



**Finding your fit:
Identifying strengths, transferable
skills, and career pathways in
privacy, AI, and technology**

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What We Will Cover Today

5 min

The Landscape

Why this matters now

10 min

Career Pathways

Technical vs. non-technical roles

8 min

Self-Assessment

Know yourself first (interactive)

7 min

Communicating Your Value

Resumes, LinkedIn, interviews

8 min

Transferable Skills

What you already bring

7 min

Bridging the Gap

Skills development & action plan

The Landscape

Why this matters now:

Privacy, AI governance, cybersecurity and digital transformation are converging, creating growing demand for professionals who can bridge law, technology and business

140+

Data protection laws

Countries, enacted or in draft

UNCTAD Legislation Tracker

88%

Organisations using AI

In at least one business function

McKinsey Global Survey on AI 2025

29%

Projected growth

Information security analysts

U.S. BLS, through 2034

514K

Open positions

U.S. cybersecurity listings

CyberSeek

56%

Wage premium

For AI-skilled professionals

PwC AI Jobs Barometer

The Opportunity Is Massive

Key market indicators signal unprecedented demand

4M

Global Security Work Force exceeds 4M professionals

ISC2 Cyber Security Workforce Study 2025

4.97M

Global cybersecurity workforce

ISC2

87%

Cite AI as fastest-growing cyber risk

WEF 2026

80%

of privacy professionals have expanded roles beyond traditional privacy

IAPP Privacy Governance report 20246

59%

Organizations report critical skills gaps

ISC2 2025

90%

Employers increasingly prioritise demonstrated skills, practical experience and certifications alongside formal qualifications.

ISC2 2025

Top 15

Fastest-growing jobs globally through 2030

WEF 2025



The Convergence of Privacy + AI Governance + Cybersecurity

Blended roles are the new normal

35%

of privacy professionals are now also responsible for AI governance (IAPP 2025)

\$190K

average base salary for AI governance legal/compliance roles

**\$141K-
\$170K**

salary range for AIGP certification holders

10%

of cybersecurity job listings now reference AI skills

13%

higher salaries correlated with holding one IAPP certification

Key Insight

Jobs exclusively dedicated to AI governance are still rare. Most roles are blended across privacy, security, and AI. This means professionals with cross-functional skills are in the highest demand.

Top Skills Gaps (ISC2 2025):

- AI security (41%)
- Cloud security (36%)
- Risk assessment (29%)
- GRC (27%)

Self-Assessment

Know yourself first.
Identify your interests,
strengths, and preferences.

INTERACTIVE SECTION

Guided exercises &
audience participation

Three Dimensions of Self-Assessment

Understanding what energizes you, what comes naturally and how you prefer to work



What gives you Energy at Work?

- Solving complex puzzles?
- Advising leadership?
- Building systems?
- Protecting people?
- Investigating incidents?
- Teaching & mentoring?



What Do Others Consistently Rely on you For?

- Analyzing information?
- Building relationships?
- Technical problem-solving?
- Strategic thinking?
- Process improvement?
- Simplifying Complexity?



What Type of Work Environment Helps You Thrive?

- Autonomous vs. collaborative?
- Advisory vs. operational?
- Strategic vs. tactical?
- People-facing vs. systems?
- Proactive vs. responsive?

Ask yourself: Which answers appeared more than once? Those recurring themes often point to your ideal career path.

Quick Poll: Where Are You Now?

Show of hands

A

Currently in a privacy/cybersecurity/AI role and looking to grow

B

Transitioning FROM another field INTO privacy/AI/cyber

C

Early career or recent graduate exploring options

D

Experienced professional considering a pivot within the field

This helps us tailor today's conversation to YOUR needs.

