

A conceptual illustration of career paths. It features several colorful, dashed lines in various colors (orange, red, yellow, green, blue, purple) that branch out and loop back, representing different career trajectories. Small, stylized human figures are placed at various points along these paths, suggesting individuals at different stages or choices in their professional lives. The background is a light gray gradient, and the bottom of the image has a solid blue horizontal band.

CAREER PATHS AT JPSys

**Educational
Requirements**

Career Paths



Educational Requirements	Career Paths				
Associates degree and 1 to 2 yrs. experience	Program Analyst Jr.	Accountant Jr.		Healthcare Data Quality Analyst Jr.	Healthcare Data Analyst Jr.
Bachelor's degree and 3 to 5 yrs. experience	Program Analyst Mid	Accountant Mid	Contracts Mid	Healthcare Data Quality Analyst Mid	Healthcare Data Analyst Mid
Master's degree and 6 to 10 yrs. experience	Program Analyst Sr.	Accountant Sr.	Contracts Sr.	Healthcare Data Quality Analyst Sr.	Healthcare Data Analyst Sr.
Doctorate degree and 6 to 12 yrs. experience	Program Analyst SME	Accountant SME	Contracts SME	Healthcare Data Quality Analyst SME	Healthcare Data Analyst SME

Career Paths



Educational Requirements

Associates degree and 1 to 2 yrs. experience	Health System Clinical Specialist Jr.	Health Systems Specialist Jr.	Direct Messaging Specialist Jr.	
Bachelor's degree and 3 to 5 yrs. experience	Health System Clinical Specialist Mid	Health Systems Specialist Mid	Direct Messaging Specialist Mid	Executive Assistant Mid
Master's degree and 6 to 10 yrs. experience	Health System Clinical Specialist Sr.	Health Systems Specialist Sr.	Direct Messaging Specialist Sr.	Executive Assistant Sr.
Doctorate degree and 6 to 12 yrs. experience	Health System Clinical Specialist SME	Health Systems Specialist SME	Direct Messaging Specialist SME	

**Educational
Requirements**

Career Paths



Associates degree and 1 to 2 yrs. experience	HR Jr.		Medical Terminology Analyst Jr.	Technical Project Lead Jr.
Bachelor's degree and 3 to 5 yrs. experience	HR Mid	IT Support Mid	Medical Terminology Analyst Mid	Technical Project Lead Mid
Master's degree and 6 to 10 yrs. experience	HR Sr.	IT Support Senior	Medical Terminology Analyst Sr.	Technical Project Lead Sr.
Doctorate degree and 6 to 12 yrs. experience	HR SME	-	Medical Terminology Analyst SME	Technical Project Lead SME

Career Paths



Educational Requirements

Associates degree and 1 to 2 yrs. experience

Project Manager Jr.

Technical Writer Jr.

Web Developer Jr.

Marketing Coordinator Jr.

Bachelor's degree and 3 to 5 yrs. experience

Project Manager Mid

Technical Writer Mid

Web Developer Mid

Marketing Coordinator Mid

Master's degree and 6 to 10 yrs. experience

Project Manager Sr.

Technical Writer Sr.

Web Developer Sr.

Marketing Coordinator Sr.

