OCCUPATIONAL CODE ASSIGNMENT (OCA) — PART A

Submission Package

Proposed Occupation: AI Operator

*Submitted to the National Center for O*NET Development*

Form URL: https://www.onetcenter.org/coding.html

OMB Control Number: 1205-0137 (expires 2-28-2029)

Prepared by: Dr. William E. Hamilton, Jr., Ph.D., CPTD

Organization: CIWLEARNING (Café Iman West LLC)

Site of record: https://drbill360.net

PURPOSE OF THIS SUBMISSION

To propose the AI Operator role for review under the O*NET Occupational Code Assignment process. The role governs and orchestrates AI-augmented workflows as an accountable operating system, and is not adequately covered by existing O*NET-SOC codes including Data Scientists (15-2051.00), Business Intelligence Analysts (15-2051.01), Information Security Analysts (15-1212.00), or Computer Systems Analysts (15-1211.00).

Instructions for Use

This document contains the prepared content for each numbered field on the O*NET Occupational Code Assignment (OCA) Form Part A. Open the form at the URL above and paste each field's content into the corresponding form field. Fields requiring personal contact information are left blank and marked clearly.

After submission, an O*NET analyst will review and respond within 14 business days with OCA Form Part B containing the code assignment determination.

Field 1. Contact Name and Organization

Required. Include name(s) of individual(s) submitting request, as well as name of organization, agency, business.

Name: William E. Hamilton, Jr., Ph.D., CPTD

Organization: CIWLEARNING (Café Iman West LLC)

Field 2. Contact Address

Required. Include city, state, and zip code.

Address: [redacted]

Field 3. Submitter Type

Required. Select one option from the form.

☑ Other (Subject-Matter Expert / Industry Researcher / Workforce Capability Developer)

Justification: Founder of CIWLEARNING with active workforce development, AI governance, operational AI integration, and development knowledge. Authored published reference framework for the proposed occupation at drbill360.net.

Field 4. Email Address

Required.

dr.hamilton@ciwlearning.com

Field 5. Telephone Number

Required. Include area code and 7-digit number.

[redacted]

Field 6. Date Submitted

21 May 21, 2026

Field 7. Industry

In order of importance, list the primary industries where this occupation is found. Include NAICS code(s) where known.

1. Professional, Scientific, and Technical Services (NAICS 54)
2. Information (NAICS 51)
3. Finance and Insurance (NAICS 52)
4. Manufacturing (NAICS 31–33)

5. Health Care and Social Assistance (NAICS 62)
6. Educational Services (NAICS 61)
7. Public Administration (NAICS 92)
8. Management of Companies and Enterprises (NAICS 55)

Field 8. Title

Required. Title of the job or occupation to be reviewed and assigned.

AI Operator

Common alternate titles encountered in field practice:

- AI Operations Lead (AIOps Lead)
- AI Orchestration Specialist
- AI Workflow Operator
- AI Governance Operator
- Human-in-the-Loop Operations Lead
- AI Reliability Operator
- AI Integration Lead
- AI Program Operations Manager
- AI Capability Operator
- AI Approval and Quality Lead
- AI Collaboration Engineer (technical-leaning variant)

Field 9. Summary Description of Job / Occupation

Required. Summarize the overall objective or purpose of the occupation.

Direct, govern, and orchestrate AI-augmented workflows in which generative and agentic AI systems propose actions, decisions, or work products that humans review, approve, modify, or reject inside a documented and auditable operating loop. Apply scope, context, approval, memory, and strategic alignment disciplines to convert AI capability into accountable organizational value. Maintain chain of evidence sufficient to satisfy internal review, external audit, or regulatory inquiry. Coordinate with security, compliance, legal, and operational stakeholders to align AI workflows with policy and risk appetite. Train and develop professionals in operational orchestration practices.

Field 10. Tasks

Required. In order of importance, list the most important and regularly performed tasks. Begin with action verbs.

1. **Define scope and access boundaries** for AI agents and AI-augmented workflows, specifying which systems, datasets, and actions are in or out of bounds.
2. **Design, document, and maintain context packages** — project rules, prior decisions, organizational standards, constraints — that AI systems load on every operational cycle.
3. **Establish risk-tiered approval architectures** specifying which AI-produced outputs may be auto-applied, which require single-reviewer approval, and which require dual review.
4. **Review, validate, approve, modify, or reject** AI-proposed changes, decisions, or work products against organizational standards and quality criteria.

