

CAREER ROADMAP

How to Become a Compliance Manager: A Complete Roadmap

The roadmap from compliance analyst to Compliance Manager: leading a program, the certifications, and the experience that gets you promoted.

A free career roadmap from GRC Careers · AGJ, the AI governance job board

Read the latest version, and browse live Compliance Manager jobs, at ai-governance-jobs.com/guides/how-to-become-a-compliance-manager

A **Compliance Manager** runs the compliance program: setting policy, leading a team of analysts, managing audits and regulatory exams, and reporting risk to leadership. It's the step up from analyst into management.

WHAT THE ROLE OWNS

- The compliance framework, controls, and policy library
- A team of compliance analysts and the compliance calendar
- Regulatory exams, internal audits, and remediation
- Risk reporting to executives and the board

WHAT YOU'LL WORK WITH

Industry rules plus [ISO 27001](#), SOC 2, [HIPAA](#), GDPR, SOX, and GRC platforms (ServiceNow, OneTrust, Archer).

CERTIFICATIONS

CGRC or **CRISC** for GRC depth, **CCEP** for corporate compliance, and **CISA** if you'll own audit. Full credential details and salary data are in the [GRC Certifications Guide](#).

THE PATH

1. **Master the program** as a compliance analyst — controls, testing, exams.
2. **Lead** a workstream or a small team; own an audit end to end.
3. **Certify** at a senior level (CGRC/CRISC + CCEP).
4. **Build management skills** — people, budget, executive reporting.

Step — Apply

Browse live Compliance Manager roles on GRC Careers. Related titles to search: Compliance Manager, Regulatory Compliance Manager, GRC Manager, Risk & Compliance Lead.

FREQUENTLY ASKED QUESTIONS

How do you move from Compliance Analyst to Manager?

Build deep program knowledge, lead workstreams or audits end to end, earn senior certifications (CGRC/CRISC or CCEP), and develop people-management and executive-reporting skills.

Where can I find Compliance Manager jobs?

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