

# The Age of AI:

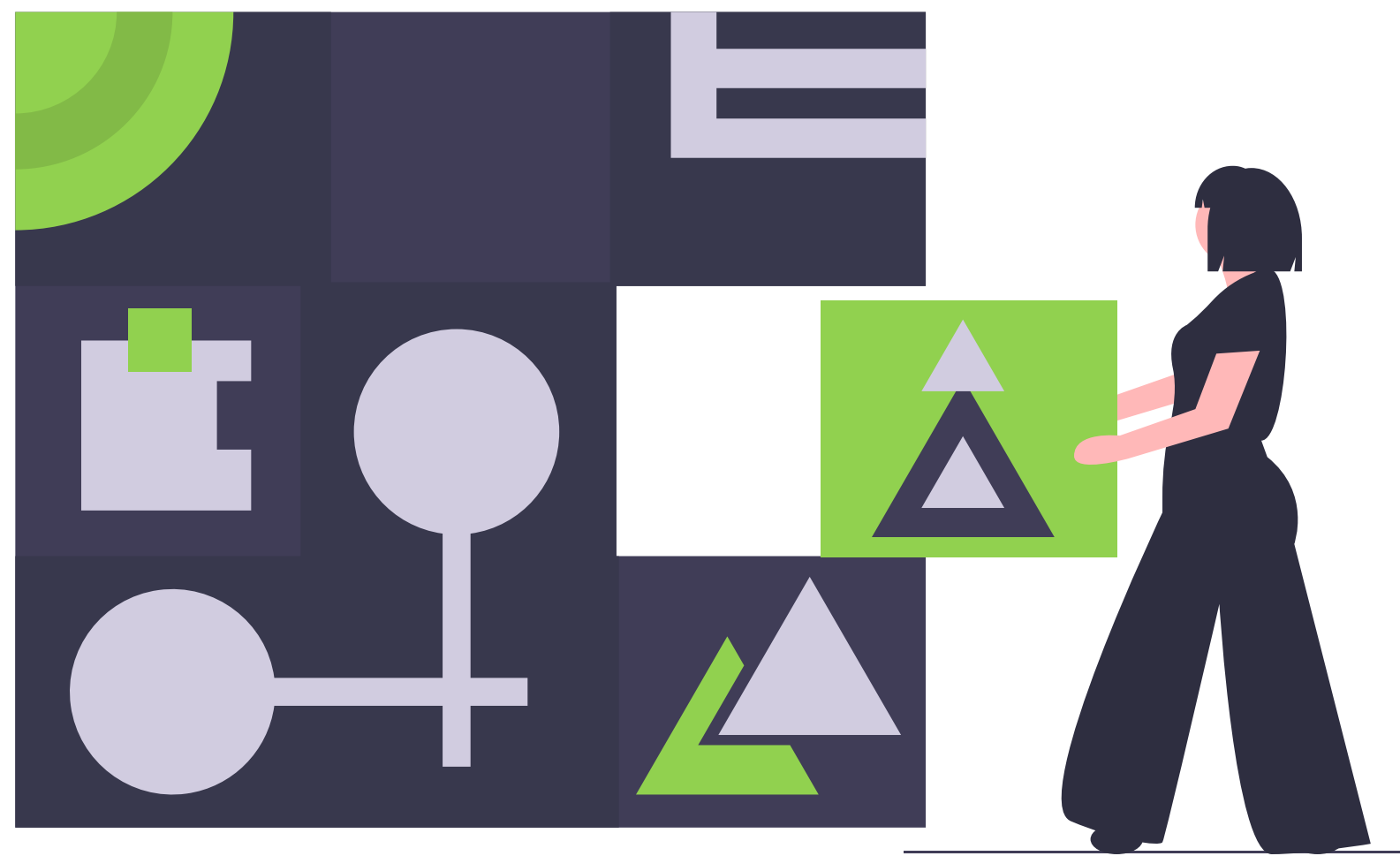
Predicting tomorrow's skills and job titles for Digital and Tech Talent



