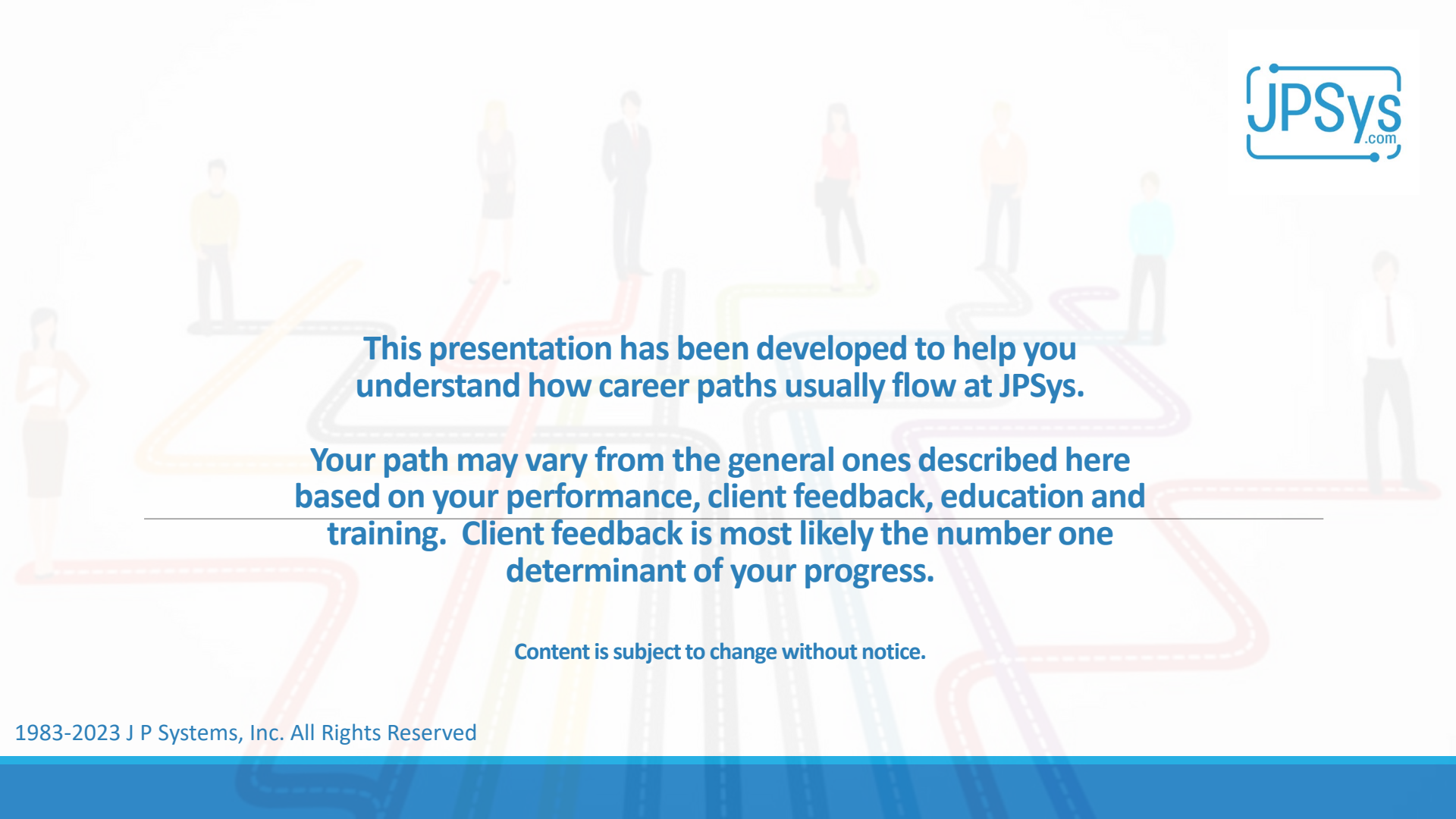


The background of the slide features a light gray background with several stylized, colorful, dashed lines representing various career paths. These paths are in shades of orange, red, yellow, green, blue, and purple, and they branch out in different directions. Several stylized human figures in business attire are standing on these paths, suggesting different career trajectories. The title "CAREER PATHS AT JPSys" is centered over this graphic in a large, bold, blue font.

# CAREER PATHS AT JPSys

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The background of the slide features a light blue and white illustration of several stylized human figures standing on a network of colorful, winding paths that resemble a maze or a complex flowchart. The paths are in shades of orange, red, yellow, green, and blue, and they connect different points across the slide, symbolizing various career trajectories.

