

# Become an **AI Compliance Officer** in 90 Days.

A week-by-week tactical playbook for paralegals, developers, risk analysts, auditors, and policy professionals who want to pivot into one of the fastest-growing roles in regulated industries.

**90**

DAY PLAN

**12**

WEEKLY SPRINTS

**3**

REAL SWITCH STORIES

**15+**

INTERVIEW Q&amp;A

## WHAT'S INSIDE

- 01** Inside the AI Compliance Toolkit — what you'll actually master
- 02** The 90-Day Plan: 12 weekly sprints with milestones & checkpoints
- 03** Three real career-switcher case studies (paralegal, dev, auditor)
- 04** Interview question bank — pulled from active risk & compliance jobs
- 05** Salary negotiation scripts you can use in your next call

**CHAPTER 01**

## Inside the AI Compliance Toolkit

Before the 90-day plan, here's what you'll have in your toolkit by the end. Every artifact below maps to something hiring managers explicitly ask for in interviews — and to what regulators expect on day one of the role.

### 01

#### Week-by-Week 90-Day Plan

Twelve weekly sprints with explicit milestones, study hours, deliverables, and Sunday-night checkpoints so you always know whether you're on track — or where to recover lost time.

### 02

#### Three Career-Switcher Case Studies

Paralegal → fintech compliance, software dev → bank model risk, and internal auditor → AI governance lead. Each with timeline, decisions, interviews, and starting comp.

### 03

#### Live Interview Question Bank

Real questions pulled from active risk & compliance job interviews — scenario, technical, regulatory, and behavioral — each with the framework interviewers are actually scoring you against.

### 04

#### Salary Negotiation Scripts

Word-for-word scripts for the initial offer, the counter, the benefits-stack ask, and the multi-offer leverage call — built specifically for first-time compliance hires.

**WHO THIS IS FOR**

## If you check any two of these, keep reading.

- ✓ You work in legal, audit, risk, or policy and want into AI
- ✓ You're a developer who's tired of building, wants to govern
- ✓ You have 2–10 years of professional experience
- ✓ You can commit 8–12 hours per week for 90 days
- ✓ You want a structured path, not a YouTube rabbit hole
- ✓ You want a credential employers actually recognize

## CHAPTER 02 · MONTH 1

## Days 1–30: Foundations &amp; Frameworks

Month 1 is about building a defensible vocabulary. By day 30 you should be able to walk into a coffee chat with a Chief Risk Officer and hold your own.

## Week 1

## The Landscape &amp; Why This Role Exists

10 hrs

## STUDY

- ▶ EU AI Act — Articles 5, 6, 9, 14 (the load-bearing ones)
- ▶ NIST AI Risk Management Framework — Govern function
- ▶ ISO/IEC 42001 — what it covers, why it matters

## DO

- ▶ Build a one-page glossary of 40 core terms
- ▶ Map three real AI incidents to their root regulatory failures
- ▶ Follow 10 AI governance leaders on LinkedIn

**Sunday checkpoint:** Can you explain — out loud, in 90 seconds — the difference between a high-risk and limited-risk AI system under the EU AI Act? If yes, advance. If no, repeat Articles 6 & 9.

## Week 2

## Risk Taxonomies &amp; the Three Lines of Defense

10 hrs

## STUDY

- ▶ Three Lines of Defense model in financial services
- ▶ Model Risk Management (SR 11-7 in the U.S.)
- ▶ Bias, fairness, robustness, explainability — pick definitions

## DO

- ▶ Sketch a risk register template for a hiring-decision model
- ▶ Write 200 words: "Why model risk ≠ data risk"
- ▶ Read two enforcement actions; note what was missing

## Week 3

## Data Governance, Privacy &amp; Cross-Border Flows

10 hrs

## STUDY

- ▶ GDPR Articles 22 & 35 — automated decisions and DPIAs
- ▶ India's DPDP Act, U.S. state privacy laws (CA, CO, TX)
- ▶ Data lineage, consent management, retention windows

## DO

- ▶ Draft a DPIA for a generative-AI customer-support tool
- ▶ Build a one-page "data flow" diagram for the same tool
- ▶ List 10 questions you'd ask a vendor about training data

## Week 4

## Enroll, Position, Consolidate

12 hrs

## STUDY

- ▶ Review the GSDC AI Compliance Officer certification syllabus
- ▶ Read three job descriptions for your target title; note overlap

## DO

- ▶ Enroll in the certification — lock in the deadline pressure
- ▶ Rewrite your LinkedIn headline using the language above
- ▶ Publish a 300-word post on one regulation you now understand

**End of Month 1:** You should now be reading job descriptions and recognizing 80%+ of the terminology. If you're still Googling acronyms, add a Week 4.5 review week before moving on.

