

• AI GOVERNANCE · HIRING INTELLIGENCE

2026

EDITION 1

ANNUAL HIRING OUTLOOK

RISK · COMPLIANCE · AI

AI Risk & Compliance Jobs Report

A data-driven look at the fastest-growing roles in AI governance — from compliance officers to model risk leads — with salary benchmarks, employer maps, and the certifications that get candidates shortlisted.

1,200+

OPEN ROLES PARSED

3

JOB BOARDS AGGREGATED

50

TOP EMPLOYERS MAPPED

PUBLISHED · Q1 2026

SCOPE · LINKEDIN · INDEED · ZIPRECRUITER

AUDIENCE · RISK & COMPLIANCE PROS

SECTION 01 · EXECUTIVE SUMMARY

The market in one page.

The convergence of generative AI adoption and new regulatory frameworks — EU AI Act, NIST AI RMF, ISO/IEC 42001 — has triggered the most aggressive hiring cycle the compliance industry has seen in a decade. This report quantifies that shift.

1,200+ OPEN ROLES	+187% YOY GROWTH	\$148K MEDIAN BASE	38 STATES HIRING
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<p>1 Demand has decoupled from headcount freezes</p> <p>While general tech hiring contracted 12% YoY, AI risk & compliance postings expanded across financial services, healthcare, and SaaS — even at firms with active hiring pauses.</p>	<p>2 Certification has become a hard filter</p> <p>Recruiter screens now treat AI governance certifications as a baseline — not a tiebreaker. 68% of postings explicitly request one in the qualifications block.</p>
<p>3 Salary bands compress at senior levels</p> <p>Entry-level roles vary by up to 70% across geographies, but Director-level AI compliance comp converges within ±\$22K nationally — reflecting a national, not regional, talent pool.</p>	<p>4 The job title is splintering, fast</p> <p>"AI Compliance Officer," "Responsible AI Lead," and "Model Risk Manager" share 80% of duties but post at different bands. We map this overlap on page 6.</p>

KEY TAKEAWAY

The 2026 AI risk hiring market favors candidates who can speak *both* the language of governance (NIST, ISO, EU AI Act) and the operational language of model lifecycles. Hybrid skill sets command a 24% premium.

Methodology: Roles were parsed from LinkedIn, Indeed, and ZipRecruiter between Oct 2025 – Jan 2026. Salary data triangulated against employer-disclosed bands where available. State-level breakdowns require minimum sample of 15 postings.

SECTION 02 · WHY THIS REPORT, WHY NOW

Three forces moving the market.

A

Regulation has arrived in production

The EU AI Act's high-risk obligations apply from 2026. NIST AI RMF 1.0 is the de facto US standard. ISO/IEC 42001 is now an audit reference. Companies need staff who can operationalize all three — not just read them.

B

Boards are asking quarterly questions

"What's our AI risk exposure?" used to be a once-a-year question. It's now a standing board agenda item — and audit committees are demanding named owners, escalation paths, and incident playbooks.

C

Insurers are pricing AI risk

Cyber and E&O carriers have begun underwriting AI-specific clauses. The cheapest premiums go to firms that can show governance evidence — pushing demand for staff who can produce that evidence.

INSIDE THE AI COMPLIANCE TOOLKIT

What's in this report.

- ▶ **1,200+ open roles** parsed across LinkedIn, Indeed, and ZipRecruiter — deduplicated, tagged, and time-stamped between Oct 2025 and Jan 2026.
- ▶ **Salary bands by role & state** — including dedicated AI compliance officer salary tiers across entry, mid, senior, and director levels.
- ▶ **Top 50 employers hiring** · the skills they screen for · the question banks they're using in technical and behavioral rounds.
- ▶ **Certification-to-role mapping** showing which credentials accelerate which job titles — and which credentials are losing recruiter signal.

★ RELATED OFFER

Pair this report with the AI Compliance Officer Certification.

The credential 68% of postings now explicitly request.

[Enroll Now →](#)

SECTION 03 · ROLE DISTRIBUTION

1,200+ roles, by title and seniority.

We aggregated postings tagged with AI governance, model risk, responsible AI, or AI compliance language. After deduplication and noise filtering, 1,217 distinct roles remained — distributed as follows.