**This presentation has been developed to help you understand how career paths usually flow at JPSSys.**

**Your path may vary from the general ones described here based on your performance, client feedback, education and training. Client feedback is most likely the number one determinant of your progress.**

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Content is subject to change without notice.

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	

**Educational  
Requirements**

# Career Paths



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

**Educational  
Requirements**

# Career Paths

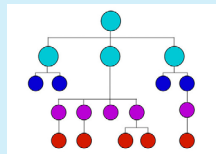


<b>Associates degree and 1 to 2 yrs. experience</b>	HR Jr.		Medical Terminology Analyst Jr.	Technical Project Lead Jr.
<b>Bachelor's degree and 3 to 5 yrs. experience</b>	HR Mid	IT Support Mid	Medical Terminology Analyst Mid	Technical Project Lead Mid
<b>Master's degree and 6 to 10 yrs. experience</b>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

Educational Requirements	<div>  <div> <div>Career Paths</div> <div>JPSys.com</div> </div> </div>			
Associate's 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.
Master's Degree with 3 to 6 years experience with simultaneous multiple projects of 1M or more	Program Manager I	Technical Writer SME		Marketing Coordinator SME

## Educational Requirements

# Career Paths

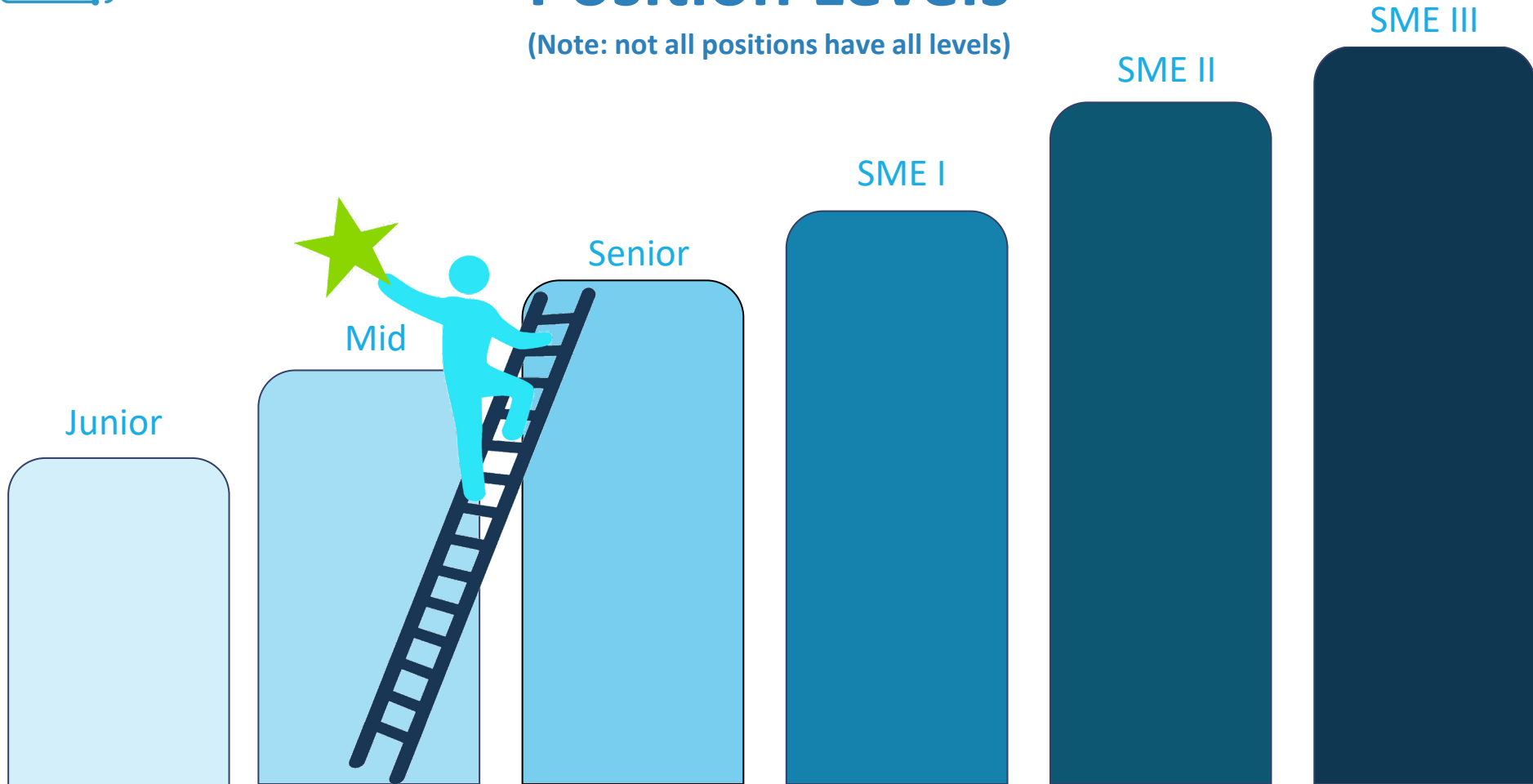


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Master's degree or Bachelor's plus 3 to 6 years relevant experience managing multiple projects of 1M or more at once	Program Manager I			Network Data Analyst Mid
