

AI Governance Career Pathways Map

Type: Career Development Guide | Audience: AI Professionals, HR, Career Planners

1. Career Progression Framework

Level	Roles	Experience	Salary Range (USD)
Executive	Chief AI Ethics Officer, VP AI Governance, Head of Responsible AI	10+ years	\$250K - \$400K+
Senior	Senior AI Ethics Consultant, AI Governance Lead, Principal AI Policy Advisor	7-10 years	\$150K - \$250K
Mid-Level	AI Ethics Officer, AI Compliance Manager, AI Risk Manager, AI Policy Analyst	3-7 years	\$100K - \$150K
Entry	AI Ethics Analyst, AI Governance Coordinator, Junior Compliance Specialist	0-3 years	\$65K - \$100K

2. Skills Development Matrix

Skill Category	Entry	Mid	Senior	Executive
AI/ML Technical	Basic	Intermediate	Advanced	Strategic
Ethics Theory	Foundational	Applied	Expert	Thought Leader
Regulatory Knowledge	Awareness	Proficient	Specialist	Strategist
Risk Assessment	Basic	Practitioner	Lead	Enterprise
Stakeholder Mgmt	Team-level	Cross-functional	Executive	Board-level

3. Certifications & Qualifications

Certification	Provider	Focus	Level
AI Governance Professional	IAPP	Privacy + AI governance	Mid-Senior
CertifAIEd Assessor	IEEE	Ethics assessment	Mid-Senior
AI Auditor	ISACA	AI audit and assurance	Senior
ISO 42001 Lead Implementer	Various	AI management systems	Mid-Senior
CIPP/E + AI Module	IAPP	Privacy + EU AI Act	Entry-Mid

4. Common Career Transition Paths

From	To AI Governance Role	Key Skills to Develop
Data Science/ML Engineer	AI Ethics Officer	Ethics theory, policy writing, stakeholder communication
Compliance/Legal	AI Compliance Manager	AI/ML basics, technical risk assessment
Risk Management	AI Risk Manager	AI-specific risks, model validation
Policy/Public Affairs	AI Policy Analyst	Technical AI literacy, regulatory mapping
Privacy Professional	AI Privacy Lead	AI data practices, PETs, model privacy

5. Personal Development Plan Template

Current Role: _____ **Target Role:** _____

Skills Gap Assessment:

- ☐ Technical AI/ML knowledge: Current level _____ Target level _____
- ☐ Ethics/governance expertise: Current level _____ Target level _____
- ☐ Regulatory knowledge: Current level _____ Target level _____
- ☐ Leadership/stakeholder mgmt: Current level _____ Target level _____

6-Month Action Plan:

- ☐ Complete certification: _____
- ☐ Build portfolio project: _____
- ☐ Network: Attend _____ events, connect with _____ professionals
- ☐ Seek mentorship from: _____

Name: _____ **Date:** _____