
Zahteve glede usposobljenosti za poklicne strokovnjake za etiko umetne inteligence

Competence requirements for professional AI ethicists

Kompetenzanforderungen für KI-Ethiker

Exigences en matière de compétences pour les spécialistes en éthique de l'IA

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spécialistes en éthique de l'IA

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European foreword

This document (EN 18274:2026) has been prepared by Technical Committee CEN-CENELEC/JTC 21 "Artificial Intelligence", the secretariat of which is held by DS.

This European Standard shall be given the status of a national standard, either by publication of an identical text or by endorsement, at the latest by February 2027, and conflicting national standards shall be withdrawn at the latest by February 2027.

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Introduction

0.1 General

The design, deployment and governance of Artificial Intelligence (AI) technologies rest on a thorough consideration of ethical and societal issues. Prior to the integration of AI systems into various domains, addressing potential ethical challenges and societal concerns is essential.

Growing awareness of these concerns has generated increasing demand for integrating [AI ethics](#) into AI projects and into the processes of deploying and using AI applications in business, education, healthcare and high-risk environments. Among other things, this can be achieved by integrating a specific professional role, here named [AI ethicist](#), to contribute to the organization's AI [governance](#) and throughout the entire [AI system life cycle](#). This role delivers essential expertise in addressing complex ethical and societal challenges of AI, supporting proactive [ethics](#) safeguards alongside ongoing monitoring, oversight and appropriate corrective measures.

As the demand for the integration of [AI ethics](#) continues to grow, it becomes increasingly important to establish a common understanding of the competences required to fulfil this role. Without a standardized set of criteria, organizations risk inconsistent and inadequate attention and implementation to [AI ethics](#), which can lead to unintended consequences and harm to individuals and society.

This document provides requirements and recommendations for the competences of AI ethicists, which influences the responsible [AI system life cycle](#) and [governance](#) of AI and creates value that helps to achieve the organization's objectives and promote a positive impact on society. This document is intended to serve as a basis for the development and deployment of a certification scheme.

0.2 Use of this document

[Clause 4](#) provides an overview of this document, including its objectives, the methodology used in its development and a review of the main tasks associated with the role of AI ethicists.

[Clause 5](#) provides [AI ethics](#) related [governance competence](#) for AI ethicists, outlining [knowledge](#) and [skill](#) requirements for each [competence](#).

[Clause 6](#) provides [AI system](#) related [life cycle competence](#) for AI ethicists, outlining [knowledge](#) and [skill](#) requirements for each [competence](#).

[Annex A](#) discusses the relationship between this document and other relevant standards in the field of [ethics](#) and AI.

[Annex B](#) provides information on the integration of [AI ethicists](#) into various organizational structures.

1 Scope

This document establishes a systematized framework for the competences of AI ethicists, categorizing them into *knowledge*, *skills* and *attitudes* related to the specific activities and tasks of the role. It specifies requirements and recommendations necessary for individuals to effectively perform as AI ethicists. These competences encompass a strong understanding of European values and fundamental rights, further enhancing the knowledge, skills and attitudes required for this profession.

This document defines the essential concepts and principles inherent to the AI ethicist role. It illustrates a clear, uniform approach to the integral components of this profession.

Moreover, the document outlines how the role of AI ethicists can be seamlessly integrated into a wide variety of organizations. These include, but are not limited to, commercial enterprises, governmental agencies and non-profit organizations.

2 Normative references

There are no normative references in this document.

3 Terms and definitions

For the purposes of this document, the following terms and definitions apply.

ISO and IEC maintain terminology databases for use in standardization at the following addresses:

- IEC Electropedia: available at <http://www.electropedia.org/>
- ISO Online browsing platform: available at <http://www.iso.org/obp>

3.1 competence

demonstrated ability to apply *knowledge* (3.2), *skill* (3.3) and attitudes for achieving observable results

Note 1 to entry: Especially for AI ethicists, the ability to identify whether or not a given situation is morally laden.

[SOURCE: EN 16234-1:2019 [1], 3.4]

3.2 knowledge

outcome of the assimilation of information through learning

Note 1 to entry: Knowledge is the body of facts, principles, theories and practices that is related to a field of work or study.

Note 2 to entry: In the context of the European Qualifications Framework, knowledge is described as theoretical and/or factual.

Note 3 to entry: In addition to learning, knowledge can be acquired through any other reliable process (e.g. testimony, perception, inference).

[SOURCE: European Qualifications Framework, Annex I, f]

3.3 skill

ability to apply *knowledge* (3.2) and use know-how to complete tasks and solve problems

Note 1 to entry: In the context of the European Qualifications Framework, skills are described as cognitive (involving the use of logical, intuitive and creative thinking) or practical (involving manual dexterity and the use of methods, materials, tools and instruments).

