runa

CUSTOMER PROFILE

CODERHOUSE

| | |
|---|---|
| **Location:** | MX, AR, CL, CO, PE |
| **Employees** | 310 employees |
| **Industry:** | Education |
| **Customer since:** | April 2022 |
| **Website:** | https://www.coderhouse.com |

See profile

## About Coderhouse

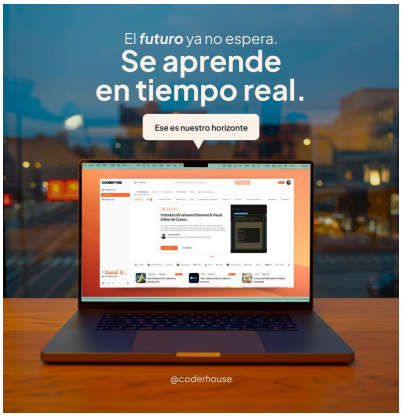
Coderhouse was founded in 2014 as an in person programming school. What started as a focused education project soon began to grow as demand for new digital skills increased across the region. With that growth, Coderhouse expanded its academic offering to include courses in digital marketing, web development, and other technology related areas. In 2019, the company took a major step by becoming the first 100% online and live school in Latin America, with a clear goal: “to bring accessible, high quality education to the entire region.” Today, Coderhouse has an educational platform with more than 60 courses and 20 career paths in areas such as Programming, Digital Marketing, Product, Data, Design, Investments, and Finance. It trains thousands of students across different countries and operates with internationally distributed teams. And this is where many companies can relate. Growing in several countries sounds great.

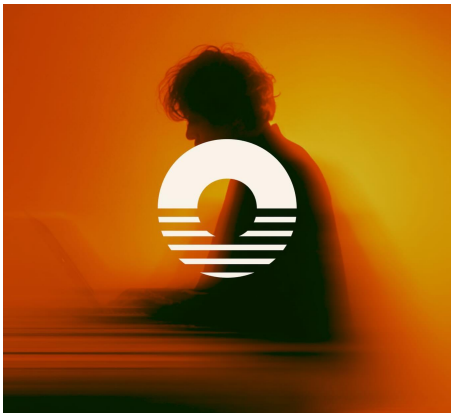
## What challenges did they find when managing payroll for their team in Mexico?

With the opening of Coderhouse Mexico in 2021, the team faced a completely new environment in terms of payroll, payments, and legal compliance. Without an internal specialist in Mexican payroll, important questions came up around calculations, government filings, and obligations before local authorities.









The priority was clear: “to operate correctly from the beginning and avoid errors that could affect both the team and the company.” For an international company, this kind of challenge is very common. What works in one country does not always work in another. Payroll has its own rhythm, its own rules, and its own fine print. Sometimes it feels less like a process and more like a board game where someone forgot to include the instructions.

> **We understood that payroll in Mexico is very different from payroll in Argentina, and that we needed expert guidance to do it right from day one**
>
> *- María Piczman, COO México, Coderhouse*

### How has Runa contributed to their payroll operation?

Runa’s payroll outsourcing service became a key ally for Coderhouse. Beyond running the calculations, Runa’s support helped the team understand the particularities of the Mexican legal framework and gain certainty that each process is carried out in compliance with the law. Today, Runa manages payroll calculation and all related accounting information. Meanwhile, the Coderhouse team only sends incidents and specific requests, such as severance payments, for processing. That change made the operation much simpler. No endless back and forth. No guessing what applies in Mexico. No feeling like the team has to become payroll experts overnight. This has reduced the administrative workload and allowed Coderhouse to keep clear and organized control from Argentina. For international teams, that kind of clarity makes all the difference. Less friction. Fewer doubts. More control. And, above all, fewer moments where someone has to stare at a spreadsheet like it personally offended them.

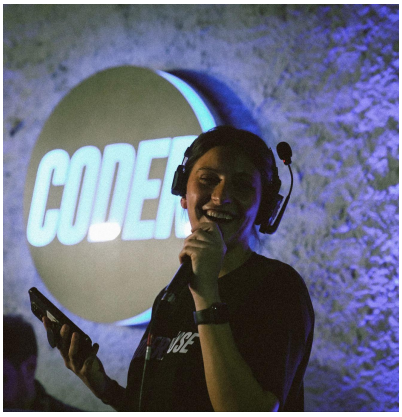
> **Since we launched operations in Mexico, we knew we needed an expert partner to help us comply with the law and understand the particularities of local payroll. With Runa, we found that support.**
>
> *- María Piczman, COO México, Coderhouse*

### Why did they decide to work with Runa?

Coderhouse chose Runa because of the trust created by its expert guidance and the close, personalized follow up from the team. The ability to manage and supervise Mexican payroll from another country, with the peace of mind that it is being processed correctly, was a key factor in the decision. Runa did not only solve payroll execution. It also became a strategic partner for Coderhouse. A partner that helps the company focus on its educational mission, expand into new markets, and operate in Mexico with security, compliance, and full administrative peace of mind. For a company growing across borders, that matters a lot. Because at the end of the day, international growth should not mean turning operations into a pile of stress with a passport. It should mean being able to grow with the right support, clear processes, and enough confidence to move forward without payroll becoming the thing everyone avoids talking about in the meeting.












## See public reviews on Runa

| 4.9/5.0 | 4.9/5.0 | 4.9/5.0 |
|---|---|---|
| ★★★★★ | ★★★★★ | ★★★★★ |
| CAPTERRA | SOFTWARE ADVICE | G2 |
| See reviews | See reviews | See reviews |

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