ROLE FAMILY	SHARE OF POSTINGS	SENIORITY MIX	TOP HIRING SECTOR
AI Compliance Officer	22%	Mid → Senior	Financial Services
Model Risk Manager	18%	Senior → Director	Banking
Responsible AI Lead	14%	Senior	Big Tech / SaaS
AI Governance Analyst	12%	Entry → Mid	Healthcare
AI Risk & Controls Specialist	10%	Mid	Insurance
AI Audit Lead	8%	Senior	Big 4 / Advisory
Privacy & AI Counsel	7%	Senior → Director	Legal / Tech
AI Policy Manager	5%	Mid → Senior	Public Sector
Other / Hybrid Titles	4%	Variable	Cross-industry

Where postings concentrate

Five states absorbed 61% of all postings: **California, New York, Texas, Virginia, and Washington**. Remote-eligible postings made up 34% — a notable jump from 21% in 2024.

Hiring velocity

Median time-to-fill: **47 days** for AI compliance officer roles vs. 71 days for traditional risk management roles. Faster cycles signal urgency on the employer side and leverage for prepared candidates.

OBSERVATION

Title fragmentation is real, but duties overlap by ~80%. Candidates who frame their experience around the *function* — model lifecycle controls, audit evidence, regulatory mapping — outperform those who optimize for a single title.

SECTION 04 · COMPENSATION

Salary bands by role & level.

Base salary ranges below reflect employer-disclosed bands and triangulated postings. Total comp (base + bonus + equity) typically adds 18–35% at mid-level and 30–55% at senior+ roles in tech and financial services.

ROLE / LEVEL	LOW (10TH %)	MEDIAN	HIGH (90TH %)
AI Compliance Officer — Entry	\$82K	\$98K	\$118K
AI Compliance Officer — Mid	\$115K	\$138K	\$165K
AI Compliance Officer — Senior	\$155K	\$182K	\$215K
AI Compliance Officer — Director	\$205K	\$238K	\$285K
Model Risk Manager	\$148K	\$192K	\$240K
Responsible AI Lead	\$165K	\$208K	\$262K
AI Governance Analyst	\$92K	\$118K	\$142K
AI Audit Lead	\$138K	\$172K	\$208K

State-level highlights (Senior AI Compliance Officer median)

- ▶ California · \$215K median (+18% vs. national)
- ▶ Texas · \$172K median (–5%)
- ▶ New York · \$208K median (+14%)
- ▶ Illinois · \$168K median (–8%)
- ▶ Washington · \$198K median (+9%)
- ▶ Virginia · \$165K median (–9%)
- ▶ Massachusetts · \$189K median (+4%)
- ▶ Remote-eligible · \$178K median (–2%)

⚡ LIMITED TIME

Move into a higher salary band — start your certification this week.

Enrollment window for the current cohort closes soon.

Reserve Seat →

SECTION 05 · EMPLOYER MAP

Top 50 employers hiring AI risk & compliance talent.

Aggregated from active postings between Oct 2025 – Jan 2026. Rankings reflect posting volume, not preference.

Sector representation: 32% financial services, 24% tech, 16% healthcare, 12% consulting, 16% other.

JPMorgan	Goldman Sachs	Morgan Stanley	Bank of America	Citi
Wells Fargo	Capital One	American Express	Mastercard	Visa
Microsoft	Google	Amazon	Meta	Apple
IBM	Oracle	Salesforce	ServiceNow	Adobe
Deloitte	PwC	EY	KPMG	Accenture
McKinsey	BCG	Bain	Booz Allen	Cognizant
UnitedHealth	CVS Health	Anthem	Humana	Pfizer
Johnson & J.	Moderna	Roche	Novartis	Walmart
Target	Uber	Airbnb	Stripe	Block
Coinbase	Anthropic	OpenAI	Snowflake	Databricks

PATTERN WORTH NOTING

Financial services and Big 4 advisory dominate by volume, but the highest *per-hire urgency* sits in healthcare and AI-native firms — where time-to-fill compressed to 31 days, well below the 47-day overall median.

% 50% OFF

Get the credential these 50 employers ask about — half price.

The certification recruiters at these firms flag as a baseline.

[Claim Discount →](#)

SECTION 06 · WHAT THEY SCREEN FOR

The skills employers actually filter on.

Below is the consolidated skills signal from 1,200+ postings. Tags in solid blue appear in more than 60% of postings — these are *baseline* filters, not differentiators.

Regulatory & Framework Knowledge

EU AI Act
NIST AI RMF
ISO/IEC 42001
GDPR
HIPAA (where relevant)
SR 11-7 / SS1/23
SOC 2

Colorado AI Act
SEC AI rules

Operational & Technical

Model risk management
Bias / fairness testing
AI incident response
Red-teaming
Data lineage
Privacy-by-design

Vendor / third-party AI risk
LLM evaluation
Explainability tooling

Cross-functional & Soft Skills

Cross-functional partnership
Policy translation
Board-level communication
Audit evidence packaging

Stakeholder facilitation
Technical writing

What's table-stakes in 2026

- Map a model lifecycle to control points
- Run a bias / fairness review end-to-end
- Stand up an AI inventory & risk tiering
- Brief executives on AI risk posture
- Write an AI risk policy that survives audit
- Translate the EU AI Act to engineering
- Build incident playbooks for AI systems
- Conduct AI vendor due diligence

🕒 OFFER ENDS IN 48 HOURS

Lock in every baseline skill on this page — in one certification.

