

Lead AI Engineer – Microsoft Copilot & Enterprise AI

Location: Dublin, Ireland (or as required)

Reports To: Head of Data & Analytics

Role Overview

We are seeking a **Lead AI Engineer** to drive the **enterprise-wide rollout of Microsoft Copilot** and lead the design, development, and governance of AI-powered solutions across the organisation.

This role combines **hands-on AI engineering** with **programme leadership**, requiring proven experience delivering **Copilot deployments at scale**, building **Copilot agents**, and integrating AI into enterprise workflows using the **Microsoft ecosystem**.

The successful candidate will play a key role in supporting the organisation's AI strategy, enabling productivity transformation, and ensuring alignment with governance, compliance, and industry best practices.

Key Responsibilities

1. Microsoft Copilot Rollout & Adoption

- Lead the **end-to-end rollout of Microsoft Copilot (M365 Copilot)** across the enterprise
 - Define and execute rollout strategy including:
 - Use case identification and prioritisation
 - Licensing and deployment planning
 - Security, compliance, and governance alignment
 - Drive **business adoption and value realisation**, including training, change management, and AI champions programmes
 - Establish success metrics, usage analytics, and ROI tracking
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2. AI Community of Practice & Capability Development

- Lead an **AI Community of Practice (CoP)** across the organisation
- Build and manage a network of **AI Champions** across business units
- Define the **AI Champion operating model**, including roles, responsibilities, and engagement cadence
- Support AI Champions in:
 - Identifying and scaling high-value AI use cases

- Driving local adoption of Microsoft Copilot and AI tools
 - Acting as first-line support and evangelists within their functions
 - Design and deliver **advanced training programmes** for AI Champions, including:
 - Prompt engineering and Copilot optimisation techniques
 - Advanced Copilot agent usage and configuration
 - Develop reusable **playbooks, templates, and best practices** to accelerate AI adoption
 - Measure effectiveness of the CoP through adoption metrics, engagement levels, and business impact
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3. Copilot Agent Development & AI Engineering

- Design and build **Copilot agents and AI assistants** using:
 - Microsoft Copilot Studio
 - M365 Agent Toolkit and related frameworks
 - Deliver intelligent solutions for:
 - Knowledge retrieval
 - Document summarisation
 - Workflow automation
 - Decision support
 - Apply **LLM best practices** including prompt engineering, grounding, and context orchestration
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4. Enterprise AI Solution Architecture

- Design and implement AI solutions leveraging:
 - Azure OpenAI / Azure AI services
 - Azure AI Search and knowledge bases
 - Microsoft Foundry and advanced AI tooling
 - Build scalable, secure AI architectures aligned with enterprise data platforms
 - Ensure seamless integration with enterprise systems and data pipelines
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5. Power Platform & Workflow Automation

- Integrate AI solutions into business processes using:
 - Power Platform (Power Automate, Power Apps, Power BI)
 - Build **end-to-end AI-powered workflows** using:
 - Power Automate, Azure Logic Apps, Azure Functions
 - Enable low-code AI adoption across business functions
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6. Model Management, Governance & Compliance

- Oversee **model lifecycle management** including training, tuning, monitoring, and optimisation
 - Implement responsible AI practices (fairness, transparency, security, privacy)
 - Ensure alignment with:
 - Data governance frameworks
 - Regulatory requirements (e.g., GDPR, EU AI Act)
 - Establish AI risk controls and audit readiness
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7. Leadership & Stakeholder Engagement

- Act as **technical lead for AI and Copilot initiatives**
 - Partner with business stakeholders to identify high-impact AI use cases
 - Contribute to the enterprise AI roadmap and architecture strategy
 - Mentor engineers and support capability building across the organisation
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Required Qualifications

Experience

- Minimum **10+ years** in software engineering, data engineering, or Data Science
 - Minimum **5+ years working with Microsoft Azure AI services**
 - Proven experience leading **enterprise Microsoft Copilot rollouts**
 - At least **2+ years hands-on experience building Copilot agents / AI assistants**
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Technical Skills

- Strong experience with:

- Microsoft Copilot (M365, Copilot Studio)
 - Azure OpenAI, Azure AI Studio, AI Search
 - M365 Agent Toolkit / agent frameworks
 - Proficiency in **Python, C#, or JavaScript**
 - Experience with:
 - LLMs, prompt engineering, and RAG patterns
 - Enterprise integrations and API-driven architectures
 - Strong Power Platform experience:
 - Power Automate, Power Apps, Power BI
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Soft Skills

- Strong leadership and stakeholder engagement capabilities
 - Ability to translate business problems into AI solutions
 - Excellent communication skills for both technical and non-technical audiences
 - Proven ability to lead cross-functional initiatives
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Preferred Qualifications

- Microsoft certifications (e.g., Azure AI Engineer Associate)
- Experience delivering AI solutions in **regulated industries** (engineering, infrastructure, finance)
- Experience with enterprise-scale **AI governance frameworks and rollout programmes**