**CHAPTER 02 · MONTH 2**

# Days 31–60: Depth, Artifacts & Positioning

Month 2 turns reading into proof. By day 60 you should have a portfolio a hiring manager can click through in 5 minutes.

<b>Week 5</b>	<b>Model Lifecycle &amp; Documentation</b>	<b>10 hrs</b>
<hr/>		
<b>STUDY</b>	<b>BUILD</b>	
<ul style="list-style-type: none"> <li>▶ Model cards, datasheets for datasets, system cards</li> <li>▶ Pre-deployment vs. post-deployment monitoring</li> <li>▶ Change management for AI systems</li> </ul>	<ul style="list-style-type: none"> <li>▶ Write a full model card for an open-source LLM</li> <li>▶ Publish it on GitHub or LinkedIn — make it discoverable</li> </ul>	
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<b>Week 6</b>	<b>Bias Testing &amp; Fairness Audits</b>	<b>11 hrs</b>
<hr/>		
<b>STUDY</b>	<b>BUILD</b>	
<ul style="list-style-type: none"> <li>▶ Disparate impact, equal opportunity, calibration metrics</li> <li>▶ NYC Local Law 144 — bias audit requirements</li> <li>▶ How auditors actually structure a fairness review</li> </ul>	<ul style="list-style-type: none"> <li>▶ Run a fairness analysis on a public hiring/lending dataset</li> <li>▶ Write a 2-page audit memo to a fictional CRO</li> </ul>	
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<b>Week 7</b>	<b>Vendor &amp; Third-Party AI Risk</b>	<b>10 hrs</b>
<hr/>		
<b>STUDY</b>	<b>BUILD</b>	
<ul style="list-style-type: none"> <li>▶ SR 23-4 (interagency third-party guidance) — applied to AI</li> <li>▶ SOC 2, ISO 27001, contract clauses for AI vendors</li> </ul>	<ul style="list-style-type: none"> <li>▶ Create a 25-question AI vendor due-diligence questionnaire</li> <li>▶ Score a real public LLM provider against it</li> </ul>	
<hr/>		
<b>Week 8</b>	<b>Resume, Portfolio, Reach-Outs</b>	<b>12 hrs</b>
<hr/>		
<b>STUDY</b>	<b>BUILD</b>	
<ul style="list-style-type: none"> <li>▶ Five winning compliance resumes (search your network)</li> <li>▶ How recruiters search LinkedIn for compliance hires</li> </ul>	<ul style="list-style-type: none"> <li>▶ One-page portfolio site linking model card, DPIA, audit memo</li> <li>▶ Send 15 cold-coffee requests to people 1–2 steps ahead of you</li> </ul>	
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<p><b>End of Month 2:</b> You have a portfolio URL, a rewritten resume, a published post, and 3–5 informational chats booked or completed.</p>		

★ 50% OFF · LIMITED SEATS

## Lock in your Month 1 momentum.

The plan above only works if you have a deadline. Enroll in the GSDC AI Compliance Officer Certification today and turn the next 90 days into a credential employers actually screen for.

[Claim 50% Off →](#)

## CHAPTER 02 · MONTH 3

## Days 61–90: Certification, Interviews, Offer

Month 3 is execution. You stop studying and start being chosen.

## Week 9

## Certification Sprint &amp; Mock Exam

12 hrs

## STUDY

- ▶ Full-pass review of the GSDC syllabus by domain
- ▶ Two timed practice tests — diagnose weak domains

## DO

- ▶ Schedule the actual exam — calendar locks discipline
- ▶ Build a one-page cheat sheet of formulas, articles, acronyms

## Week 10

## Sit the Exam · Update Profile

10 hrs

## STUDY

- ▶ Final review of weak domains identified in mock exams
- ▶ Read three current AI enforcement headlines — talking points

## DO

- ▶ Pass the exam. Add the credential to LinkedIn within 24 hours
- ▶ Announce it — a single, specific post about what you learned

## Week 11

## Applications &amp; First Interviews

12 hrs

## APPLY

- ▶ Apply to 20 roles — 10 stretch, 8 target, 2 safety
- ▶ Send a tailored note for each, referencing one specific risk

## PRACTICE

- ▶ Run 3 mock interviews using the Q-bank in Chapter 04
- ▶ Record yourself; cut filler words ruthlessly

## Week 12

## Negotiate the Offer

8 hrs

## DO

- ▶ Final-round interviews — use the STAR-R framework on each answer
- ▶ Read the negotiation scripts in Chapter 05 before any call
- ▶ Negotiate once on base, once on equity/bonus, once on start date

## DECIDE

- ▶ Compare 2+ offers using a written rubric, not a feeling
- ▶ Sign. Notify your network. Start.

