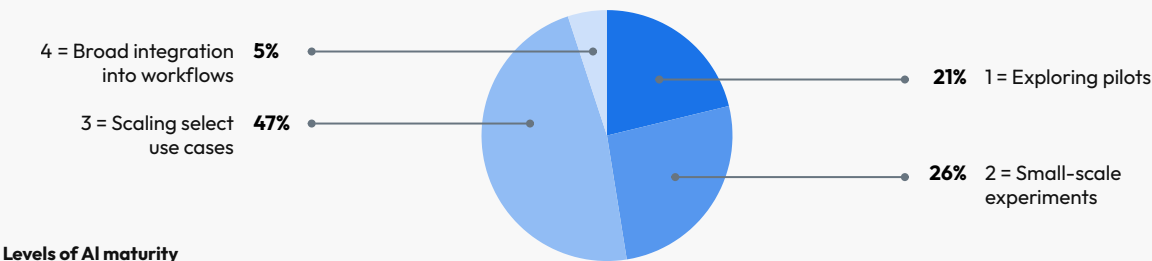


Top Workflows with Highest AI Potential

- 1 Documentation generation | 68%
- 2 Automated testing | 63%
- 3 Code completion / refactoring | 42%

AI Maturity Level

How would you rate your clients' AI maturity level?



Levels of AI maturity

- 1. Exploratory**
The organization is starting to explore AI with limited research and small-scale experiments, but no defined use cases.
- 2. Early Pilots**
AI pilots are underway in non-critical areas, with recognized potential but no formal strategy or consistent resourcing.
- 3. Structured Adoption**
Multiple use cases and pilots exist with a roadmap for expansion, though integration remains fragmented.
- 4. Scaled Adoption**
AI is embedded across business functions with governance, impact metrics, and cross-functional teams in place.
- 5. Strategic / Transformational**
AI sits at the core of the business strategy, fully integrated across areas and driving innovation through proprietary or specialized models.

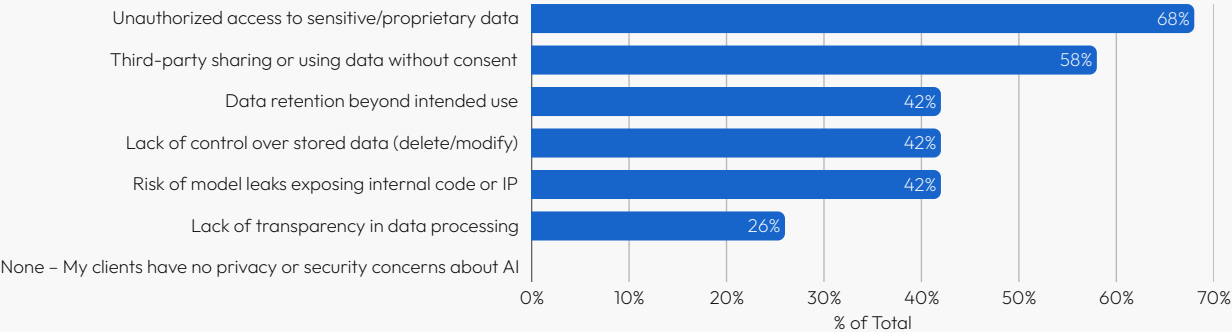
Average AI Maturity Level:

2.4 - Emerging Strategy

AI initiatives are moving beyond isolated pilots toward defined goals and partial integration in business operations. A formal strategy is taking shape, with growing executive sponsorship and early signs of measurable impact, but adoption remains uneven across teams and use cases.

AI Privacy Risks

Which of the following privacy or security risks are companies most concerned about when using AI tools? (Select up to three)

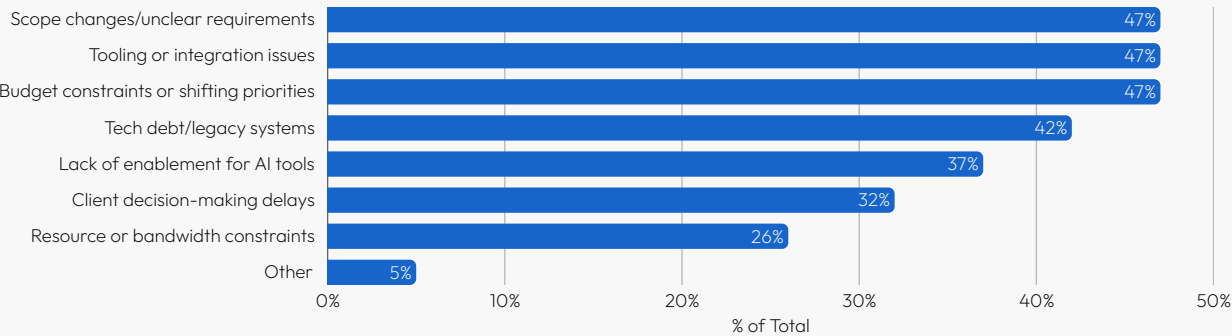


Top Privacy Risks When Using AI Tools

- 1 **Unauthorized access to sensitive/proprietary data** | 68%
- 2 **Third-party sharing or using data without consent** | 58%
- 3 **Data retention beyond intended use** | 42%

AI Implementation

What are the biggest challenges that can slow down the delivery of AI projects? (Select all that apply)



Top AI Implementation Challenges in Projects

- 1 **Scope changes/unclear requirements** | 47%
- 2 **Tooling or integration issues** | 47%
- 3 **Budget constraints or shifting priorities** | 47%