

# E DIN EN 18274:2025-11 (E)

Erscheinungsdatum: 2025-10-10

## Competence requirements for professional AI ethicists; English version prEN 18274:2025

---

Inhalt	Seite
1	Scope..... 6
2	Normative references ..... 6
3	Terms and definitions..... 6
4	Overview ..... 8
4.1	The role of AI ethicists ..... 8
4.2	Tasks of AI ethicists ..... 8
4.3	Approach..... 9
4.4	Demonstration of competence..... 10
4.5	Structure of this document..... 11
5	AI ethics related governance competence..... 11
5.1	Competence: AI ethics awareness, education and training ..... 11
5.2	Competence: Stakeholder management ..... 12
5.3	Competence: Distinguishing ethical and legal concerns..... 12
5.4	Competence: Communication..... 13
5.5	Competence: Resource management..... 14
6	AI system life cycle related competence ..... 15
6.1	Competence: AI ethics implementation ..... 15
6.2	Competence: Ethical and societal impact assessment..... 16
6.3	Competence: Ethics-based auditing..... 17
6.4	Competence: Documentation and process quality ..... 18
6.5	Competence: Ethical reasoning..... 19
6.6	Competence: Ethical mediation ..... 20
7	Attitudes..... 21
Annex A (informative)	Relationship with other standards..... 23
A.1	Introduction ..... 23
A.2	CEN/TS 17834:2022 [7] European Professional Ethics Framework for the ICT Profession..... 23
A.3	CEN/TR 16234-2:2021 [8] — e-Competence Framework (e-CF) ..... 23
A.4	ISO/IEC TR 24368:2022 [9] — Information technology — Artificial intelligence — Overview of ethical and societal concerns ..... 24
A.5	ISO/IEC/IEEE 24748-7000:2022 [6] — Systems and software engineering — Life cycle management — Part 7000: Standard model process for addressing ethical concerns during system design ..... 24
A.6	ISO/IEC 42005:2025 [10] Information technology — Artificial intelligence — AI system impact assessment..... 25
A.7	ISO 37002:2021 [5] Whistleblowing management systems — Guidelines..... 25
Annex B (informative)	Integration of AI ethicists into organizations ..... 26
B.1	Introduction ..... 26
B.2	Internal integration ..... 26
B.3	External integration ..... 26
B.4	Integration across organizational types ..... 26
B.5	Key considerations for integration..... 27

**Figures**

**Figure 1 — Approach to competence..... 10**  
**Figure 2 — Detailed records of a moral deliberation ..... 19**

**Tables**

**Table 1 — ..... 8**  
**Table 2 — ..... 10**  
**Table 3 — ..... 11**  
**Table 4 — ..... 12**  
**Table 5 — ..... 13**  
**Table 6 — ..... 13**  
**Table 7 — ..... 14**  
**Table 8 — ..... 15**  
**Table 9 — ..... 16**  
**Table 10 — ..... 17**  
**Table 11 — ..... 18**  
**Table 12 — ..... 19**  
**Table 13 — ..... 20**  
**Table 14 — ..... 21**