Doctorate degree and 6 to 12 yrs. experience

Project Manager SME

Technical Writer SME

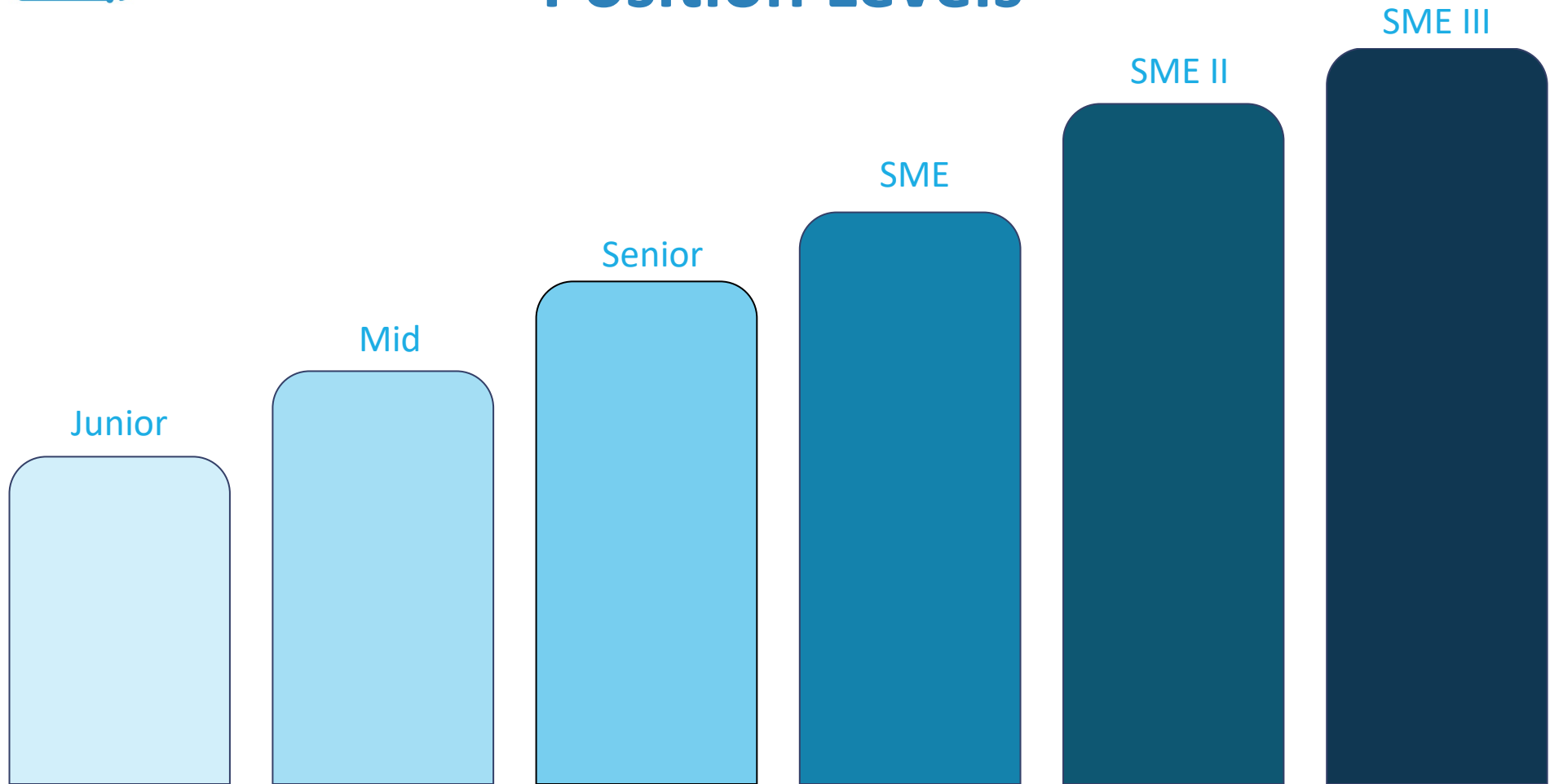
Marketing Coordinator SME

Career Paths



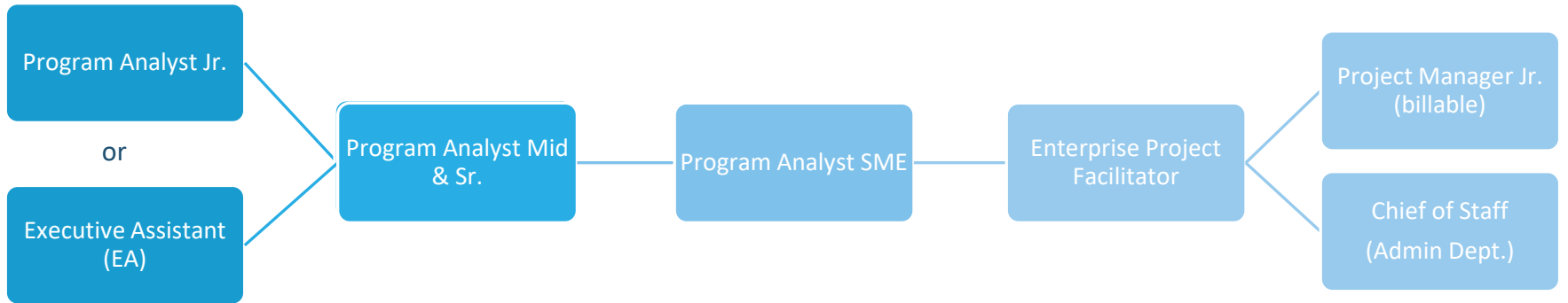
Educational Requirements	Career Paths			
Associates degree and 1 to 2 yrs. experience				
Bachelor's degree and 3 to 5 yrs. experience	Program Manager I			
Master's degree and 6 to 10 yrs. experience	Program Manager II		Vice President	Network Data Analyst Sr.
Doctorate degree and 6 to 12 yrs. experience	Program Manager III	CIO, CSO, CTO, CFO, CGO	President	