## You will learn

- ✓ Jobs of the future
- ✓ Understand most in-demand skills
- ✓ Insights into the current talent acquisition landscape and the anticipated talent gap

# Firstly, it's about skills, then about job titles



The artificial intelligence revolution is not only reshaping the technology space, it's also dramatically changing the employment landscape. While it's true that certain roles may become obsolete due to AI automation, it's equally important that this wave of technology is also creating a host of new jobs. The dynamic nature of AI is paving the way for exciting roles that we may not even have imagined yet.

As the AI sector continues to mature, the demand for specialized skills is skyrocketing and will continue to do so. Forward-thinking organizations are now recognizing the need to invest in training, reskilling, and upskilling initiatives to prepare their workforce for this shift.

With that in mind, let's explore the anticipated job titles and skills that are likely to be in high demand in the tech industry.

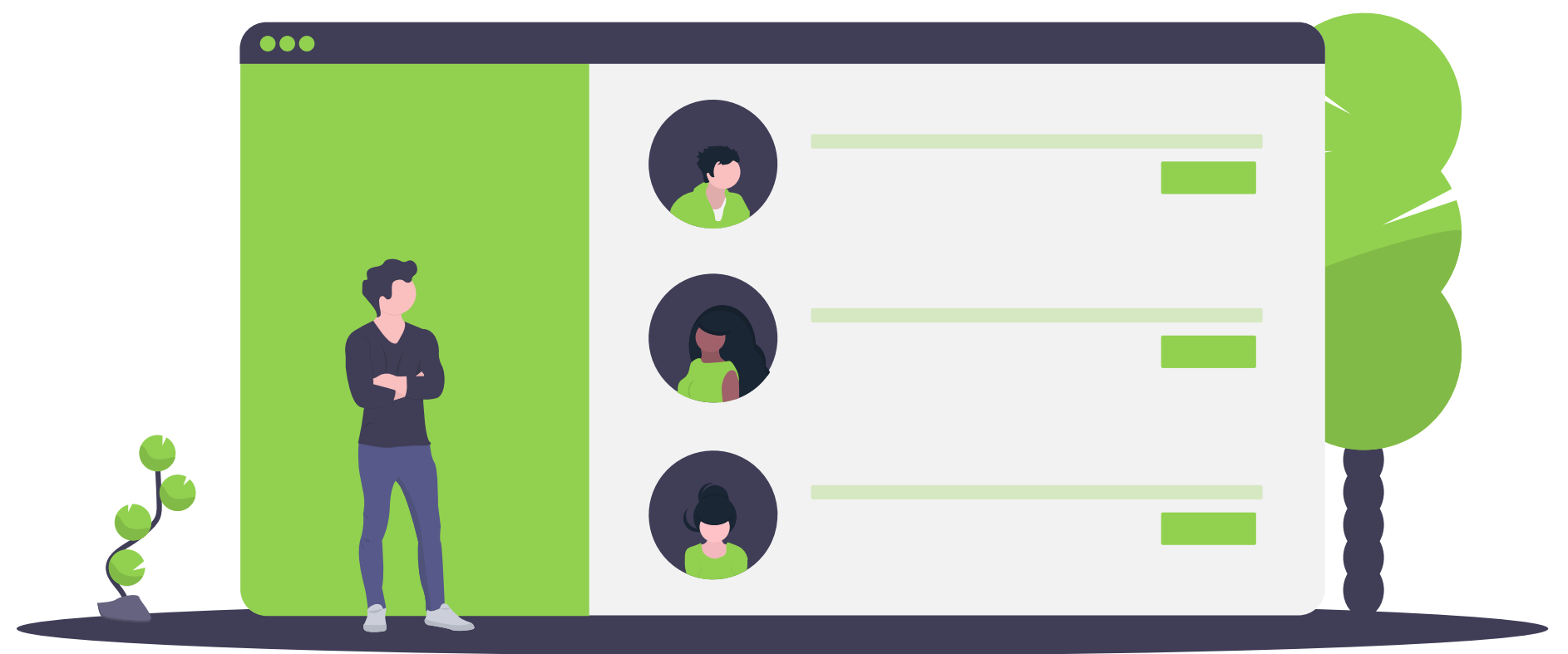
Researched and written by



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# These roles are in demand in the AI revolution



