PSCI Addresses Hiring Considerations for AI-Adjacent Positions

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PSCI shared perspective on hiring considerations for AI-adjacent positions as organizations across multiple industries expand the use of artificial intelligence in operational and development environments. The discussion outlines factors employers are evaluating when recruiting professionals whose roles intersect with AI technologies, including data governance, system integration, and cross-functional collaboration. This perspective reflects PSCI?s experience with workforce trends affecting technology teams and staffing strategies.

?Organizations are increasingly seeking professionals who can work alongside artificial intelligence systems while understanding the broader business and technical context in which those systems operate,? said Sean O?Neill, President and CEO of PSCI. ?The focus is shifting toward roles that combine technical fluency with adaptability, communication, and compliance awareness.?

AI-adjacent positions generally include roles that support, manage, or integrate AI tools rather than build core algorithms. These positions may involve responsibilities related to data quality, infrastructure support, cybersecurity alignment, regulatory review, and user enablement. Employers are assessing how these

functions interact with existing teams and how responsibilities should be defined as AI tools evolve within established workflows.

One consideration noted by PSCI involves balancing technical requirements with domain knowledge. While some AI-adjacent roles require familiarity with programming languages, data platforms, or cloud environments, others prioritize understanding industry-specific processes such as healthcare operations, financial controls, or supply chain management. Employers are evaluating how much technical depth is required versus the ability to translate AI outputs into practical actions for non-technical stakeholders.

Another factor involves governance and risk management. As organizations deploy AI-enabled systems, hiring managers are placing greater emphasis on candidates who understand data privacy standards, security frameworks, and internal controls. AI-adjacent professionals are often expected to collaborate with legal, compliance, and risk teams to ensure systems align with regulatory obligations and internal policies, particularly as oversight requirements continue to develop.

Workforce planning is also influencing how organizations approach these hires. Many employers are determining whether AI-adjacent roles are best filled through project-based engagements or permanent placement, depending on the maturity of their AI initiatives. Short-term projects may focus on implementation or integration, while long-term roles may support ongoing optimization, monitoring, and user training. Staffing strategies are being shaped by budget considerations, timelines, and the availability of specialized talent.

PSCI has operated as an IT staffing agency since 1993, providing both project-based placement and permanent placement services. The firm has observed that demand for AI-adjacent roles often spans multiple departments, requiring coordination between technology leaders and business executives. This cross-functional nature is influencing how job descriptions are written and how success metrics are defined for these positions.

Industry recognition has accompanied PSCI?s growth over time. The firm has received Business Insider recognition as a top recruiting firm in the United States and has been named to the Philadelphia 100 list of fastest-growing privately held regional companies for three consecutive years. PSCI has also been recognized by Inc. magazine as one of the fastest-growing privately held companies in the U.S. for three consecutive years, a distinction that reflects sustained expansion rather than a single-period result.

Professional standards and industry engagement are another area of emphasis. PSCI has participated in events hosted by TechServe Alliance since 2002 and has adhered to its business principles since 1993. TechServe Alliance is a trade organization for computer consulting firms in the United States that promotes professional standards, provides industry data, and engages with policymakers on workforce and technology issues.

Beyond its business operations, PSCI has contributed to a range of charitable and community organizations over the years. These include the Wounded Warrior Project, American Red Cross, FIRST Robotics Competition, United Way, Ronald McDonald House of Delaware, and Junior Achievement, among others. The firm has also supported programs and organizations such as the March of Dimes Block Party, Jewish Family Services of Delaware, JDRF, and the Delaware State Police, reflecting ongoing community involvement alongside its industry activities.

As organizations continue to integrate artificial intelligence into everyday operations, hiring practices for AI-adjacent positions are expected to evolve. PSCI observes that employers increasingly value candidates who can bridge technical systems and organizational objectives while operating within established governance frameworks.

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