



ADDMORE SERVICES
Architectural, Engineering, and Construction
Professional and Technical Offshore Outsourcing

VENEZUELA REGION OVERVIEW



VENEZUELA | Latin America

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VENEZUELA AT A GLANCE

Venezuela is a Spanish-speaking country in northern South America with established urban centers, technical education institutions, and professionals across engineering, business, and other disciplines.

For ADDMORE, it is a potential market to assess for qualified remote professionals.

Official Name
Bolivarian Republic of Venezuela

Capital
Caracas

Population
Approximately 28.5 million

Primary Language
Spanish

Currency
Venezuelan bolívar (VES), with widespread use of the United States dollar (USD)

Time Zone
Venezuelan Standard Time (VET), Coordinated Universal Time minus four hours (UTC-4)

Potential talent centers:
Caracas, Valencia, Maracaibo, and Barquisimeto

Venezuela's economic volatility, currency fluctuations, infrastructure constraints, and international compliance requirements make careful assessment essential.



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WHY CONSIDER VENEZUELAN TALENT?

Venezuela may provide access to Spanish-speaking professionals with backgrounds in technical, engineering, administrative, and business support functions. Candidate availability and role suitability must be validated rather than assumed.

Consideration	Potential relevance
Language capability	Spanish-speaking professionals who may support regional communication and documentation.
Technical education	Candidates with backgrounds in architecture, engineering, information technology, and related disciplines.
Time-zone alignment	Working hours that can overlap with many North American and Latin American business schedules.
Remote-work potential	Selected roles may be performed remotely with suitable connectivity, equipment, and security.
Flexible resourcing	Candidates may be assessed for project-specific delivery, long-term embedded talent, or temporary staff augmentation, depending on the engagement model.

Potential Talent Centers

City	Potential sourcing focus
Caracas	Professional services, architecture, engineering, and business support.
Valencia	Industrial, engineering, and technical profiles.
Maracaibo	Engineering, industrial, and administrative professionals.
Barquisimeto	Technical and business support disciplines.



TALENT LANDSCAPE AND PRIORITY ROLES

Candidate selection should focus on technical competence, relevant experience, communication, and readiness for remote collaboration.

Talent category	Potential roles
Architectural, Building Information Modeling (BIM), and rendering	Architectural professionals, BIM managers and coordinators, BIM modelers and technicians, Revit specialists, AutoCAD draftspersons, 3D visualizers
Virtual Design and Construction (VDC)	VDC managers, clash detection specialists, Computer-Aided Design to BIM specialists, structural and Mechanical, Electrical, and Plumbing (MEP) BIM professionals
Preconstruction and cost	Estimators, quantity takeoff specialists, quantity surveyors, cost management professionals
Project delivery	Project coordinators, project managers, technical documentation specialists
Business and technology support	Data and integration engineers, automation specialists, artificial intelligence related roles, administrative and technical support professionals

Candidate assessment

1. Verify qualifications, experience, and portfolio quality.
2. Test software proficiency and technical knowledge.
3. Assess English-language capability where required.
4. Confirm compensation expectations and availability.
5. Validate internet access, backup power, equipment, and remote-work conditions.

Actual candidate availability and hiring difficulty should be established through a targeted market assessment.

LABOR, COMPLIANCE, AND OPERATING CONSIDERATIONS

Venezuela requires careful evaluation of employment obligations, payment arrangements, and operating conditions before a talent engagement begins.

Key areas to verify

- Employment contracts and worker classification
- Compensation, statutory benefits, and social contributions
- Working hours, overtime, and leave entitlements
- Termination requirements and applicable employment protections
- Tax obligations and permitted payment arrangements
- International sanctions and transaction restrictions
- Internet reliability, electricity availability, and data security

ADDMORE's approach

Obtain appropriate local legal and tax advice, verify payment feasibility, and establish the full cost of the proposed arrangement. Confirm that the intended employment or contracting pathway is available and appropriate for the actual working relationship. Proceed only when legal, commercial, technical, and operational requirements have been satisfied.



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ADDMORE: EXPERTS FOR PEOPLE & SOLUTIONS

SOLUTIONS

Project Specific Outsourcing

(With Follow the Sun, 8-Hour Advantage)

Designed for short-term needs, overflow work, and specialized tasks. ADDMORE supports defined scopes and agreed deliverables when your in-house team needs additional production capacity.