In response to the integration of AI across various industries, roles are evolving and new ones are being created. AI continues to penetrate different sectors, creating various types of opportunities that cater to different skills and specializations. There are three main themes that will change the way people work in relation to AI.

1

## Human Touch

There are tasks that remain firmly rooted in the need for human touch. These include caregivers such as nurses, physiotherapists, and caregivers, whose human intuition and compassion cannot be replicated by machines. They already use or will in the future utilize AI or machine-assisted techniques to enhance and alleviate their work. Their work will change in a way that allows them more time for tasks that require human empathy.

2

## The era of generalists is back

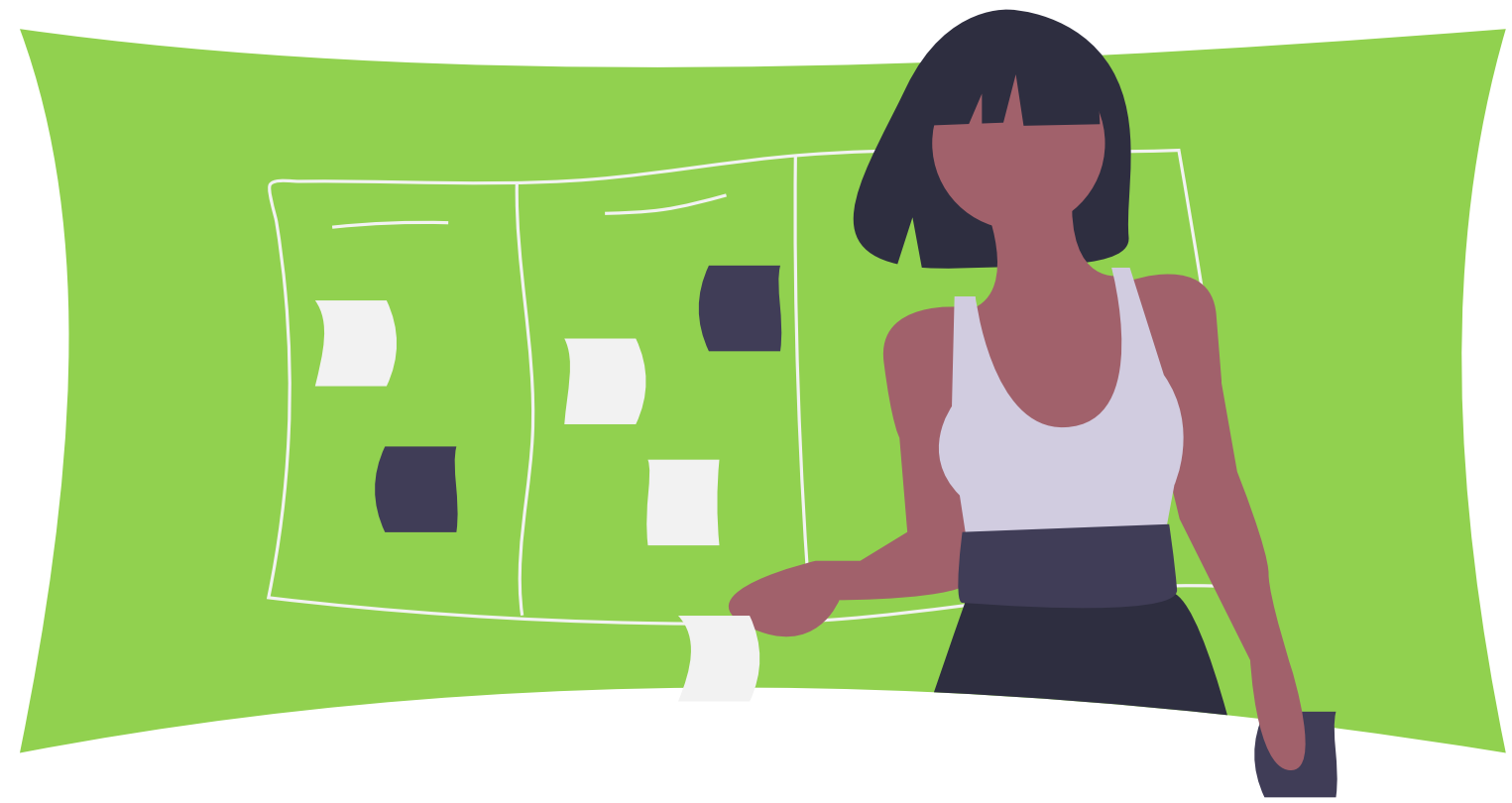
For multidisciplinary experts who possess deep knowledge in multiple fields, the ability to establish connections and make decisions becomes essential. This renders their tasks resistant to complete automation. However, they will leverage a range of AI tools to enhance their work and must develop cross-disciplinary knowledge on how to deploy various types of AI. This applies to most generalist knowledge workers, such as those in marketing, sales, business development, finance, and of course, software development.

