



SCAN FOR THE TEMPLATE

Chief Technology Officer (CTO)

The Chief Technology Officer leads technology innovation and engineering to design, build secure, reliable, and ethical AI solutions that drive mission impact. Replace the **highlighted areas** with your specifics, trim what does not apply, and post.

Role summary

[Company] is hiring a Chief Technology Officer to lead technology innovation and engineering for responsible AI. Reporting to the **[CEO / President]**, you will define the technology vision, build secure and scalable AI platforms, and embed governance into how systems are designed, deployed, and monitored. This role sits at the intersection of engineering, product, security, and AI governance.

Key responsibilities

- **Technology strategy and innovation.** Define the organization's technology vision and roadmap to drive innovation, support AI adoption, and align with business strategy.
- **AI architecture and platforms.** Design and oversee modern, secure, and scalable architectures and platforms that enable AI, data, and digital solutions.
- **Model development and deployment.** Lead the development, deployment, and lifecycle management of machine learning models and AI applications with quality, reliability, and safety.
- **Emerging technology evaluation.** Research and evaluate emerging technologies, tools, and frameworks to identify high-value opportunities and manage technology risk.
- **AI engineering standards and best practices.** Establish engineering standards, MLOps practices, code quality, governance controls, and testing frameworks to ensure ethical and reliable AI by design.
- **Responsible AI by design.** Embed ethics, fairness, privacy, transparency, and security into the technology lifecycle from design through deployment and monitoring.
- **Scalability and performance.** Ensure technology solutions are scalable, resilient, secure, and optimized to support enterprise growth and AI workloads.
- **Innovation leadership and collaboration.** Partner with executives, product, engineering, security, legal, compliance, and data teams to deliver responsible AI innovation across the enterprise.

Required qualifications

- **[10 to 15]** years in software engineering or technology leadership, including **[5 or more]** years leading engineering organizations at the director level or above.
- Proven record designing and operating secure, scalable cloud and platform architectures that support production AI or data workloads.

- Hands-on understanding of the machine learning lifecycle, from data engineering and model development through deployment, monitoring, and MLOps.
- Experience embedding security, privacy, and governance controls into engineering practice, aligned to frameworks such as [NIST AI RMF / ISO/IEC 42001 / SOC 2 / your stack].
- Executive communication skills, with a track record of partnering across product, security, legal, and the business.

Preferred qualifications

- Experience delivering AI or machine learning products in a regulated industry such as [financial services / healthcare / insurance / public sector].
- Familiarity with EU AI Act readiness, model documentation standards, or algorithmic impact assessments.
- Background scaling engineering teams through [hypergrowth / a major platform migration / a zero-to-one build].
- Advanced degree in computer science, engineering, or a related field, or equivalent practical experience.

Skills employers want

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| • Technology strategy and architecture | • Emerging technology evaluation |
| • AI and machine learning expertise | • AI engineering best practices |
| • Cloud and platform engineering | • Scalability and performance optimization |
| • Software development leadership | • Executive leadership and collaboration |
| • Data engineering and infrastructure | • Innovation management |
| • Cybersecurity awareness | |

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