Typical service areas

- Quantity Takeoffs and Estimating
- BOQ/BOM
- BIM and Revit
- VDC
- Shop Drawings
- Cutting Lists
- Millwork, Joinery, Stone, and Tile
- FF&E
- 3D Modeling and Rendering
- Construction Documentation
- Planning, Scheduling, and Commercial Support.

PEOPLE

Professional Talent Outsourcing

(With Intelligent Resourcing)

Dedicated professional capability, from one person to a team or a combination of talent tiers, structured around the client's requirements.

Staff Augmentation (3 to 6 months)

For temporary capacity increases, skill gaps, or accelerated delivery, generally three to six months. Professionals work within the client's team, processes, and tools. The engagement pathway may be independent contractor or Contractor of Record (COR), subject to classification and local requirements.

Embedded Talent (6+ months)

For long-term engagements of six months or more. Professionals are aligned with the client's working style and embedded as an extension of the in-house team. Engaged through an Employer of Record (EOR) via an ADDMORE partner.

Talent tiers

- **Elite Talent:** Senior-level expertise for advanced design support, project management, estimating, quantity takeoffs, and BIM specialist work.
- **Core Talent:** Experienced technical and documentation professionals for consistent day-to-day delivery.
- **Smart Assist:** Task-focused support for data entry, scheduling, spreadsheet management, and related activities.

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Remote Talent Sourcing

ADDMORE connects businesses with qualified independent contractors across Architecture, Engineering, and Construction (AEC) professions and Business Technology specialties.

How It Works

- Define your requirements and preferred skills.
- ADDMORE sources and screens independent contractors against your needs.
- Review shortlisted professionals and select the right fit for your business.
- Engage the selected professional directly under agreed terms.

Transparent Sourcing Model

- One-time sourcing fee. No markup on the professional's hourly rate.
- ADDMORE can act as Contractor of Record (COR) for a separate monthly fee, subject to agreed terms and service availability.

Consultancy Services

ADDMORE provides consultancy services to help businesses strengthen project delivery, commercial performance, operational processes, and technology adoption.

Service Areas

- Owner Representation
- Contractor Oversight
- Project and Construction Management
- Quantity Surveying and Cost Consultancy
- Contract, Commercial, and Procurement Consultancy
- Building Information Modeling (BIM) and Virtual Design and Construction (VDC) Consultancy
- Business Development, Sales, and Operations
- Outsourcing Strategy
- Business Technology
- Artificial Intelligence (AI) and Process Improvement

Available in the USA only.



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VENEZUELA MARKET ASSESSMENT

Before engaging talent in Venezuela, ADDMORE recommends a structured assessment covering capability, infrastructure, compliance, and cost.

Market Assessment: Recommended Steps

- Assess the talent market in priority cities and disciplines.
- Validate technical capability through work samples, software tests, experience, and communication checks.
- Evaluate connectivity, backup power, equipment, and secure remote access.
- Review legal and commercial feasibility, sanctions, contracting structures, and payment channels.
- Calculate total engagement costs, including compensation, statutory obligations, administration, and continuity measures.
- Pilot a limited engagement and evaluate performance before expanding.

Decision Principle

Treat Venezuela as a potential sourcing market only where evidence demonstrates that suitable talent can be engaged reliably, lawfully, and commercially. Choose the service model based on the work relationship: defined deliverables for Project-Specific Outsourcing, long-term embedded capacity for POT/POU/POD, temporary internal-team capacity for POTSA, or direct engagement through Remote Talent Sourcing.





Quality Is Built Into the Delivery Model

ADDMORE's approach is designed to protect accuracy, accountability, and consistency across every assignment.

ADDMORE QUALITY ASSURANCE FRAMEWORK

Role-Based Recruitment

We recruit against the technical and operational requirements of your business, not generic job descriptions.

Defined Workflows

Teams work within your established templates, standards, software environment, and approval process.

Structured Communication

Clear reporting lines, agreed meeting cadence, project dashboards, and escalation procedures support reliable delivery.

