Director, AI Risk Governance

Requisition	R0000193451
Employer	Royal Bank of Canada
Canadian locations	Toronto (Ontario, Canada)
Primary address	600 QUEENS PLATE DR, TORONTO, ON M9W 0A4, Canada
Posted	November 24, 2026
Last day to apply	December 7, 2026
Posted deadline	December 8, 2026
Business area	TECHNOLOGY AND OPERATIONS
Employment status	Regular
Work schedule	Full time · 37.5 h per week
Pay type	Salaried

The position

Responsibilities

Governance Frameworks & Accountabilities: Develop and maintain enterprise AI risk governance frameworks and guidance aligned with RBC's Enterprise Risk Management Framework and applicable policies. Clarify accountabilities, decision rights and escalation expectations across business and technology teams, supporting clear ownership of AI risks within each business, function and technology domain.

Governance Guidance & Advisory: Interpret policy and advise on emerging AI governance questions in partnership with Legal, Privacy, Security, Model Risk, Data Governance and other specialist teams. Translate complex requirements into clear enterprise guidance and advise accountable owners on how to apply it across the AI lifecycle.

Governance Forums & Decision-Making: Support the Enterprise AI Risk Council through decision papers and follow-up on commitments, and guide business and functional AI risk councils on decision authority, risk triage and escalation. Partner with AI Risk Champions to promote consistent interpretation of enterprise guidance.

Risk Assessment for AI Governance and Improvement: To guide the evolution of risk assessment approaches for AI across the company and to assist business and function owners in establishing and operationalizing the governance of AI risks.

AI Taxonomy & Governance Evolution: Partner with AI Architecture and relevant business, technology and risk teams to develop AI terminology, taxonomy and classification, coordinating enterprise input to ensure consistent definitions and application. Develop related inventory guidance, evolve governance as AI capabilities and risks change and support audit and regulatory responses.

Team Leadership & Partnerships: Lead and develop the governance team, set priorities and coach colleagues. Build effective partnerships across business, technology and risk functions to align governance expectations and support informed risk decisions.

Qualifications

Requirements

- Experience in risk management, governance or control in a complex organization, with a strong knowledge of corporate governance, technological risk and regulatory expectations.
- Experience demonstrated in developing or improving governance frameworks and translating requirements into practical guidance, clear responsibilities and decision-making processes.

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- A sound judgement in ambiguous situations, with the ability to assess emerging technological risks and make practical recommendations.
- Effective stakeholder management and influential skills, including experience in resolving competing priorities between business, technology and risk teams.
- Strong communication skills with senior management, including written recommendations, decision documents, governance documents and presentations.
- Experience in leadership of individuals, including coaching colleagues, setting priorities and leading initiatives in all functions.
- Undergraduate degree in finance, business, computer science, engineering or related disciplines, or equivalent professional experience.

Assets

- Experience in data governance, including data ownership, quality, line line and control.
- Knowledge of software life cycle development practices and associated risk and control requirements.
- Experience in AI governance, risk assessment of AI or risks associated with generic and agentic AI.
- Experience as a business process owner or to improve risk assessment processes.
- A relevant risk, audit or AI governance designation, such as CRISC, CISA, CISSP or AIGP.

Pay and benefits

- RBC teams aim to grow by working together, thinking ahead and giving dependable advice that helps clients and communities prosper. They support one another, develop their potential and strive for outcomes that benefit the communities they serve as well as the bank.
- An opportunity to shape corporate governance for AI and support responsible use of AI across RBC.
- Work with specialized business, technology and risk teams on emerging AI challenges.
- A comprehensive total premium program, including competitive pay and flexible benefits.
- Managers who coach employees and help them find opportunities to develop.

About the AI Group

RBC's AI Group is the AI accelerator for RBC, with a focus on driving the shift from early-stage AI projects to scaled, client outcomes that amplify the impact of RBC's people. In addition to helping scale the biggest AI opportunities at RBC, the AI Group is responsible for advancing research into emerging use cases across generative and agentic AI, while maintaining expertise in security, responsible AI and regulatory expectations. The Business Enablement function within the AI Group partners with LOBs and Functions to set AI ambition, originate transformation opportunities, and frame programs for delivery — ensuring RBC remains at the frontier of AI-enabled value creation.

Inclusion and Equal Opportunity Employment

RBC is an equal opportunity employer committed to diversity and inclusion. We are pleased to consider all qualified applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, protected veterans status, Aboriginal/Native American status or any other legally-protected factors. Disability-related accommodations during the application process are available upon request.

Job Skills

Critical Thinking, Cyber Security Management, Decision Making, Detailed Orientation, Information Security Management, Information Technology Security, Interpersonal Relationship Management, IT Security Architecture, Performance Management (PM)

RBC accepts applications until 11:59 p.m. on the day before the posted deadline.

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Our Employment Opportunities

RBC works as One RBC and follows five shared values: putting clients first, integrity, collaboration, respect and excellence. As one of the world’s largest and most successful banks, it sees inclusion and different perspectives as important to continued growth. RBC supports staff in doing their best work, working together, innovating and developing professionally. Its policies and programs foster respect, belonging and opportunities for everyone to create value for clients and communities.

Talent community

People who join RBC’s talent community can receive new postings, career advice and recruitment event updates tailored to their interests.

RBC’s careers portal shares information about career paths and how its teams contribute to client and community well-being.

RBC is accepting applications for an existing vacancy. Qualified applicants may hear from the recruitment team for a more detailed review of their résumé.

Search for requisition R0000193451 on the RBC careers portal.

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