Master's degree and 6 to 9 years managing multiple projects of 1M or more at once or equivalent	Program Manager II		Vice President	Network Data Analyst Sr.
Doctorate degree and 9 to 12 years experience managing multiple projects of 1M or more	Program Manager III	CIO, CSO, CTO, CFO, CGO	President	

# Position Levels

(Note: not all positions have all levels)





# Sample Admin. Career Path

Program Analyst or E.A. → Project Manager Jr. or Chief of Staff



# Sample Technical Career Path

Healthcare Data Analyst Jr. → Healthcare Data Quality Analyst SME



# Sample Management Career Path

Project Manager Jr. to Program Manager II

Project Manager Jr.

Project Manager Mid

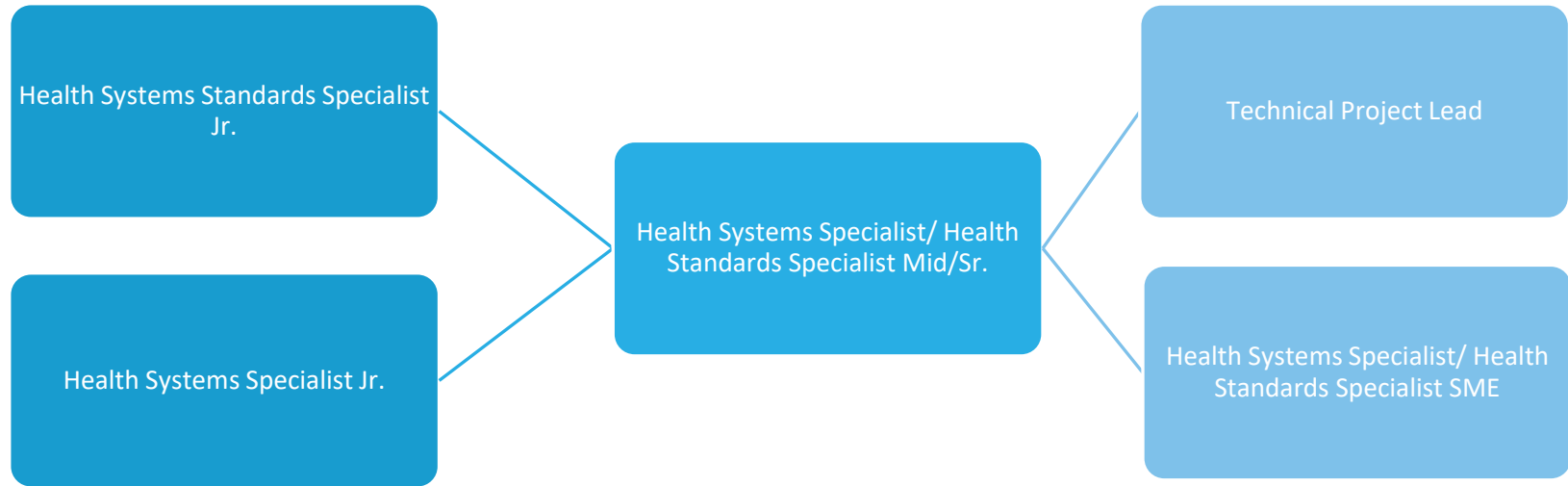
Project Manager Sr.

Program Manager I

Program Manager II

# 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

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## Tuition Reimbursement

(Up to \$3000 per  
calendar year)



## Professional Development & Training

E.g., Management Center  
of Excellence (MCoE)



## Certifications

CPA, PMP, CECs, and other  
professional certifications

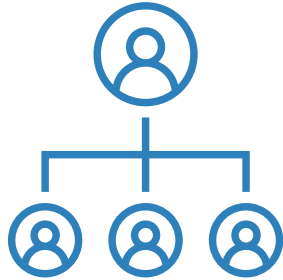


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“Management is  
what you do.  
Leadership is how  
you do it.”

Ron Rex



“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 (MCoE)

## 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
- JPSys Management certification is the end goal of the MCoE



# Project Management Training Requirements

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## 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 the MCoE Director, Erin Regonini, at 703.815.0900 or [Erin.Regonini@JPSys.com](mailto:Erin.Regonini@JPSys.com), to set up a career path consultation.**