Internal Quality Control

Work is reviewed against agreed deliverables, client standards, and technical requirements before submission where required.

Performance Management

We track responsiveness, accuracy, turnaround times, workload, and team performance to support continuous improvement.

Scalability and Continuity

ADDMORE supports succession planning, cross-training, and replacement processes to reduce disruption as your team grows.



WORKING HOURS AND GLOBAL COVERAGE

Venezuela operates on Venezuela Time (UTC-4) year-round. Its working day can provide useful live overlap with North American teams, while structured handovers can support markets farther east. Actual overlap varies by client location, agreed shift, and seasonal daylight-saving changes.

ADDMORE Key Market	Typical Time Difference From Venezuela	Practical Coverage
United States	Eastern: usually 0 to 1 hour behind; Central: usually 1 to 2 hours behind; Pacific: usually 3 to 4 hours behind. depending on the season and location.	Strong live overlap with many East Coast and Central teams. West Coast overlap depends on agreed working hours.
United Kingdom and Republic of Ireland	Usually 4 to 5 hours ahead.	Morning-to-midday overlap can support meetings and coordinated delivery.
United Arab Emirates	Usually 8 hours ahead.	Partial live overlap is possible, with planned handovers for work continuing across the day.
Kingdom of Saudi Arabia	Usually 7 hours ahead.	Partial live overlap is possible, supported by scheduled check-ins and clear handover notes.
Australia	Generally 12 to 15 hours ahead depending on the state or territory and daylight-saving period.	Limited same-day live overlap for many locations. Handover-based delivery and agreed shift adjustments are important.

ADDMORE Advantage

Working arrangements can be designed around client requirements, including standard Venezuelan working hours, adjusted shifts, defined live-overlap windows, and documented handovers. For long-term embedded teams, agree on core hours, meeting cadence, escalation paths, and coverage expectations during onboarding.



ADDMORE GLOBAL TALENT NETWORK

A Global Delivery Model, Strengthened by Venezuela

Venezuela expands ADDMORE's Latin American talent reach, supporting a global delivery model designed to connect clients with qualified professionals for architecture, engineering, construction, and specialist business requirements.

Headquarters

Las Vegas, Nevada, USA

Global Talent Hubs

Philippines
Latin America
South Africa
India
Sri Lanka

Key Markets Supported

United States
Canada
Australia
United Kingdom
Republic of Ireland
United Arab Emirates
Kingdom of Saudi Arabia
International AEC and specialist subcontractor markets

One Global Standard

Every ADDMORE team is built around client requirements, technical competence, communication, quality control, and long-term delivery value.



WHY ADDMORE FOR VENEZUELA?

Professional capability, embedded talent, and flexible delivery for architecture, engineering, construction, and development firms.

AEC Expertise

Access professional support for architectural documentation, Building Information Modeling (BIM), Revit production, project coordination, and related technical workflows.

Two Professional Talent Models

Choose long-term embedded Professional Offshore Talent, Unit or Division (POT, POU, or POD) arrangements, or Professional Offshore Talent Staff Augmentation (POTSA) for shorter-term capacity needs, subject to suitable legal and engagement structures.

Solutions for Project Peaks

Project-specific outsourcing can provide defined-scope support for overflow work, specialized tasks, quantity takeoffs, estimating and deliverables without requiring every need to become a long-term team arrangement.

Human-Led Intelligent Resourcing

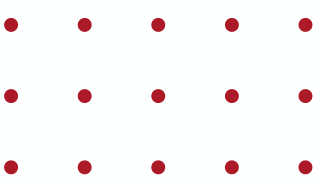
Talent matching considers role requirements, technical capability, communication, and fit with the client's workflows. The goal is an extension of the client's team, not transactional CV supply.

Quality, Continuity, and Integration

Agreed workflows, reporting lines, review processes, onboarding, and performance support help maintain consistency and visibility across delivery.

Global Delivery Flexibility

Venezuela's UTC-4 time zone can support useful overlap with many North American teams. Adjusted shifts and structured handovers can extend collaboration across ADDMORE's other key markets.





Build capacity. Protect quality. Deliver with confidence.

Las Vegas, Nevada, USA

Global Talent Hubs: Philippines | Latin America | South Africa | India | Sri Lanka

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