3

## AI Frontiers

Developing, controlling, "training," and improving AI systems are all tasks of technical professionals, of whom there are currently too few. As in any sudden technology boom, the demand for these experts will continue to rise. This includes AI trainers, data science experts, cybersecurity analysts, and automation specialists. Many software developers are currently acquiring these skills and gaining experience.

# From pioneers to mass adoption, AI comes with different challenges



**Many focused specialists with deep but limited knowledge have already recognized the supportive role of AI in their work.**

For example, content writers or quality assurance (QA) engineers are already working extensively with AI. As pioneers, they engage directly with completely novel programs or tools. Thus, many companies are faced with clarifying guidelines and processes.

**AI-centric roles are emerging as we begin to understand and address the ethical, operational, and training complexities of AI.**

These include AI trainers, AI auditors, AI ethics managers, and machine supervisors, they will play critical roles in ensuring that AI systems operate effectively, ethically, and accurately. Here we already observe a very high demand for qualified talents.

**Down the line, AI will be natively integrated into many existing applications, enabling the majority of knowledge workers to solve their daily tasks with AI.** This presents challenges in providing proper training and defining essential applications for everyday work.

# AI brings new domain expertise



Artificial intelligence is and will continue to influence how knowledge workers do their jobs. While “product manager”, “software engineer” or “marketing specialist” won’t change as job titles, their tasks and skills will continue to adapt to new AI systems.

At the same time, there will be new job titles and in-demand skills. Here are some examples:

## AI TRAINER

**AI trainers will be responsible for perfecting AI systems to make them more human-like**

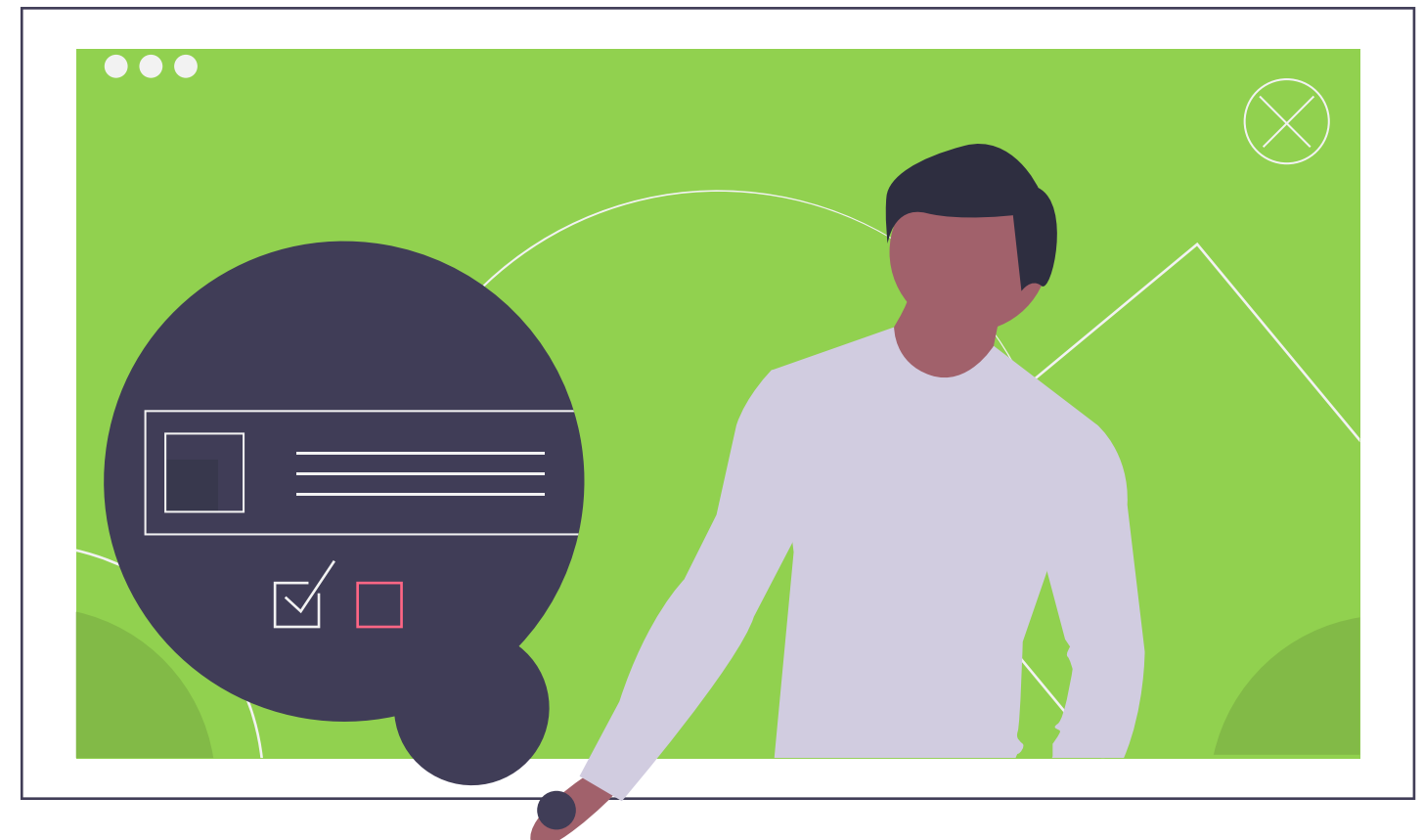
- ✓ Deep knowledge of AI and Machine Learning principles.
- ✓ Proficiency in data handling and statistical analysis.
- ✓ Solid grasp of Natural Language Processing (NLP) and tools like Google Dialogflow, GPT-3.
- ✓ Thorough understanding of data security and privacy.
- ✓ Familiarity with reporting tools, e.g., PowerBI.

## AI AUDITOR

**AI auditors will be instrumental in ensuring the accuracy and unbiased nature of AI output**

- ✓ Knowledge of AI and Machine Learning algorithms and applications.
- ✓ Proficiency in data handling, statistical analysis, and interpretation.
- ✓ Strong grasp of audit methodologies, privacy laws, and ethical guidelines.
- ✓ Skills in assessing risks like bias, fairness, and system reliability in AI models.

