

CAREER ROADMAP

AI Governance Manager Career Guide

The professional roadmap for responsible AI leadership: what an AI Governance Manager does, the knowledge areas, skills, certifications, career progression, and a first-90-days plan.

IN THIS ROADMAP

- Overview
- Why This Role Matters
- Primary Responsibilities
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A free career roadmap from GRC Careers · AGJ, the AI governance job board

Read the latest version, and browse live AI Governance jobs, at ai-governance-jobs.com/ai-governance-career-guides/ai-governance-manager-career-guide

OVERVIEW

Artificial intelligence is reshaping every industry, but organizations are discovering that successful AI adoption requires more than cutting-edge technology. It requires governance.

The AI Governance Manager is responsible for ensuring AI systems are developed, deployed, and monitored responsibly while balancing innovation, regulatory compliance, business value, and organizational risk. Working across legal, compliance, cybersecurity, privacy, internal audit, data science, and executive leadership, AI Governance Managers establish the frameworks that allow organizations to embrace AI with confidence.

As global AI regulations expand and boards demand stronger oversight, this role has become one of the fastest-growing careers in governance, risk, and compliance (GRC).

WHY THIS ROLE MATTERS

Organizations are asking questions they have never had to answer before:

- Can we trust AI-generated decisions?
- Are our AI systems compliant with emerging regulations?
- How do we document AI use?
- Who owns AI risk?
- How do we monitor AI after deployment?
- How do we govern hundreds of AI tools used by employees?

The AI Governance Manager helps answer every one of these questions.

PRIMARY RESPONSIBILITIES

Build the Governance Program

- Develop AI governance frameworks
- Create AI policies and standards
- Establish governance committees
- Define AI approval processes
- Maintain AI inventories

Manage AI Risk

- Conduct AI risk assessments
- Develop AI risk registers
- Evaluate model risk
- Assess third-party AI vendors
- Monitor emerging AI threats

Regulatory Compliance

- Monitor AI legislation
- Align governance with regulatory requirements
- Support compliance initiatives
- Coordinate internal audits
- Prepare executive reporting

Operational Oversight

- Review new AI use cases
- Measure governance effectiveness
- Track AI performance metrics
- Improve governance processes
- Promote responsible AI practices

KNOWLEDGE AREAS

AI Governance

- Responsible AI
- AI governance frameworks
- AI lifecycle management
- AI inventories
- Human oversight
- AI documentation

Risk Management

- Enterprise Risk Management
- AI risk assessments
- Model risk
- Vendor risk
- Operational risk
- Scenario analysis

Compliance

- Regulatory compliance
- Privacy
- Internal controls
- Policy management
- Audit readiness
- Governance reporting

Technology

- Generative AI
- Large Language Models
- Machine Learning basics
- Data governance
- Cybersecurity
- Cloud computing fundamentals

ESSENTIAL SKILLS

Leadership Skills

- Executive communication
- Strategic thinking
- Change management
- Project leadership

- Stakeholder engagement
- Cross-functional collaboration

Technical Skills

- AI fundamentals
- Data governance
- Risk analysis
- Control design
- Policy development
- Governance documentation

Business Skills

- Business process analysis
- Regulatory interpretation
- Decision-making
- Problem solving
- Presentation skills
- Organizational influence

CERTIFICATIONS THAT ADD VALUE

AI Governance

- Artificial Intelligence Governance Professional (AIGP)

Governance and Risk

- CRISC
- CISA
- CGEIT

Privacy

- CIPM
- CIPP

Security and Standards

- CISSP
- ISO/IEC 42001 Lead Implementer
- ISO/IEC 42001 Lead Auditor

TOOLS YOU'LL USE

- Microsoft Copilot
- ChatGPT
- Claude
- Perplexity
- Microsoft Purview
- ServiceNow GRC
- Archer
- OneTrust
- Jira
- Confluence

- SharePoint
- Power BI

INDUSTRIES HIRING

- Financial Services
- Healthcare
- Insurance
- Government
- Defense
- Technology
- Manufacturing
- Energy
- Retail
- Pharmaceuticals
- Higher Education
- Consulting
- Nonprofits

CAREER PROGRESSION

1. Business Analyst
2. Governance Analyst
3. AI Governance Analyst
4. AI Risk Specialist
5. AI Governance Manager
6. Senior Manager
7. Director of AI Governance
8. Head of AI Governance
9. Chief AI Officer

TYPICAL PROJECTS

- Building the organization's first AI governance program
- Creating an enterprise AI inventory
- Developing AI acceptable use policies
- Establishing AI approval workflows
- Implementing AI risk assessments
- Reviewing AI vendor contracts
- Preparing for AI regulatory audits
- Developing executive dashboards
- Designing governance metrics
- Training employees on responsible AI

YOUR FIRST 90 DAYS

Month One

- Learn the business

- Meet stakeholders
- Review governance documentation
- Identify AI systems already in use

Month Two

- Build or validate the AI inventory
- Assess AI risks
- Review policies
- Evaluate governance maturity

Month Three

- Recommend improvements
- Develop governance roadmap
- Present findings to leadership
- Launch governance initiatives

RESUME KEYWORDS

Recruiters often search for: AI Governance, Responsible AI, AI Risk Management, AI Policy, AI Compliance, AI Inventory, AI Framework, AI Controls, AI Ethics, AI Assurance, AI Risk Assessment, Enterprise Risk, Governance Framework, Third-Party Risk, and Regulatory Compliance.

FUTURE OUTLOOK

Few careers are expanding as rapidly as AI governance. Organizations across every sector are investing in professionals who can bridge technology, governance, legal, risk, compliance, and executive leadership. As AI regulations mature and enterprise adoption accelerates, AI Governance Managers will play a central role in shaping how organizations innovate safely, earn stakeholder trust, and deliver long-term business value.

For professionals with backgrounds in governance, risk management, compliance, privacy, cybersecurity, internal audit, or technology, this role offers a compelling path into one of the most strategic leadership disciplines of the AI era.

Ready to make the move? Browse current [AI governance roles](#), explore more [career guides](#), and read our [AI governance insights](#).

FREQUENTLY ASKED QUESTIONS

What does an AI Governance Manager do?

An AI Governance Manager oversees the organization's AI governance program, developing the policies, standards, and oversight processes that let the organization innovate with AI while managing risks across technology, risk, compliance, legal, privacy, and cybersecurity.

What certifications does an AI Governance Manager need?

The AIGP (Artificial Intelligence Governance Professional) is the core AI governance credential, complemented by CRISC and CISA for governance and risk, CIPM for privacy, CISSP for security, and ISO/IEC 42001 Lead Implementer or Lead Auditor for AI management systems.

What is the career path to AI Governance Manager?

A common path runs Governance Analyst, AI Governance Analyst, AI Risk Analyst, AI Governance Specialist, and then AI Governance Manager, advancing to Director or Head of AI Governance, Chief AI Officer, or Chief Risk Officer.

Which industries hire AI Governance Managers?

Financial services, healthcare, insurance, technology, government, defense, manufacturing, energy, retail, higher education, life sciences, nonprofits, and consulting are all building AI governance programs and hiring for this role.

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