[SOURCE: European Qualifications Framework, Annex I, g]

EN 18274:2026 (E)**3.4****ethics**

branch of philosophy concerning the normative principles of right and wrong conduct

3.5**AI ethics**

branch of applied *ethics* (3.4), focusing on ethical issues raised by the design, development and use of AI

3.6**AI ethicist**

professional with *competence* (3.1) in studying, analysing, supervising, monitoring and providing guidance on the ethical considerations, implications and practices related to artificial intelligence

3.7**code of ethics**

set of principles and rules concerning moral obligations and regard for the rights of humans and nature, which can be specified by a given profession, group or organization

3.8**attitude**

consistent and demonstrable approach to work that reflects the values and behaviours expected from a professional in a specific context

3.9**ethical infrastructure**

formal and informal systems, which communicate, monitor and reward ethical behaviour or sanction unethical behaviour within an organization

3.10**AI system**

engineered system that generates outputs such as content, forecasts, recommendations or decisions for a given set of human-defined objectives

Note 1 to entry: The engineered system can use various techniques and approaches related to artificial intelligence to develop a model to represent data, *knowledge* (3.2), processes which can be used to conduct tasks.

Note 2 to entry: AI systems are designed to operate with varying levels of automation.

[SOURCE: [ISO/IEC 22989:2022 \[2\]](#), 3.1.4]

3.11**life cycle**

lifecycle

evolution of a system, product, service, project or other human-made entity, from conception through retirement

[SOURCE: [ISO/IEC/IEEE 15288:2023 \[3\]](#), 3.21]

3.12**governance**

human-based system comprising directing, overseeing and accountability

[SOURCE: [ISO/IEC 38500:2024 \[4\]](#), 3.3]

3.13**moral deliberation**

process of structured and reasoned evaluation by which an agent identifies, compares and justifies possible courses of action in light of moral values, principles and the expected effects on affected stakeholders, in order to determine a course of action that is ethically acceptable or preferable

4 Overview

4.1 The role of AI ethicists

AI ethicists are professionals whose role is to contribute to the establishment, implementation, maintenance and continual improvement of *AI ethics* (3.5) frameworks, guidelines and practices within organizations. They should have and maintain *knowledge* (3.2), skills and attitudes required to identify, evaluate and mitigate the ethical and societal risks and implications of AI systems and to support their alignment with human values, principles and societal norms. They should also stay up-to-date with the latest developments in AI research, technology, policy and applied *ethics* (3.4) best practices to fulfil their role successfully.

Integrating ethicists into teams represents a strategic advantage for organizations designing, developing and using AI. AI ethicists help mitigate ethical and societal risks while promoting a proactive approach to responsible innovation which can translate into a competitive advantage in today's marketplace. The adoption of solid ethical principles can facilitate international cooperation, potentially opening doors to new markets and partnerships.

Clarifying that AI ethicists serve primarily as advisors rather than judges of what is ethically correct is relevant. Their role is to identify ethical considerations, facilitate informed discussions, provide guidance on ethical frameworks and support decision-making processes. While they contribute expertise on ethical matters, final ethical decisions remain the responsibility of organizational leadership and relevant stakeholders. AI ethicists help organizations navigate the complex ethical terrain of AI development and implementation, ensuring that technological innovation proceeds in an ethically informed and responsible manner.

While a *moral deliberation* (3.13) can be the outcome of an internal committee and never entrusted solely to a single *AI ethicist* (3.6) or even a group of AI ethicists, the role of the AI ethicists shall be formalized through a contract and organizational setup that ensures the necessary independence and impartiality to perform their duties effectively. Moreover, AI ethicists should maintain strict confidentiality regarding the information they handle on behalf of the organization. However, AI ethicists should also implement all necessary mechanisms to safeguard whistle-blowers, in line with [ISO 37002:2021 \[5\]](#) and promote the relevance of system experts, value leads, risk leads, user advocates, moderators and transparency managers as outlined in [ISO/IEC/IEEE 24748-7000:2022 \[6\]](#). In addition, there is frequent interlacing of *ethics* (3.4) and fundamental rights in practical development, implementation and control of ethical impacts in organizations. Whereas *ethics* (3.4) covers the whole scope of this dimension, fundamental rights refer to the specific ethical aspects embedded in concrete normative documents (e.g. rights charts or declarations). AI ethicists should be able to identify, evaluate and help prevent or justify, where necessary, relations with fundamental rights throughout the *AI system* (3.10) *life cycle* (3.11), in line with a potential structured fundamental rights impact assessment approach.

The role of AI ethicists may be known by various titles across different organizations and industries. Alternative names for this role include, but are not limited to: AI Ethics Officer, AI Ethics Consultant, Ethical AI Strategist, AI Ethics Researcher or AI Ethics and Compliance Manager, Responsible AI Specialist. Other names, such as AI Risk Management Specialist and AI Governance Expert, may share some of the competences of this role, though their primary focus may differ. Roles involving the term responsible AI fall under the umbrella of *AI ethics* (3.5), as responsibility is inherently an ethical concept.

4.2 Tasks of AI ethicists

Within an organization, an *AI ethicist* (3.6) should be capable of carrying out the following tasks listed in [Table 1](#), each of which inherently involves an ethical dimension.