Company: IAM Experts Ltd
Location: France / South Africa
Reports to: CEO
Role: Lead AI Specialist
Job Type: Full-time, Permanent, Remote/Hybrid

Lead AI Specialist

About IAM Experts:

IAM Experts is a leading consultancy firm that provides professional services in Identity Access Management (IAM) to organisations worldwide. With over 16 years of industry recognition, we are committed to delivering expertise and dedication to every project. Collaborating with established leaders and emerging vendors, we stay ahead through continuous technology watch. Operating across three continents with offices in the UK, France, India, and South Africa, our diverse team is proficient in 5+ languages, supporting clients globally. We take pride in our international reputation and rely on the support of over 360 valued consultants in the IAM space. In our dynamic environment, we promote open communication, respect, trust, and ongoing improvement.

Role Overview

We are seeking an experienced **Lead AI Specialist** to drive the design and implementation of AI-powered solutions within our Identity & Access Management (IAM) offerings. As a senior technical leader, you will play a key role in integrating AI and machine learning capabilities into IAM platforms to enhance security, automate processes, and deliver intelligent access solutions. You will collaborate with clients, architects, and engineering teams to ensure AI solutions are scalable, secure, and aligned with business requirements.

This role combines hands-on AI engineering expertise with technical leadership in an IT consulting environment, focusing on delivering innovative AI-driven IAM solutions for enterprise clients.

Key Responsibilities

- **AI Solution Development for IAM**: Design and develop AI/ML models to enhance IAM capabilities, such as intelligent identity verification, anomaly detection, access pattern analysis, and predictive access controls.
- **Technical Project Leadership**: Lead AI components in client projects, providing technical oversight and ensuring high-quality deliverables.

- **Collaboration with IAM Architects & Security Experts**: Work closely with IAM solution architects to embed AI into access management frameworks while ensuring security, compliance, and scalability.
- **MLOps & Model Deployment**: Oversee the deployment of AI models into client environments, ensuring reliable operation, performance monitoring, and iterative improvements.
- **Client Engagement & Advisory**: Act as a subject-matter expert in client interactions, explaining AI concepts, solution approaches, and value propositions.
- **Innovation & Continuous Improvement**: Research emerging AI technologies relevant to IAM (e.g., behavioural biometrics, zero-trust AI models) and propose enhancements to service offerings.
- **Mentoring & Knowledge Sharing**: Provide technical guidance to junior AI engineers and contribute to internal knowledge-sharing initiatives.

Key Qualifications & Experience

- Experience integrating AI into IAM platforms such as Okta, Ping Identity, ForgeRock, or Microsoft Entra.
- Knowledge of cybersecurity threat modelling and behavioural analytics.
- Prior consulting experience in delivering AI-driven solutions to enterprise clients.
- Familiarity with graph-based identity modelling and identity analytics.
- Exposure to federated learning, edge AI, or privacy-preserving AI techniques.

Key Competencies & Attributes

Competency	Behaviour
Applied AI & Machine Learning Expertise	- Demonstrates deep understanding of AI/ML principles and best practices, with a strong focus on practical applications in IAM and cybersecurity. - Skilled in selecting appropriate AI models (supervised, unsupervised, deep learning) based on business and technical requirements. - Able to bridge the gap between AI research concepts and real-world, production-ready AI solutions for enterprise environments.
Technical Leadership & Solution Ownership	- Leads by example through hands-on technical contributions, while also providing guidance, code reviews, and mentorship to AI engineers. - Capable of owning end-to-end AI solution delivery, from design to deployment, ensuring alignment with project goals, timelines, and quality standards.

	- Comfortable making architectural decisions and trade-offs to balance innovation with scalability, security, and maintainability.
Client-Focused Consulting Mindset	- Strong ability to translate complex AI concepts into clear, business-relevant narratives for clients and stakeholders. - Builds trusted relationships with clients by advising on AI strategies that align with their IAM challenges and business objectives. - Demonstrates professional presence in client-facing scenarios, including workshops, solution demonstrations, and strategic discussions.
Security-First Thinking	- Embeds a security-by-design approach in AI development, ensuring models and systems adhere to IAM protocols, data privacy regulations, and cybersecurity best practices. - Proactively identifies and mitigates AI-specific risks such as model drift, adversarial attacks, and data leakage. - Understands the critical balance between AI innovation and compliance requirements (GDPR, CCPA, ISO 27001) in IAM environments.
Innovative Problem Solving & Analytical Rigor	- Possesses a solution-oriented mindset, using AI/ML creatively to address IAM challenges like identity fraud detection, anomaly access patterns, and predictive access control. - Applies structured analytical thinking to dissect complex problems and deliver robust, data-driven AI solutions. - Continuously seeks opportunities to leverage emerging AI technologies (e.g., behavioural biometrics, federated learning) to enhance IAM offerings.
Collaboration & Cross-Functional Communication	- Works effectively within multi-disciplinary teams (product managers, security architects, software engineers) to ensure cohesive AI solution delivery. - Demonstrates excellent communication skills, adapting technical depth when engaging with both technical teams and business stakeholders. - Actively fosters a culture of knowledge sharing, collaboration, and collective problem solving.
Adaptability & Resilience in a Consulting Environment	- Thrives in a fast-paced, client-driven environment, adept at managing shifting priorities and project scopes.

	- Demonstrates resilience and agility, adjusting AI approaches and strategies based on client feedback and evolving business needs. - Comfortable handling multiple client engagements simultaneously, maintaining high-quality outputs under tight deadlines.

This is a full-time position, Monday to Friday, working remotely, with team meetings once per month in our London Paddington office / Cape Town office.

Please note, you must be authorised to work in the France OR South Africa. We do not currently offer visa sponsorship.

Why Join Us?

At IAM Experts, you'll have the opportunity to work with cutting-edge technologies and collaborate with a talented team of professionals. We offer competitive compensation, comprehensive benefits, and opportunities for career growth and advancement. If you are a technology leader passionate about AI and innovation, we invite you to apply and join us in driving AI excellence!

IAM Experts is an equal opportunity employer and values respect, diversity, inclusivity, and fairness in the workplace.

Contact:

If you want to be part of our dynamic and talented team, please submit your CV and cover letter outlining your experience to careers@iamexperts.org.

Applications will be reviewed on a rolling basis until the position is filled.