

AI Adoption Specialist - Australia

Salary range of AU\$120,000 - 180,000

About Tomoro

Tomoro enables organisations to realise competitive advantage with the power of Generative AI. We work with large corporate clients to create meaningful AI strategies, build production-ready AI solutions and effectively integrate those solutions in their businesses.

Our alliance with OpenAI and NVIDIA (among others) enables us to lead the industry in building valuable, scalable, enterprise-ready solutions for businesses.

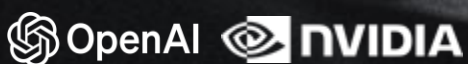
We're driven by applied R&D, prototyping and AI innovation. Our client teams are focused on tackling the most challenging aspects of applied AI in the enterprise sector directly with clients.

The Role

As an AI Adoption Specialist, your job is to help enterprise teams work better with AI by changing how work gets done.

You'll sit at the intersection of workflow design, AI literacy, and meaningful adoption. Some weeks you're embedded with a client team, observing how work really happens and redesigning it so AI carries the load. Other weeks you're creating the assets and approaches that make the new way of working stick: prompts, skills, quality checks, lightweight automations/ integrations, and simple tools built collaboratively alongside client teams.

In partnership with:



tomoro.ai

The goal is five days of outcomes in three days of effort.

You'll work alongside Tomoro's AI Engineers. They build production-grade AI systems. You make sure the humans around those systems (and the humans who don't yet have those systems) are getting the most out of AI, every day.

What you'll be doing

Workflow Discovery and Redesign

- **Embed with client teams** to understand how work actually happens, not how it's supposed to happen. Follow the time, find the friction, and surface the real bottlenecks rather than the ones on the process diagram.
- **Redesign workflows around AI:** accelerating what's already there, removing the drudgery, and unlocking things that weren't previously possible. Measure impact at the workflow level – cycle time, rework, quality consistency, throughput – and track adoption signals as evidence the change is sticking.
- **Build momentum** through short, focused engagements: co-labs, sprints, 1-to-1 and small group coaching that make progress visible fast.

Creating What Teams Need to Adopt AI

- **Co-create and ship assets teams actually reuse:** prompts, custom instructions, skills, QA checks, evaluation prompts, and playbooks. If it isn't reusable, it isn't finished.
- **Use AI-assisted development tools** (Claude Code, Codex, MCP) as your default for building small automations and integrations that remove friction, inside the platforms teams already use: ChatGPT, Adobe, Slack, Microsoft Teams. Connect tools and data sources so teams stop copy-pasting and start flowing.
- **Build to reflect how the client actually operates:** their tone, constraints, risk posture, and governance expectations. Know the ceiling too. When off-the-shelf tools run out of road on reliability, integration, or scale, help shape the next step with Tomoro's AI Engineering team.

Coaching and Sustainability Capability

- **Move people from "I should use AI" to "AI is my default first step"** by working and building alongside them, not by putting them in a room with slides.
- **Build trust quickly** with people who are sceptical, overwhelmed, or both. The antidote isn't a workshop. It's doing real work together and letting the outcomes speak. Coach prompting and verification without being dogmatic, and build the champions and routines that keep improving after you leave.
- **Help define the conditions for lasting adoption:** new habits, processes, incentives, and ways of working. Where you find people who want to go further, help them grow into AI builders themselves.

About You

You don't need to come from one specific background. We're looking for people who combine a few things that rarely sit together.

You might be a freelance AI practitioner who's been helping companies adopt AI tools and wants to do it at scale. You might come from an ops or enablement role inside a product company, where you've seen first-hand how hard it is to change how people work. You might have an L&D or behavioural change background and have been pulling AI into your practice because it's clearly where the value is. Or you might be a domain expert - someone deep in a specific field who got frustrated with inefficient ways of working and taught yourself to use AI to do your job faster and better, and now you want to help others do the same.

What matters more than your title is how you work. These things are the most important attributes for you to be successful.

Indicators you'll be a good fit

Being AI-native

You default to AI. Not because it's novel, but because it helps you get things done. You iterate fast, verify intelligently, and use AI throughout your everyday work.

What good looks like:

- You can go from messy input to a reusable asset quickly.
- You know when AI is helping versus confidently making things up.
- You naturally build simple feedback loops - checks, reviews, sampling - into workflows.

Focus on use & adoption

You care about whether something is useful and whether it will actually be adopted.

What good looks like:

- You design workflows that reduce cognitive load, not increase it.
- Assets and solutions you create are easy to reuse, easy to adapt, and hard to misuse.
- You can explain why the workflow is designed the way it is.

Coaching & behaviour change

You can help people build capability without turning it into training theatre.

What good looks like:

- Teams become more confident because they're doing real work with AI, not watching slides or unrelated demos.
- You can coach prompting, review habits, and verification without sounding dogmatic.
- You build champions and routines that keep improving after you leave.

AI Tooling Literacy

You love exploring AI tools and their application. You know what's available and how to apply it to real work constraints.

What good looks like:

- You can pick the right tool, model, or pattern for the task and explain why.
- You notice when the landscape meaningfully shifts and translate that into practical options.
- You can explain technical concepts to non-technical clients without dumbing them down.

Autonomy & resourcefulness

You work things out. You don't wait for permission or perfect information.

What good looks like:

- You can research a workflow within a domain fast and find/ demonstrate opportunities for AI quickly
- You naturally test, learn, and adapt
- When something doesn't work, you try another approach without drama

Experience

This is a mid-level role and you'll be building relationships with a range of client team members (approximately 3-5 years of relevant experience)

Our mission is to make the 3-day working week a reality!

Everyone in Tomoro shares the passion for AI technology and its power for good and we are looking for people who believe in that mission to join us on our journey.

Tomoro DNA

In Tomoro we value diverse perspectives and experiences, and we understand that some strong candidates will not fulfil every qualification listed above.

Studies have demonstrated that individuals from underrepresented groups often experience feelings of imposter syndrome, leading them to underestimate their suitability for certain positions. We strongly encourage you to apply if this role excites you, even if you do not meet every single criterion. Your unique skills and experiences might be exactly what we need.

Tomoro is committed to promoting equal opportunities in employment. You and any job applicants will receive equal treatment regardless of any legally protected characteristics.

We are committed to providing reasonable accommodations to applicants with disabilities, please make us aware of your needs upon application.

Our core principles

We're AI native - AI is our second nature

We're human-centred - prioritise people in progress

We try things out - we experiment and learn from experience

We're a collective - we work together to make tomorrow better than today

We show up differently - making each engagement and interaction with Tomoro feel distinctive

We build for business - we aim to be a workplace where AI meets industry IQ

Package

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- Generous holiday entitlement
- Private medical insurance
- Wellness plan
- Life Policy
- Employee Assistance Programme
- Pension
- Access to global exclusive discount & savings platforms
- And more!

Location

Hybrid working policy. However, due to the nature of this role, you should expect frequent travel to visit clients.

Generative AI
at enterprise
scale