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The Scrum Master Career Path

**From First Certificate to Agile Leader
– with salaries & stats!**



1) First Step

(0–2 years experience)

With an CSM, you take on the full role within one team:

- ✓ Facilitate daily standups
- ✓ Support sprint planning
- ✓ Remove small blockers & build team dynamics

 **Salary in Serbia:** €1,000–1,500 net

 Demand for **entry-level Scrum Masters** is expected to grow by 37.9% in the next decade!



This is your chance to step into the Agile world and build a career **from scratch**.



2) Junior Scrum Master (1–3 years experience)

Immediately after your A-CSM certification, you can:

- ✓ Lead retrospectives
- ✓ Coach the Product Owner
- ✓ Use tools like Jira to measure velocity



Salary in Serbia: €1,500–2,200 net



Goal: Develop coaching skills and help your team increase productivity by 20–30%!



In this phase, you truly become the “**team’s protector.**”



3) Experienced Scrum Master (3–5 years experience)

With CSP-SM, you're leading 2–3 teams and helping companies connect Agile with business goals:

 **Salary in Serbia:** €2,200–3,000 net

 **Goal:** Become an expert in organizational change – transforming how companies work!



At this stage, your impact goes beyond the team and expands to the **entire organization**



4) Senior & Beyond (5+ years experience)

Senior Scrum Master or Agile Coach → here's where real transformation begins:

- ✓ Coaching leaders & top management
- ✓ Leading Agile transformations
- ✓ Working as a consultant or running a CoE (Center of Excellence)

 **Salary in Serbia:** €3,000–4,500+ net (senior), and as Agile Transformation Director or consultant – €6,000+

 **Goal:** Become a strategic leader driving cultural change across the company!



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**The journey starts with a
single step.**

READY?