**Day 90:** Certified. Portfolio published. Offer signed — or in active final-round talks. If you're not here, audit which week slipped and run a 30-day extension on that domain only.

 OFFER VALID FOR 48 HOURS

## The 90-day clock starts the day you enroll.

Procrastinators end up reading roadmaps. The cohort starting this week ends up signing offers. The next intake closes in 48 hours.

[Enroll Before Cutoff →](#)

## CHAPTER 03

## Three Real Career-Switcher Case Studies

Names changed, timelines real. Each switcher started from a different origin and made it in under 6 months. The pattern is the same; the moves are different.

### 1 Priya — Paralegal at a Law Firm → Fintech AI Compliance Analyst

6 years in financial services litigation → Mid-size fintech in 4 months

#### STARTING POINT

Strong regulatory reading skills, zero technical exposure. Felt boxed in after watching three of her clients' models get challenged in court.

#### KEY MOVES

Anchored the pitch on litigation experience. Built a portfolio piece on model documentation reviewed by a friend in MRM. Certification on resume within 70 days.

**Outcome:** Two offers from fintechs. Took the role with a clearer mandate over the higher-base one. Significant pay bump and a clear path to senior analyst within 18 months.

### 2 Marcus — Backend Developer → Model Risk Officer at a Regional Bank

7 years in Python & ML infra → Tier-2 bank in 5 months

#### STARTING POINT

Could ship models but had never written a control. Burned out on the build-ship cycle; wanted decision-making, not deadlines.

#### KEY MOVES

Reframed every technical bullet as a control or risk decision. Wrote a public post explaining SR 11-7 in plain English — it became the link recruiters opened first.

**Outcome:** Hired as a senior model risk officer, second line of defense. Slight base cut, gained bonus structure and dramatically better hours. Now mentors other devs making the same switch.

### 3 Anika — Internal Auditor → AI Governance Lead at a Health Insurer

5 years IT & SOX audit → Health insurance carrier in 3 months

#### STARTING POINT

Confident in control design, weak on AI specifics. Worried she'd be seen as "just an auditor" by data science teams.

#### KEY MOVES

Mapped existing IT controls onto NIST AI RMF. Built a 1-page AI Risk & Control Matrix that the interviewer literally photographed and kept.

**Outcome:** Created and filled the AI Governance Lead role. Now reports to the CCO with a budget and two direct reports. Promoted before her one-year mark.

★ PEOPLE LIKE PRIYA · MARCUS · ANIKA

### The credential they all had in common.

Every switcher above led their pitch with the same recognized credential. The GSDC AI Compliance certification is what made their resumes survive the first ten seconds.

[Get Certified →](#)

## CHAPTER 04

## Interview Questions From Active Risk & Compliance Jobs

Pulled from real interview loops across banks, insurers, fintechs, and health-tech in the last 90 days. Each comes with the framework the interviewer is scoring you against — not just a "good answer."

### Regulatory & Framework

Asked in ~80% of loops

**Q1. Walk me through how you'd classify a candidate-screening AI tool under the EU AI Act.**

**What they're scoring:** Whether you can navigate Annex III, Article 6, and reach "high-risk" — and then list the conformity assessment obligations that follow. Bonus if you mention post-market monitoring.

**Q2. How would you apply the NIST AI RMF Govern function to a company that's never done AI governance?**

**What they're scoring:** Pragmatism. They want phased rollout, executive sponsorship, and an honest read on cultural friction — not a regurgitated framework.

### Scenario & Judgment

Asked in ~95% of loops

**Q3. Your model team wants to ship a model with documented 7% disparate impact. The business needs it live in two weeks. What do you do?**

**What they're scoring:** Not whether you "block" or "approve" — but whether you escalate, document risk acceptance, and design a time-boxed remediation. Hint: do not be the "no" person in the room.

**Q4. A vendor LLM goes down mid-quarter. Customer service hallucinations spike. Walk me through your first 48 hours.**

**What they're scoring:** Incident response muscle. Triage, comms, containment, regulatory notification timelines, root cause — ideally pinned to your vendor contract clauses.