Transferable Skills

You Already Have More Relevant Skills Than You Think

24%

of employers say
communication is the
most important soft skill

In-Demand Transferable Skills

Skills employers seek that cross all industries and functions



Communication

#1 soft skill (24% of employers)



Problem-Solving

Critical & analytical thinking



Project Management

Planning, execution, delivery



Analytical Thinking

Data interpretation & insight



Leadership

Influence without authority



Adaptability

Navigating change & ambiguity



Research & Planning

Due diligence & investigation



Relationship Building

Stakeholder management



Regulatory Knowledge

Compliance & governance

From Your Background to Privacy/AI/Cyber

Your prior experience maps directly to specific career paths

Legal / Compliance



Privacy Counsel, DPO, AI Governance, Compliance Manager

IT / Engineering



Privacy Engineer, Security Architect, DevSecOps, CIPT track

Project Management



Privacy Program Manager, CIPM track, GRC Operations

HR / Communications



Privacy Training, Awareness Programs, Policy Development

Audit / Finance



GRC Specialist, Risk Assessment, Compliance Auditing

Business Operations



Privacy Operations, AI Governance, Vendor Risk, Third-Party Risk

Marketing / Customer Experience



Privacy Compliance, Consent Management, Customer Trust, Responsible Marketing

Research / Academia



AI Ethics, Policy Analysis, Governance Frameworks

Every leadership role counts, whether gained through employment, volunteering, professional associations or community service. Employers assess capability, not just job titles.

Guided Exercise: Personal Skills Inventory

Take 2 minutes to complete this quick inventory

Step 1: List 3 Accomplishments

Think of projects, wins, or challenges you navigated successfully. These can be from any context: work, school, volunteer, personal.

Step 2: Identify the Skills Used

For each accomplishment, list 2-3 skills you used. Be specific: not just 'communication' but 'explaining technical risk to non-technical executives.'

Step 3: Find the Patterns

Example:

Accomplishment:

"Led GDPR readiness project for my division"

Skills identified:

- Cross-functional coordination
- Translating legal to operational
- Program management
- Executive communication

Pattern: Program leadership + stakeholder communication

Career Pathways

Explore career paths aligned with your strengths, interests and long-term goals.

Non-Technical

Technical

Hybrid / Emerging

Most professionals move between technical, governance and leadership roles throughout their careers

Non-Technical Career Paths

Strategy, governance, compliance, and advisory roles

Chief Privacy Officer (CPO)

Directing policies, procedures; educating executives; setting governance strategy

Data Protection Officer (DPO)

GDPR-mandated; oversight of data protection strategy, compliance monitoring, staff training

Privacy Counsel

Legal aspects of cybersecurity, incident response, data security, technology liability

Privacy Analyst

Day-to-day tasks processing personal data, analyzing risks, supporting the privacy program

Privacy Program Manager

Managing daily privacy operations, cross-functional coordination, program maturity

Compliance Manager

Privacy audits, risk assessments, training programs, regulatory monitoring

AI Governance / Policy Officer

Ensuring AI systems meet safety, ethical, and regulatory standards

Digital Trust Manager

Digital governance, responsible AI, customer trust, ethical technology, cross-functional governance

GRC Specialist

Evaluating risks, developing security standards, procedures, and controls

Technical & Hybrid/Emerging Roles

Technical Roles

Privacy Engineer

Embedding privacy into technology design; privacy by design implementation

Security Analyst/Engineer

Threat detection, integrated security systems, vulnerability management

DevSecOps Engineer

~36,000 openings; integrating security into development pipelines

Security Architect

Designing secure systems and infrastructure at enterprise scale

Privacy Technologist

Building PETs, anonymization tools, consent management platforms

Hybrid / Emerging Roles

AI Governance Officer

Bridges policy and technical teams; often reports to CPO

Privacy by Design Specialist

Translates legal requirements into technical specs

Data Ethics Lead

Data use ethics, AI fairness, algorithmic accountability

AI Risk & Compliance Manager

AI risk assessments, AI inventories, AI regulatory compliance

Responsible AI Lead

Ethical AI, AI oversight, governance frameworks, board reporting

Third-Party AI Risk

Increasingly common because organisations are buying rather than building AI systems

Connect your self-assessment answers to roles that fit

Career paths are flexible. Your first role rarely defines your final destination. Focus on building transferable skills rather than chasing the perfect job title.