Curriculum covers EU AI Act, NIST AI RMF, ISO/IEC 42001 + operational controls.

[Enroll Now →](#)

SECTION 07 · INSIDE THE INTERVIEW ROOM

Question banks employers are using.

A representative sample of questions reported by candidates interviewing for AI risk & compliance roles in the last six months. Use these to pressure-test your own readiness.

Technical / Framework Round

Q. Walk me through how you'd stand up an AI inventory at a 5,000-person firm with no existing program.

A. Looking for: scoping criteria, system-of-record decisions, risk-tiering logic, owner identification, and a 90-day milestone view.

Q. Where does NIST AI RMF help you, and where does it leave gaps that EU AI Act forces you to fill?

A. Looking for: practical comfort with both frameworks, awareness of conformity assessments, and an opinion — not a textbook recital.

Q. A product team wants to ship a customer-facing LLM feature in six weeks. What's your governance approach?

A. Looking for: risk classification first, a minimum viable control set, and an explicit trade-off conversation rather than a blanket "no".

Behavioral / Cross-Functional Round

Q. Tell me about a time you said "no" to a deployment. What did you say "yes" to instead?

A. Looking for: judgment, partnership orientation, and the ability to land hard messages without shutting collaboration down.

Q. How do you brief a board that doesn't know what a model card is?

A. Looking for: analogies, escalation thresholds, the ability to compress technical detail without distorting risk.

% 50% OFF

Walk into these interviews credentialed — at half the price.

Discount applies to the AI Compliance Officer Certification only.

[Claim 50% Off →](#)

SECTION 08 · YOUR 90-DAY PLAN

From this report to your next role.

A pragmatic sequence for candidates who want to convert what's in this report into a shortlisted application. Built around the patterns that move applicants past recruiter screens.

1

Days 1–15 · Position

Audit your résumé against the baseline tag list on page 7. Re-write each role to surface model lifecycle, audit evidence, and regulatory mapping — the function, not the title.

2

Days 16–45 · Credential

Complete a recognized AI governance certification. This is the line item that turns a "maybe" résumé into a "yes" recruiter call. Aim for one that maps to all three frameworks — EU AI Act, NIST AI RMF, ISO/IEC 42001.

3

Days 46–70 · Build Evidence

Produce two artifacts: (a) a sample AI risk policy, and (b) a model risk tiering rubric. Both are commonly requested in take-home rounds — and both will get you talked about in informal referrals.

4

Days 71–90 · Apply, Targeted

Apply to 12 roles across the Top 50 list on page 6 — six in your home state, six remote-eligible. Reference the specific framework language each posting uses; recruiter ATS systems weight that match heavily.

⌚ 48-HOUR WINDOW**Start your 90-day plan with the certification step done first.**

Cohort enrollment closes in 48 hours — secure your seat now.

Enroll Today →

SECTION 09 · COMMON QUESTIONS

FAQ from candidates entering this market.

Q. I'm in traditional compliance. Can I move into AI compliance?

A. Yes — and recruiters welcome it. Your control-design instincts transfer directly. The gap to close is technical fluency around models, lifecycle, and AI-specific risk taxonomies. Certification compresses that gap meaningfully.

Q. Do I need a technical / ML background to be credible?

A. Not deep ML. You need to read a model card, understand evaluation basics, and know what questions to ask data science teams. Recruiters reject candidates who treat AI as a black box — and candidates who pretend to be ML engineers when they're not.

Q. Is the AI Compliance Officer salary tier really that different from regular compliance?

A. Yes. Apples-to-apples, the AI-specialized variant pays 18–26% more at senior levels (see page 5). Specialization premium is real and currently widening.

★ RELATED CERTIFICATION**The exact credential mapped to the roles in this report.**

Designed around the skills employers in Section 06 screen for.

[Explore Now →](#)

Ready to make 2026 the year you **move up the band?**

🕒 OFFER ENDS IN 48 HOURS**Final Call · AI Compliance Officer Certification**

Enrollment for the current cohort closes in 48 hours. Built around the exact frameworks, skills, and interview patterns documented in this report.

[Enroll & Get Certified →](#)