Position Levels



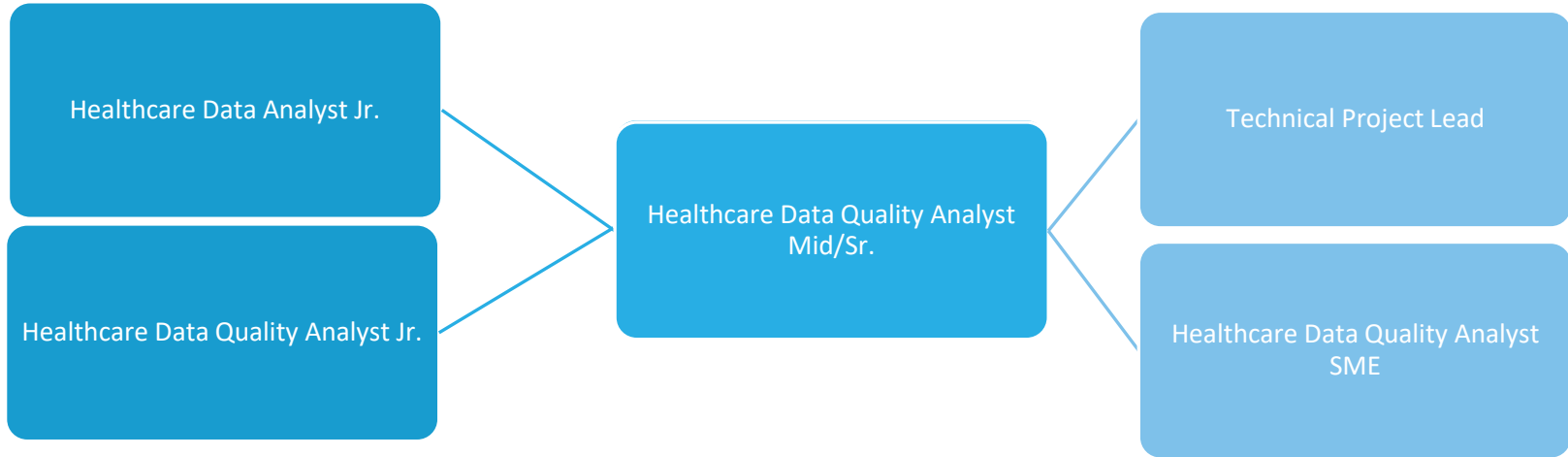
Sample Admin. Career Path

Program Analyst or EA → Project Manager Jr. or Chief of Staff



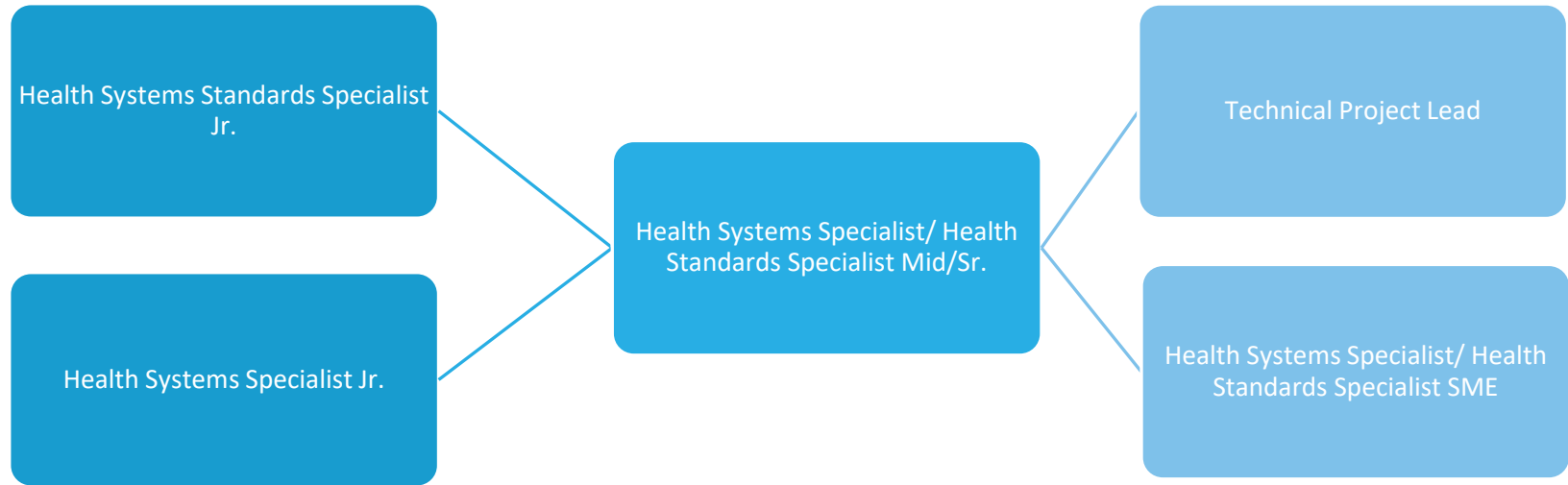
Sample Technical Career Path

Healthcare Data Quality Analyst Jr. → Healthcare Data Quality Analyst SME



Sample Healthcare IT Career Path

Healthcare Data Quality Analyst Jr. → Health Systems Specialist/ Health Standards Specialist SME



J P Systems offers 3 Distinct Educational Programs



Tuition Reimbursement

(up to \$3000 per calendar year)



Professional Development & Training



Certifications

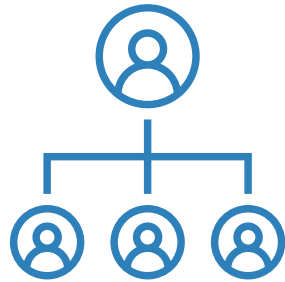
CPA, PMP, CECs, and other professional certifications





“Not everyone is cut out to be a manager.”

From The New Manager's Workbook, p. ix by Randy Clark



So, You Want to be a Manager?

The single most important qualification is a deep-rooted desire to help people. It is not about money, power, control, prestige, less work, stress, hours or demands.

New Management Center of Excellence (CoE)

Training and Mentoring

The Vital Signs Training Program has been expanded into a new Center of Excellence!

- **Focus on development of new managers**
- **New expanded book list for managers**
- **Regular meetings for book discussions**
- **Analysis of everyday challenges & how to handle them**
- **New online training classes**
- **PMP certification is the goal of the Center of Excellence**



Project Management Training Requirements



PMP

- Certified Project Management Professional: Requires substantial online training & passing PMP exam
- PMP exams require an exacting understanding of the PMP vocabulary.
- Flexible timeline available




Metrics

- Manager Vital Signs metrics
- Responsibility for developing & reporting metrics



Management Duties

- Approve employee timesheets
- Performance reviews
- Salary recommendations
- Provide input to departmental budget
- Accountability for team's performance & schedule



For employees: if you would like to discuss your goals and career plan, please contact HR at 703.815.0900 or Erin.Regonini@JPSys.com to set up a career path meeting.