IF:

Energized by advising leaders + strong communication + prefer strategic work

CONSIDER:

CPO, Privacy Counsel, AI Governance Officer

IF:

Love building systems + detail-oriented + prefer hands-on execution

CONSIDER:

Privacy Engineer, Security Architect, DevSecOps

IF:

Enjoy coordinating teams + strong project mgmt + operational mindset

CONSIDER:

Privacy Program Manager, Compliance Manager, GRC

IF:

Passionate about fairness + research-oriented + enjoy writing/policy

CONSIDER:

Data Ethics Lead, AI Policy, Privacy Analyst

IF:

Enjoy influencing decisions, facilitating discussions and connecting different teams

CONSIDER:

Governance, Privacy Programme Management, AI Governance, Digital Trust



Communicating Your Value

Translating your experience
into the language of privacy,
AI, and technology.

Resumes | LinkedIn | Interviews



Same experience, different framing = different outcomes. Focus on outcomes not just responsibilities.

BEFORE (Generic)

"Managed compliance program"

"Handled data requests"

"Worked with IT on security projects"

"Reviewed contracts"

"Conducted privacy assessments"



AFTER (Targeted for Privacy)

"Developed and implemented CCPA/GDPR compliance program serving 500K+ data subjects"

"Managed DSAR workflow processing 200+ requests/quarter within regulatory timelines"

"Led cross-functional privacy-by-design reviews for 12 product launches"

"Negotiated DPA terms with 50+ vendors ensuring GDPR Art. 28 compliance"

"Conducted privacy impact assessments that identified compliance risks and informed business decisions"

LinkedIn Optimization

- Professional headline with target role keywords
- Skills section: list privacy/AI/cyber competencies
- Engage with industry content (IAPP, ISC2, etc.)
- About section = your career transition story
- Get endorsements for target skills
- Demonstrate expertise by sharing lessons learnt, commenting on regulatory developments, publishing short posts

Interview: The STAR Method

Situation: Context of the challenge

Task: Your specific responsibility

Action: Steps YOU took (use privacy language)

Result: Quantified outcome + what you learned

Pro Tip for Career Changers:

In interviews, don't apologize for your background. Lead with: "My experience in [X] gives me a unique advantage in privacy because..." Frame the transition as intentional and additive, not as a gap.

Bridging the Gap

Skills development &
professional growth.



Assess Your Skills and Growth Opportunities

A structured framework for identifying and closing gaps

1 Identify Target Role

Research 5-10 job postings for your target role. List all required and preferred qualifications.

2 Self-Assess Current Skills

Assess your current capabilities against the requirements of your target role. Identify your strengths, areas for development and opportunities to gain practical experience

3 Prioritize Gaps

Which gaps are deal-breakers vs. nice-to-haves? Focus first on the skills that will have the greatest impact on your career progression. Not every gap needs to be closed immediately.

4 Build Your Plan

For each priority gap: What will you do? By when? How will you demonstrate the skill?



IAPP Certifications: Your Credential Roadmap

IAPP certifications demonstrate recognized expertise and commitment to professional development. They complement practical experience rather than replace it.

CIPP

Certified Information Privacy Professional

Premier global credential. Concentrations: US, Europe, Asia, Canada, China. Foundational knowledge of privacy laws and regulations. Recommended starting point for most professionals entering privacy.

Best for: Legal, compliance, advisory roles

CIPM

Certified Information Privacy Manager

Privacy program administration. Establishing, maintaining, and managing privacy programs. Operational focus.

Best for: Program managers, operational leaders

CIPT

Certified Information Privacy Technologist

Privacy in technology. Building data protection into products and services. Technical privacy implementation. Also, ideal for professionals working alongside technology teams to embed privacy into products and services.

