

Compensation

We think the best way to get (and retain) really good people is to treat them with respect, and pay them slightly above market. We are also aware that some places are *much cheaper to live in* than others, so depending on where you live, we might pay you a different amount. These numbers all assume full-time work.

\$7,000 per year: Argentina, Brazil, Colombia, Kenya, Peru

\$13,000 per year: Chile, Croatia, Hungary, Poland, Romania, Mexico

\$18,000 per year: Estonia, Lithuania, United States, other rich countries

I know that some places have particular cultural norms about pay. I have heard that in some places it is customary to pay double in certain months. We're not doing any of that. It's for the same reason we don't provide benefits: we really don't have the infrastructure or bandwidth, given our small size. The numbers above are the whole amount.

It's not easy to determine fair pay in foreign countries. If you think we've gotten a place's fair pay wrong, please let us know at jobs@littlecandlegames.com. We know that the number for Estonia, Lithuania and (especially) the United States is unusually low, and don't really expect to hire for this position in those countries. The number is mainly there because we've had some people in that group ask to be considered for the job.