

HEAD OF AI ETHICS

Prepared by Lucent Search
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Head of AI Ethics

Job Title: Head of AI Ethics

Location:

[Location] (Opportunities for remote/hybrid/flexible work available)

Reports to:

CIO / CTO / CAIO

Role Purpose

We are looking for a Head of AI Ethics who will take ownership of developing and enforcing responsible artificial intelligence practices across our company. As an organization specialized in cutting-edge AI products and services, we believe in building reliable, trustworthy, and accountable solutions that not only satisfy regulatory guidelines but also align with our ethical commitments. In this role, you will collaborate with cross-functional teams to establish robust frameworks, engage with industry bodies, and position our company as a leader in responsible AI. Our flexible work policy includes remote and hybrid options to accommodate diverse preferences and ensure a healthy work-life balance.

Company Overview

[Company Name] is an AI-focused enterprise delivering advanced software and analytics solutions to clients worldwide. Our culture emphasizes responsible technology, collaboration, and continuous learning. Recognized for pioneering initiatives in AI research, we are committed to maintaining high standards in areas such as transparency, data protection, and ethical algorithm development. We foster a supportive environment where everyone has the opportunity to expand their skill set and contribute to forward-thinking projects using the latest methods in machine learning, large language models, and data engineering.

Key Responsibilities

- **Ethical Governance Strategy**
 - Define and lead our AI ethics vision, ensuring alignment with our broader business objectives and legal requirements.
 - Oversee the development of policies and protocols around fairness, safety, and accountability in AI systems.
- **Regulatory and Compliance Oversight**
 - Anticipate changes in legal guidelines and international standards related to AI, such as GDPR and other data protection regulations.
 - Ensure that all products and research initiatives meet or exceed ethical and compliance criteria.
- **Risk Identification and Mitigation**
 - Evaluate potential risks around bias, privacy violations, or security gaps in AI-driven processes.
 - Propose methods to reduce these risks—such as algorithm audits, data curation tactics, and stakeholder consultations.
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Head of AI Ethics

- **Cross-Functional Collaboration**
 - Partner with teams including Research & Development, Legal, Product Management, and Data Science to embed ethical considerations at every stage of AI development.
 - Coordinate with internal committees and external advisory boards on ethical governance, ensuring seamless integration of guidelines in daily operations.
- **Educational Programs and Training**
 - Design and deliver practical training sessions on AI ethics, equipping employees with clear, actionable best practices.
 - Develop written guidelines, FAQs, and toolkits that make the ethical framework accessible and easy to follow.
- **Community and Stakeholder Engagement**
 - Represent the organization in AI ethics panels, conferences, and public discussions, sharing insights on responsible technology.
 - Contribute to open-source and industry-wide efforts that promote fairness, transparency, and collaboration in AI.
- **Performance Monitoring**
 - Conduct periodic evaluations of deployed AI models and tools to confirm compliance with ethical standards, making recommendations for continuous improvement.
 - Leverage feedback mechanisms and data-driven evaluations to refine internal processes and frameworks over time.
- **Thought Leadership**
 - Publish and present findings on AI ethics trends, contributing to both internal knowledge-building and broader industry conversations.
 - Support new initiatives that seek to advance equitable AI solutions across various sectors, such as healthcare, finance, and manufacturing.
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Required Skills and Qualifications

- **Educational Background**
 - Master's or Doctorate in AI, Data Science, Law, Ethics, Philosophy, or a related field. An equivalent combination of professional experience and academic credentials will also be considered.
- **Professional Experience**
 - Demonstrated success in establishing or managing ethical frameworks within AI-centric organizations.
 - Track record of engaging with regulators, industry bodies, and internal stakeholders on topics like privacy, bias mitigation, and algorithmic accountability.
- **Technical Expertise**
 - Solid understanding of machine learning, data governance, and model lifecycle management.
 - Familiarity with advanced AI concepts (e.g., deep learning, neural networks, reinforcement learning, large language models) and their ethical implications.
- **Regulatory Acumen**
 - Working knowledge of relevant laws and standards (for example, GDPR, CCPA, and sector-specific requirements).
 - Ability to interpret and translate complex legal requirements into practical company policies.

Head of AI Ethics

- **Interpersonal and Communication Skills**
 - Capacity to articulate intricate technical concepts to non-experts, influencing senior leadership and project teams.
 - Proven ability to lead workshops, training sessions, and public presentations.
- **Analytical Mindset**
 - Competence in data-driven decision making, including the assessment of algorithmic outcomes for ethical compliance.
 - Adept at identifying root causes of issues and proposing strategic solutions.
- **Leadership Qualities**
 - Experience guiding cross-functional teams, setting clear goals, and building consensus in fast-paced environments.
 - Commitment to creating a culture of responsibility and respect, where diversity of thought leads to more inclusive AI systems.
- **Personal Attributes**
 - Deep sense of integrity, consistently championing the ethical dimensions of AI across multiple levels of the organization.
 - Motivated by meaningful collaboration, open dialogue, and purposeful technology advancement.

Perks and Benefits:

Clearly outline the benefits and perks of the role.

How to Apply:

End with a strong call to action encouraging candidates to apply. Include a direct link to the application page and provide contact information for further queries.


Please ensure each job description includes all relevant information in compliance with local, state, and national laws. This includes:


- **Salary Information:** Provide a clear salary range to maintain transparency and meet legal requirements.
- **Privacy Policies:** Protect candidate privacy by following all applicable data protection and privacy laws.
- **Equality & Non-Discrimination:** Include an equal opportunity statement to uphold our commitment to a diverse, inclusive workplace that does not discriminate based on race, gender, age, disability, or any other protected characteristic.
- **Accessibility:** Make reasonable accommodations available for candidates with disabilities and include information on how they can request assistance throughout the hiring process.
- **Environmental and Social Responsibility:** If your company has sustainability initiatives or community engagement programs, mentioning them briefly can attract candidates who prioritize working for socially responsible employers.
- **Transparent Hiring Process:** Briefly explain the hiring process (e.g., "Our interview process typically includes three stages: an initial screening, a technical interview, and a final interview") to help candidates know what to expect.

Get In Touch



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 <https://calendly.com/rebeccahastings/hire-ai-a-players>



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At Lucent Search, we specialize in connecting high-growth technology companies in the AI sector with the talent they need to accelerate growth, secure funding, and drive successful exits. Our expert team combines cutting-edge tools, data-driven insights, and a personalized approach to deliver candidates who align with your unique needs, challenges, and culture. Headquartered in Edinburgh, our global operations support investors, businesses and professionals in the UK, Europe and USA.

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