5. **Maintain version-controlled records** of AI-assisted actions, including model used, context provided, human reviewer, and acceptance or rejection rationale.
6. **Orchestrate end-to-end loops** in which AI proposes, humans review, execution environments apply changes, version control records outcomes, and downstream systems synchronize.
7. **Monitor AI outputs for quality regressions, scope drift, and systemic errors**; recommend corrective action via context updates, model changes, or workflow redesign.
8. **Develop and maintain audit-ready documentation** demonstrating chain of evidence for AI-produced work.
9. **Translate strategic and operational objectives** into AI-workable directives and quality criteria.
10. **Coordinate with subject matter experts, IT, security, compliance, and legal stakeholders** to align AI-augmented workflows with organizational policy and risk appetite.
11. **Evaluate AI tools, models, and platforms** against operational requirements and governance criteria; recommend adoption, retirement, or replacement.
12. **Conduct post-deployment reviews of AI workflows** to assess accuracy, efficiency, alignment with intent, and downstream impact.
13. **Train, mentor, and coach professionals** in operational orchestration practices, including scope, context, approval, memory, and strategic alignment disciplines.
14. **Identify problems unsuitable for AI augmentation** due to ambiguity, ethical risk, regulatory constraint, or insufficient quality of available context.
15. **Maintain standard operating procedures, runbooks, and playbooks** for AI-augmented work as model capabilities and organizational needs evolve.
16. **Recommend organizational changes** — role redesign, capability development, policy updates — required to capture full value from AI augmentation.

Field 11. Work Activities

Required. In order of importance, list the most important generalized work activities.

1. Evaluating Information to Determine Compliance with Standards
2. Making Decisions and Solving Problems
3. Documenting/Recording Information
4. Working with Computers
5. Communicating with Supervisors, Peers, or Subordinates
6. Coordinating the Work and Activities of Others
7. Updating and Using Relevant Knowledge
8. Developing Objectives and Strategies
9. Providing Consultation and Advice to Others
10. Monitoring Processes, Materials, or Surroundings
11. Training and Teaching Others
12. Interpreting the Meaning of Information for Others
13. Analyzing Data or Information
14. Organizing, Planning, and Prioritizing Work

Field 12. Interactions

Types of people that individuals within this occupation interact with during a typical workweek.

- Subject matter experts (domain specialists across business functions)

- Information Technology, Information Security, Compliance, and Legal personnel
- Senior leadership and executive decision-makers
- Data Scientists, Business Intelligence Analysts, and software engineers
- Internal and external audit, regulatory, and review parties
- Vendor representatives (AI platform and tool providers)
- Direct reports and cross-functional team members
- Human Resources and capability development partners
- End users of AI-augmented workflows

Field 13. Physical Activities

Primary physical activities performed within this occupation.

- Primarily desk-based work in environmentally controlled office settings
- Extended periods of sitting, keyboard use, and computer screen viewing
- Frequent virtual meetings and in-person discussions with stakeholders
- Periodic standing for whiteboarding, presentation, and facilitation
- Occasional travel between facilities or to client sites

Field 14. Knowledge Areas

In order of importance, list the knowledge areas required to perform the tasks of this occupation.

1. Computers and Electronics
2. Administration and Management
3. Education and Training
4. English Language
5. Law and Government (compliance, audit, regulatory frameworks)
6. Customer and Personal Service
7. Personnel and Human Resources
8. Mathematics (working familiarity, not specialist depth)

Field 15. Education

Level of educational preparation typically requested or required.

Formal Education (typical entry): Bachelor's Degree

Graduate Education (increasingly preferred for senior roles): Master's Degree

Field of Study: Computer Science, Information Systems, Business Administration, Data Science, Industrial-Organizational Psychology, Human Resources Management, Organizational Development, or related field.

Field 16. Training / Experience

Training and experience typically requested or required.

On-the-Job Training: 6 to 18 months in operational AI workflow design and governance practice.

Prior Work Experience: 3 to 7 years in analytics, information technology, project management, operations, organizational development, or governance functions.

Specific Licensure or Certification: None currently required. Emerging credentials valued by employers include: ISO/IEC 42001 Lead Implementer or Lead Auditor; ATD Certified Professional in Talent Development (CPTD);

Project Management Professional (PMP); ISACA Certified Information Systems Auditor (CISA); NIST AI Risk Management Framework practitioner credentials.

Field 17. Tools or Technology Used

In order of importance, list machines, equipment, tools, software, and information technology workers may use.

1. Generative AI / LLM platforms (Anthropic Claude, OpenAI GPT, Google Gemini, Meta Llama, Mistral)
2. Agent and orchestration frameworks (LangChain, LlamaIndex, AutoGen, CrewAI, Claude Code)
3. Version control software (Git, GitHub, GitLab, Bitbucket)
4. Workflow and project management software (Atlassian Jira, Confluence, Asana, Notion, Linear)
5. Audit, logging, and monitoring software (Splunk Enterprise, ELK Stack, Datadog, Grafana)
6. AI governance framework tooling (ISO/IEC 42001 implementation tools, NIST AI RMF playbooks, MLflow, Weights & Biases)
7. Cloud governance and identity-and-access management (AWS IAM, Microsoft Azure Entra, Google Cloud IAM, Microsoft Purview)
8. Documentation tooling (Markdown, MkDocs, Sphinx, Microsoft SharePoint)
9. Process design software (Microsoft Visio, Lucidchart, Miro)
10. Office and presentation software (Microsoft Office, Google Workspace)
11. Spreadsheet software (Microsoft Excel, Google Sheets)
12. Business intelligence software for workflow monitoring (Microsoft Power BI, Tableau)
13. Integrated development environments (IDEs) and AI-assisted development environments (Visual Studio Code, Cursor, JetBrains IntelliJ IDEA, Windsurf)
14. Shell and terminal environments (Bash, PowerShell, Windows Terminal, Linux shell environments, SSH environments)
15. AI-assisted coding and orchestration interfaces (Claude CLI, OpenAI API tooling, Gemini CLI integrations, AI-assisted terminal operations, agent execution interfaces)
16. Context interoperability and augmentation frameworks (Model Context Protocol (MCP), agent memory systems, context routing architectures, tool interoperability frameworks)
17. Workflow customization and automation tooling (hooks, slash commands, orchestration scripts, approval-rule configuration, execution policies, allowlists)

Field 18. Web Sites / Resources

Web sites or other resources where information about the occupation can be found.