Best for: Engineers, architects, tech-savvy privacy pros

AIGP

AI Governance Professional

Launched April 2024. Demonstrates competency in AI development and ethical deployment. Ideal for professionals supporting AI governance, risk management, compliance and responsible AI initiatives.

Best for: Anyone working at AI/privacy intersection

Beyond IAPP: Additional Certifications & Resources

Other Relevant Certifications

CISSP - Information security leadership

CISM - Information security management

CDPSE (ISACA) - Data privacy solutions engineering

CompTIA Security+ - Entry-level security certification

Building Experience

- Volunteer to participate in privacy impact assessments, AI governance initiatives, policy reviews or cross-functional risk projects
- Join cross-functional data protection teams
- Pro bono consulting for nonprofits
- IAPP KnowledgeNet chapters & committees
- Share insights through LinkedIn posts, blogs, webinars or professional speaking opportunities

Free & Low-Cost Learning

- IAPP Resource Center & training
- NIST frameworks & guidance (free)
- Coursera, edX privacy/cyber courses
- OECD AI Principles
- ISO/IEC 42001 (AI Management Systems)
- Vendor webinars & community events

Mentorship & Networking

- IAPP Women Leading Privacy Board
- Seek mentors in your target role
- Informational interviews (ask for 20 min)
- Industry conferences & local chapters
- Build professional relationships before you need them



Your 30-60-90 Day Action Plan

A framework for turning today's insights into tomorrow's results

30 Days

Research & Reflect

- Complete self-assessment
- Research 10 target job postings
- Identify top 3 skills gaps
- Update LinkedIn headline
- Schedule 2 informational interviews

60 Days

Build & Connect

- Enroll in certification prep
- Volunteer for a privacy project
- Rewrite resume with new framing
- Join IAPP KnowledgeNet chapter
- Find a mentor in target role

90 Days

Act & Apply

- Apply to 3-5 target roles
- Complete first cert exam or course
- Publish a thought leadership piece
- Reassess gaps & adjust plan
- Set next 90-day milestones

Accountability strategy: Share your plan with a trusted colleague or mentor. Schedule monthly check-ins. Celebrate progress NOT perfection.

Key Takeaways

01 **Know Yourself First**

Your strengths, interests, and work preferences point to specific career paths. Self-awareness is your compass.

02 **You Existing Experience has value**

Transferable skills from any background are directly applicable. Don't underestimate what you bring.

03 **Multiple Pathways Exist**

Technical, non-technical, and hybrid roles. Choose based on fit, not just familiarity.

04 **Communication Is Strategy**

How you frame your experience determines how employers perceive your value. Reframe, don't apologize.

05 **Start Now, Start Small**

A 30-day action plan beats a perfect plan you never execute. Close one gap at a time.

The future belongs to professionals who combine technical knowledge, sound judgement and continuous learning. Start where you are, build on your strengths and keep moving forward.

Questions & Discussions (15min)

Organizations & Communities

- IAPP (iapp.org)
- IAPP Women Leading Privacy
- ISC2 (isc2.org)
- ISACA (isaca.org)
- CyberSeek (cyberseek.org)

Certifications to Explore

- IAPP: CIPP/US, CIPP/E, CIPM, CIPT, AIGP
- ISC2: CISSP, SSCP
- ISACA: CISM, CDPSE
- CompTIA: Security+

Reports & Research Cited

- IAPP 2025 Salary & Jobs Report
- ISC2 Cybersecurity Workforce Study 2025
- WEF Global Cybersecurity Outlook 2026
- WEF Future of Jobs Report 2025
- PwC 2025 Global AI Jobs Barometer
- BLS Occupational Outlook (InfoSec)
- TruLegal Job Market Analysis
- UNCTAD Legislation Tracker
- McKinsey Global Survey on AI 2025
- ISC2 Cyber Security Workforce Study 2025
- IAPP Privacy Governance report 2024⁶

Key Frameworks

- NIST Privacy Framework
- NIST AI Risk Management Framework
- ISO 27001 / 27701

Connect with our Speakers!



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For more information: www.iapp.org

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