

SMART AI Objectives Template

Example: SMART AI Objectives (Recruitment AI System)

Objective	Specific	Measurable	Achievable	Relevant	Time-Bound	Owner / Responsible	Monitoring Method
Reduce AI-driven hiring bias	Implement fairness algorithm and monitor outcomes	Bias incidents reduced by 30% within 12 months	Yes, with existing AI development and HR support	Supports ethical hiring and compliance goals	12 months	Head of HR & AI Development Lead	Monthly bias audit reports, HR feedback
Improve explainability of AI recommendations	Deploy explainability dashboard for recruiters	At least 80% of AI hiring decisions explained in clear terms	Yes, vendor provides explainability tools	Enhances trust and regulator compliance	9 months	AI Governance Committee	Quarterly governance review, system logs
Reduce AI system downtime	Optimize cloud infrastructure and monitoring	System uptime improved from 95% to 99.5%	Yes, within IT budget and vendor SLA	Directly affects customer satisfaction	6 months	IT Operations Manager	Weekly uptime monitoring reports



Enhance staff competence in AI use	Deliver AI ethics & compliance training	100% of HR staff trained on AI risks & ethics	Yes, training can be delivered via LMS	Supports awareness & competence (Clause 7)	3 months	L&D Manager	Training attendance reports, competency tests
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This template ensures learners can **turn governance requirements into actionable targets**.