- https://drbill360.net/what-an-ai-operator-actually-does/
- https://drbill360.net/ai-doesnt-need-restraint-it-needs-structure/ — governance frame (Vol. 02)
- https://drbill360.net/so-what-why-project-aware-ai-beats-prompt-and-pray/ — context engineering (Vol. 03)
- https://drbill360.net/ai-junior-engineer-run-the-shop/ — operator identity (Vol. 04)
- https://www.iso.org/standard/81230.html — ISO/IEC 42001 AI Management Systems
- https://www.nist.gov/itl/ai-risk-management-framework — NIST AI Risk Management Framework
- https://www.atd.org — Association for Talent Development Capability Model
- https://www.iiba.org — International Institute of Business Analysis

Field 19. Explanation of Submittal

Reasons for seeking this occupational code assignment.

The AI Operator role is emerging rapidly across enterprise environments as generative and agentic AI systems move from experimental tools to operational contributors. Existing O*NET occupations cover adjacent but distinct work: Data Scientists (15-2051.00) build models; Business Intelligence Analysts (15-2051.01) report data; Information Security Analysts (15-1212.00) defend systems; Computer Systems Analysts (15-1211.00) design technical systems; Computer and Information Systems Managers (11-3021.00) run the IT function. None defines the governance-plus-orchestration discipline that the AI Operator performs as a primary function — operating an AI-augmented workflow as a documented, auditable, accountable system.

This submission requests review of AI Operator as a candidate for a new O*NET-SOC code or, at minimum, addition to the Alternate Titles file under the most appropriate adjacent code (likely 15-2051 family or as a residual category requiring expansion). The supporting article series, discipline framework, and field-level role definition are published at drbill360.net under the Dr. Bill Thought Capital series, volumes 02 through 05.

Field 20. Additional Information / Comments

*Additional information that may help in assigning this job to an O*NET-SOC occupation.*

Holland Interest Code: ECI (Enterprising, Conventional, Investigative). This represents a meaningful shift from Data Scientist (IC) and Business Intelligence Analyst (CIE), indicating a leader-operator role rather than a deeper analyst role. The leading Enterprising code signals direction-of-people-and-systems work; the Conventional code signals the governance and audit backbone; the Investigative code reflects analytical evaluation of AI outputs.

Top Work Styles: Integrity (elevated to top — central to the role's ethical and accountability surface), Attention to Detail, Dependability, Achievement Orientation, Adaptability and Flexibility (AI capabilities shift continuously), and Leadership (added beyond the typical Data Scientist and BI Analyst top styles).

Proposed Job Zone: Job Zone 4 — Considerable Preparation Needed (SVP range 7.0 to <8.0). Likely to migrate toward Job Zone 5 as the role matures and formal credentialing emerges.

Estimated Median Wage Range (2026): $120,000 to $145,000 annually. Positioned above Data Scientist median ($112,590 in 2024) and below Computer and Information Systems Manager median (approximately $170,000 in 2024), reflecting the hybrid technical-leadership nature of the role.

Outlook: Strong candidate for Bright Outlook designation. Demand pattern reflects enterprise discovery that AI deployments without operational governance generate disproportionate risk; near-term hiring spike likely to precede formal training infrastructure by 18 to 36 months.

Recommended Related Occupations: 15-2051.00 Data Scientists; 15-2051.01 Business Intelligence Analysts; 15-1212.00 Information Security Analysts; 15-1211.00 Computer Systems Analysts; 15-1221.00 Computer and Information Research Scientists; 11-3021.00 Computer and Information Systems Managers; 13-1111.00 Management Analysts; 13-1082.00 Project Management Specialists.

Industry Distribution: Observed concentration in Professional, Scientific, and Technical Services; Finance and Insurance; and Information sectors, with rapid expansion into Health Care, Manufacturing, and Public Administration. Pattern parallels early-stage adoption of Information Security Analyst role 15 to 20 years ago.

ACKNOWLEDGMENT

Submitting this information to the OCA process does not guarantee that the O*NET-SOC system will classify the AI Operator as a new occupational code. New codes are determined based on considerations of frequency and prevalence across multiple sources. This submission is offered as one such source, accompanied by published reference material at drbill360.net, with the intent of contributing to the next occupational classification review cycle.

This framework is intended as an open occupational discussion draft and field contribution. Organizations should adapt operational responsibilities, governance structures, and tooling requirements to their regulatory, technical, and workforce environments.