

CAREER ROADMAP

How to Become a GRC Manager: A Complete Roadmap

The roadmap from GRC analyst to GRC Manager: leading the program across governance, risk, and compliance, and the certifications that get you there.

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

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

A **GRC Manager** leads the combined governance, risk, and compliance program — integrating policy, risk assessment, controls, audit readiness, and increasingly AI governance under one function.

WHAT THE ROLE OWNS

- The integrated GRC framework and controls library
- Risk assessments, compliance testing, and audit readiness
- A team spanning risk, compliance, and security GRC
- GRC tooling (ServiceNow GRC, Archer, OneTrust) and reporting

FOUNDATIONS

Fluency across [ISO 27001](#), SOC 2, NIST CSF, ERM, and the **NIST AI RMF** as AI governance folds into GRC.

CERTIFICATIONS

CRISC and **CGRC** are core; **CISA** for audit, **CISM** for the leadership track. Full credential details and salary data are in the [GRC Certifications Guide](#).

THE PATH

1. **Build breadth** as a GRC analyst across risk and compliance.
2. **Own the toolset** — lead a GRC platform implementation.
3. **Certify** — CRISC + CGRC, then CISM.
4. **Step into leadership** — program ownership, team, executive reporting.

Step — Apply

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FREQUENTLY ASKED QUESTIONS

What is the difference between a GRC Analyst and a GRC Manager?

The analyst executes assessments, testing, and documentation; the manager owns the integrated GRC framework, leads a team, runs the tooling, and reports risk to leadership.

Where can I find GRC Manager jobs?

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