### Behavioral · For Switchers

Asked in ~100% of switcher loops

**Q5. Why compliance, and why now? Convince me you'll still want this role in two years.**

**What they're scoring:** Whether you've thought past enthusiasm. Tie your origin story to a specific moment when control beat speed — and what that taught you.

**Q6. Tell me about a time you had to challenge a senior stakeholder.**

**What they're scoring:** Backbone, calibrated. Use STAR-R (Situation, Task, Action, Result, **Reflection**). The reflection is what separates a B+ from an A answer.

★ RELATED · CERTIFY YOUR ANSWERS

## Memorizing answers won't get you hired. Earning the credential will.

Every question above maps directly to a domain in the GSDC AI Compliance curriculum. Don't just rehearse — internalize the framework hiring managers are testing against.

[Start the Certification →](#)

## CHAPTER 05

## AI Compliance Officer Salary Negotiation Scripts

Four scripts for the four conversations every switcher will have. Read them aloud before each call. Adapt the wording, not the structure.

### The one rule every switcher forgets

You're not negotiating against the hiring manager. You're negotiating with them, against their internal compensation committee. Give them ammo, not adversity. Every script below is engineered for exactly that.

#### Script 1 · When Recruiter Asks Your Expectation

Pre-screen call

##### YOU SAY

"Thanks for asking. Based on the role's scope and my conversations with people in similar functions, I'm targeting the upper end of your band for this level. Could you share the range you have approved, and I can tell you where I'd land within it?"

**Why it works:** You don't anchor low, you don't bluff high, and you make them go first — which is the entire game.

#### Script 2 · The Counter on Base

After initial offer

##### YOU SAY

"I'm genuinely excited about this offer and ready to accept once we align on base. Given the certification, my regulatory background, and the two other conversations I'm finishing, I was hoping we could move base closer to the top of the band. What flexibility do you have?"

**Why it works:** Signals commitment, names three concrete levers, and ends with an open question — not a number.

#### Script 3 · The Total-Comp Pivot

When base is capped

##### YOU SAY

"Totally understand if base is locked. Could we look at total comp instead — sign-on, target bonus, or an earlier review at six months? Any one of those would close the gap for me."

**Why it works:** Gives them three doors when one is shut. The 6-month review is almost always the cheapest "yes" they can give.

#### Script 4 · The Multi-Offer Close

When you have a competing offer

##### YOU SAY

"I want to be transparent — I have another offer that arrived this week. Your role is my preference, and I'd sign today if we could match on total comp. Is that something we can explore before Friday?"

**Why it works:** Real deadline, real preference, real path to yes. Never bluff this — it ends careers, not just calls.

★ 50% OFF · CREDENTIAL-LED NEGOTIATION

### A recognized certification is the cheapest leverage you'll ever buy.

Every switcher in Chapter 3 negotiated harder because they had a credential to point to. Get yours at half off while the offer is open.

[Claim 50% Off →](#)

**CHAPTER 06**

## Your First 7 Days, Starting Tomorrow

The hardest week is Week 1. Here's the smallest version of it — seven specific things you can do this week to make the next 12 weeks inevitable.

### YOUR DAY-BY-DAY KICK-OFF

- ✓ **Day 1:** Block your 90 days on the calendar — 10 hrs/week
- ✓ **Day 2:** Enroll in the GSDC certification
- ✓ **Day 3:** Read EU AI Act Articles 5, 6, 9
- ✓ **Day 4:** Rewrite your LinkedIn headline
- ✓ **Day 5:** Identify three target employers
- ✓ **Day 6:** List ten people to ask for a coffee chat
- ✓ **Day 7:** Publish a 300-word "why I'm switching" post
- ✓ **Then:** Open Week 2 of this roadmap. Repeat.

**LIMITED TIME OFFER**

### The roadmap is free. The career change isn't automatic.

You've read the plan. The only step that actually starts the 90 days is this one — enrollment in the certification this cohort.

[Enroll Now →](#)**★ 50% OFF · DAY-1 LEARNERS**

### Join the cohort that finishes — not the one that starts.

Self-study completion rates hover near 12%. Cohort-led completion sits north of 70%. Half off — and a deadline that pulls you across the finish.

[Get the 50% Off →](#)**OFFER VALID FOR 48 HOURS**

## 90 days from now, you're either certified — or still reading roadmaps.

The next intake closes in 48 hours. Half off, full curriculum, every deliverable above mapped to a graded module. Choose the version of the next 90 days that ends with an offer letter.

[START THE 90 DAYS →](#)