

## **Job Title: Senior AI Developer**

Department: Information Technology

FLSA Status: Exempt

Reports to: Vice President, Director of Artificial Intelligence

## **Senior AI Developer at Chain Bridge Bank, N.A.**

The Senior AI Developer will build and maintain employee-facing AI applications, copilots, and agent workflows that are useful, role-aware, and compliant by design. This role turns approved use cases into bank-branded experiences aligned with the guardrails layer, approved knowledge sources, and policy expectations for access, review, escalation, and safe workflow behavior.

## **About Chain Bridge Bank, N.A.**

Chain Bridge Bank, N.A. ("Chain Bridge" or the "Bank") is a nationally chartered bank regulated by the Office of the Comptroller of the Currency and a wholly owned subsidiary of Chain Bridge Bancorp, Inc., a Delaware corporation and registered bank holding company. Chain Bridge Bancorp, Inc.'s Class A common stock is listed on the New York Stock Exchange under the ticker symbol "CBNA." The Bank provides commercial banking and trust and wealth management services to clients nationwide through a technology-enabled operating model. As a regulated financial institution, the Bank places a premium on accuracy, clarity, and disciplined execution in all public-facing systems and communications.

## **Key Responsibilities**

### **Core Responsibilities**

- Develop internal AI applications, copilots, and agent-style workflows for approved business use cases using only approved models, connectors, and platform capabilities.
- Implement role-based access, secure user flows, approved prompt and interaction patterns, and workflow states that reflect the bank's approval and escalation model.
- Embed Human Verification into the user experience, including reviewer checkpoints, source display, approval prompts, acknowledgment steps, and clean escalation paths for higher-risk outputs.
- Integrate employee-facing experiences with the guardrails layer, approved knowledge sources, and incident or exception handling paths so governance is part of the product, not an afterthought.
- Partner with business stakeholders to translate operational needs into governed AI solutions, and refine workflows through pilots, training feedback, and measured adoption data.
- Instrument usage, adoption, and workflow telemetry so the Director of AI and IT can monitor performance, exceptions, and the shift from ad hoc tools to approved solutions.
- Build reusable interface components for reviewer queues, source inspection, approval acknowledgments, and exception handling so new copilots can launch faster with consistent controls.

- Design safe handoffs between employee-facing applications and approved enterprise AI tools, including Claude Cowork and SharePoint-based masked or unmasked content flows provided through approved Presidio and Protect services.
- Create in-product guidance, prompts, and guardrails that reinforce approved usage patterns, prohibited actions, and escalation steps for employees using AI in daily work.
- Coordinate releases with Guardrails and Integration owners so new use cases launch with tested access rules, logging, rollback paths, and support documentation.

## **Control Requirements**

- Ensure apps respect approved role boundaries for MNPI, PII, and non-sensitive use, including any compensating controls required before HR or Operations workflows go live and any approved Presidio and Protect masking steps for SharePoint-accessed content.
- Surface source traceability, citations, confidence cues, and reviewer context where outputs rely on approved knowledge retrieval or materially influence work products.
- Design user flows that avoid prohibited actions such as bypassing controls, sending unreviewed external content, or enabling unapproved agent actions.
- Support training, change management, and user acknowledgment requirements so employees gain access only after completing the required enablement path.
- Coordinate with Guardrails and Integration owners when new use cases require approvals, revised prompts, new data access, or additional logging.

## **Qualifications and Experience**

### **Required**

- 5+ years in software engineering, full-stack development, workflow application development, or internal tools engineering.
- Experience building enterprise applications or AI-enabled experiences with strong attention to authentication, authorization, API integration, and maintainability.
- Ability to design intuitive user flows that balance usability with review requirements, approvals, and other embedded controls.
- Comfort partnering with non-technical stakeholders and translating business process detail into supportable, well-documented product behavior.
- Experience instrumenting applications for usage monitoring, auditability, and operational support.

### **Preferred**

- Experience with Copilot Studio, Power Platform, Azure, Microsoft 365 extensibility, SharePoint integration patterns, or comparable enterprise AI and workflow tooling.
- Familiarity with prompt design, agent workflows, retrieval-based applications, and user experience patterns for human-in-the-loop systems.
- Experience in financial services, legal operations, trust, compliance, or another regulated environment with review-heavy workflows.
- Exposure to internal adoption programs, pilot management, or product analytics for enterprise tools.

- Experience with Claude Cowork for governed document review, synthesis, or analyst-assist workflows in enterprise settings.
- Familiarity with Claude Code or similar AI-assisted development tools for building, debugging, and refining internal AI applications.

## **Compensation**

Compensation will be commensurate with experience and qualifications. This role is eligible to participate in the Bank's annual incentive compensation plan, under which employees may earn a cash bonus based on the performance of the Company and the team, with an emphasis on financial results and risk management. Plan terms, eligibility, and payout amounts are determined at the sole discretion of the Bank and are subject to change. This is a hybrid position, with a requirement to be in the office at least three days per week in McLean, Virginia.

## **Benefits**

Chain Bridge offers a professional benefits package consistent with a regulated banking environment, including:

- Competitive base salary
- Comprehensive health benefits (medical, dental, and vision)
- 401(k) retirement plan with employer contribution
- Paid time off, including vacation, holidays, and sick leave
- Annual incentive compensation plan
- Professional development opportunities relevant to the role and the Bank's operating environment

## **Compliance**

It is understood that complying with all applicable safety and soundness and consumer compliance laws and regulations, taking the annually required consumer compliance courses, and adhering to the policies and procedures that facilitate compliance will all be factors considered when evaluating individual performance. Individual performance is rewarded in annual salary adjustments. Bank compliance with laws and regulations is a factor considered in the calculation of incentive compensation. The ratings that the Bank receives from its regulators and its auditors are factored into the annual incentive compensation calculation.

Your adherence to these laws and regulations and the policies and procedures that support them directly affect the Bank's compliance. Annual incentive compensation rewards team performance. An employee will not be eligible for incentive compensation unless he/she takes the consumer compliance courses required of all employees and all the required consumer compliance courses for his/her job description or job responsibilities by the end of each calendar year. All required consumer compliance courses for the applicable year will be outlined in the Compliance Management Program.

## **How to Apply**

To apply, send a cover letter and resume in PDF format to [hr@chainbridgebank.com](mailto:hr@chainbridgebank.com). We look forward to reviewing your application and introducing you to our team at Chain Bridge Bank, N.A.

**CHAIN BRIDGE BANK, N.A.**

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