# AI brings new domain expertise



## AI PRODUCT MANAGER

An AI Product Manager oversees the lifecycle of AI products, from initial concept to final launch

- ✓ Deep operational knowledge of AI and machine learning principles.
- ✓ Proficient in data management, analysis, and data-driven decision making.
- ✓ Understands the AI product lifecycle from ideation to maintenance.
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- ✓ Proficient in data management, analysis, and data-driven decision making.
- ✓ Understands the AI product lifecycle from ideation to maintenance.

## AI DATA CURATOR/ ETHICAL AI SPECIALIST

Responsible for managing, organising, and enhancing the data that trains and informs AI models

- ✓ Familiar with AI and machine learning concepts, especially data's impact on AI model performance.
- ✓ Aware of privacy laws and experienced in data de-identification.
- ✓ Skilled in data partitioning for AI model development (training, validation, test sets).
- ✓ Knowledgeable in SQL and NoSQL database systems.

## AI(-ENABLED) MARKETING MANAGER

Leverage AI tools to scale personalized campaigns

- ✓ Proficiency in utilizing AI-driven platforms and software tailored for marketing applications.
- ✓ A proactive approach to testing and iterating marketing strategies rapidly for optimal growth.
- ✓ Ability to dissect vast amounts of data, discern patterns, and derive actionable insights for marketing initiatives.
- ✓ Capacity to think outside the box and craft innovative marketing campaigns that resonate with target audiences.

# What does the future hold?



The rapidly evolving field of AI is creating an imbalance between the demand for skilled professionals and the supply. **According to an IBM report, fewer than 10,000 people worldwide have the expertise to become AI specialists. This shortage of AI talent is expected to persist until 2030, indicating a significant talent gap in the coming years.**

Organisations can address this talent shortage by investing in training and upskilling programs to ensure they have the necessary expertise to effectively leverage AI technologies.

The urgency of addressing the growing AI talent gap cannot be overstated. Ensuring that your organisation is equipped with the skills necessary to navigate the AI landscape is critical. At acework, we offer **embedded recruiting solutions** to help you find and onboard skilled AI professionals efficiently and effectively. We also encourage you to explore the referenced resources for a deeper understanding and insight into the future of AI and its impact on talent acquisition and management:

## References:

**8 emerging AI jobs for IT pros**

**You're Hired: 5 New Jobs Created by AI**

**Statistics and forecasts for recruiting in AI**

**Employers hiring skilled workers over experience**

**PWC Talent Trends 2020**

# About us

Visit our website to learn more → **aceWORK**  
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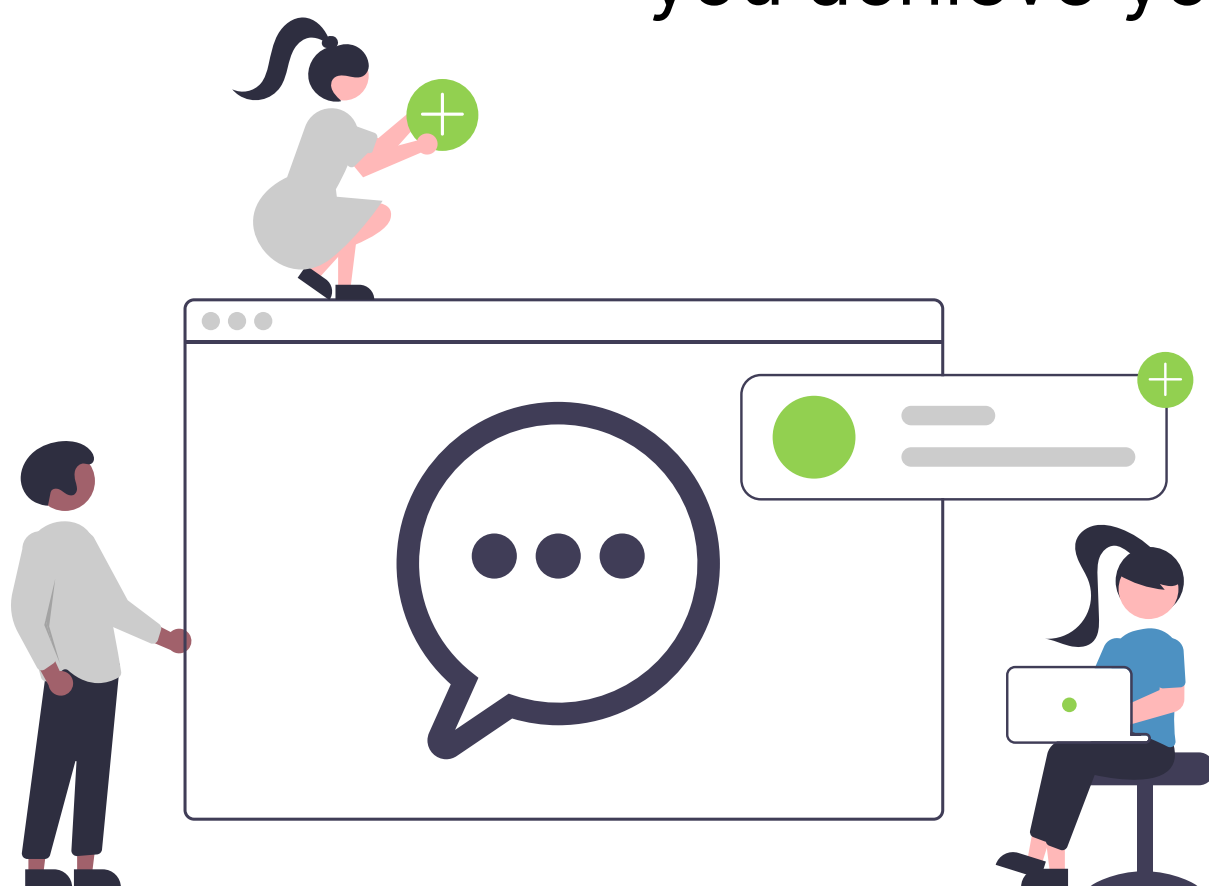
At acework, we are committed to connecting growing companies with the top 20% off-market candidates in tech, marketing, sales, and operations. Most of our candidates are experts at working remotely and are open to relocating for the right opportunity.

We've joined HEICO Group in 2023 to complement their existing HR services with expertise in digital, tech, and remote & hybrid recruiting.

As a family business since 1966, **HEICO Group employs over 1200 people at over 25 locations in Germany.** Their three business areas are real estate, aviation, and recruitment & staffing.

Our strategic consulting services help organizations understand the talent landscape and create sustainable and actionable hiring plans. We manage the entire sourcing and outreach process, providing valuable feedback, market insights, and a compelling employer value proposition to attract top talent.

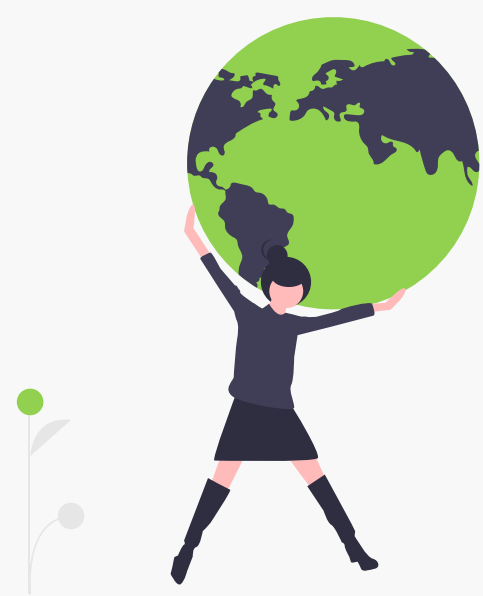
Whether you're building a remote-first/hybrid team or looking for talent for your local hub, acework is here to partner with your organization's recruitment and talent acquisition to help you achieve your goals.





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