Career Paths at JPSys

This presentation has been developed to help you understand how career paths usually progress at JPSys.

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.

Content is subject to change without notice.

Career Paths

Educational Requirements					
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			
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	

Career Paths

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Educational Requirements				
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

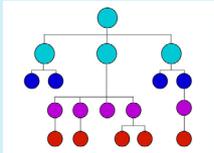| Educational Requirements				
Associate's degree and 1 to 2 yrs. experience	Project Manager Jr.	Technical Writer Jr.	Web Developer Jr.	Marketing Coordinator Jr.
Bachelor's degree and 3 to 5 yrs. experience	Project Manager Mid	Technical Writer Mid	Web Developer Mid	Marketing Coordinator Mid
Master's 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

Career Paths

Educational Requirements				
	This Photo by Unknown Author is licensed under CC BY			
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)

SME III

SME II

SME I

Senior

Mid

Junior
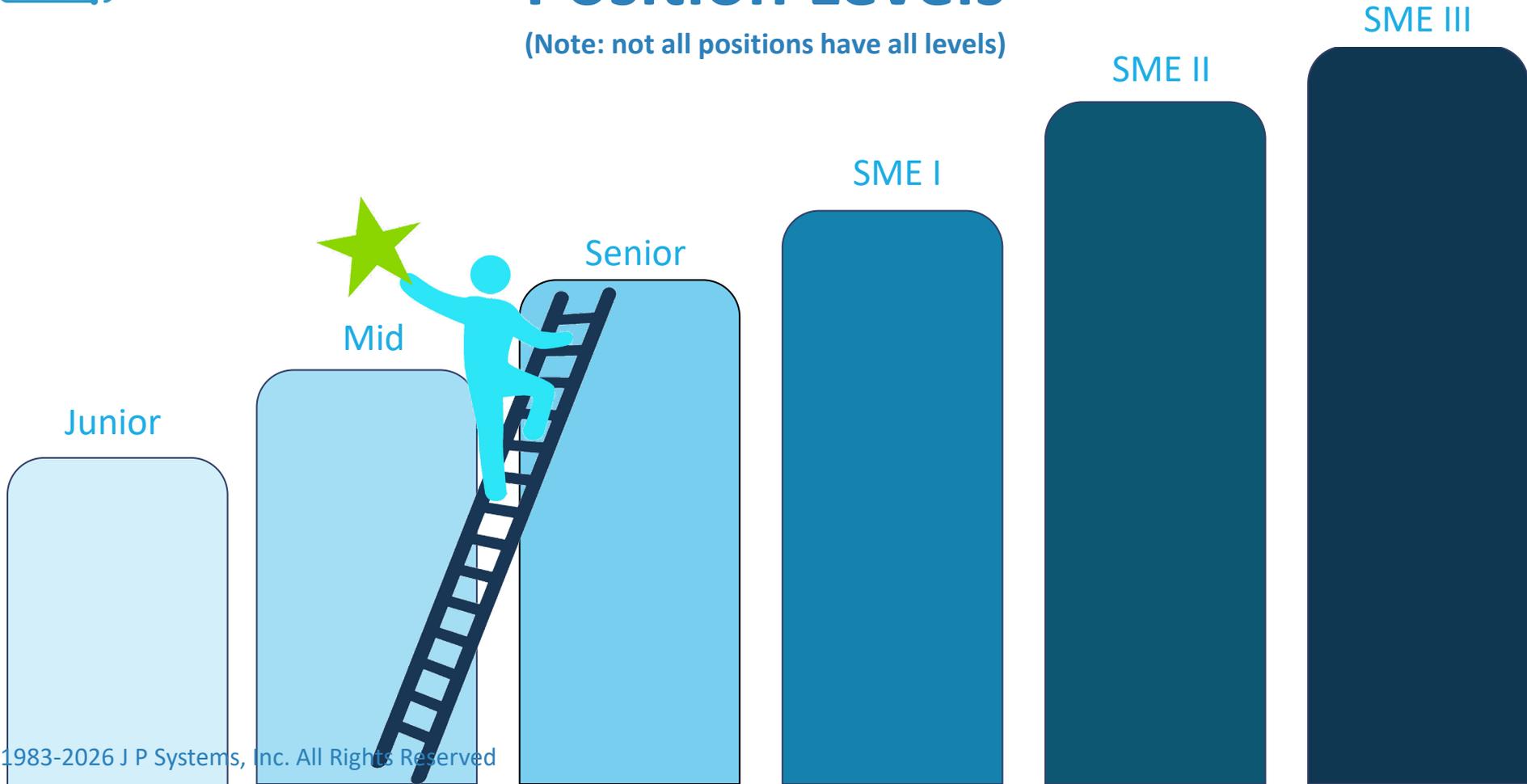
Sample Admin. Career Path

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

CAREER DEVELOPMENT

Program Analyst Jr.

or

Executive Assistant (EA)

Program Analyst Mid then Sr.

Program Analyst SME

Enterprise Project Facilitator

Project Manager Jr. (billable)

Chief of Staff (Admin Dept.)
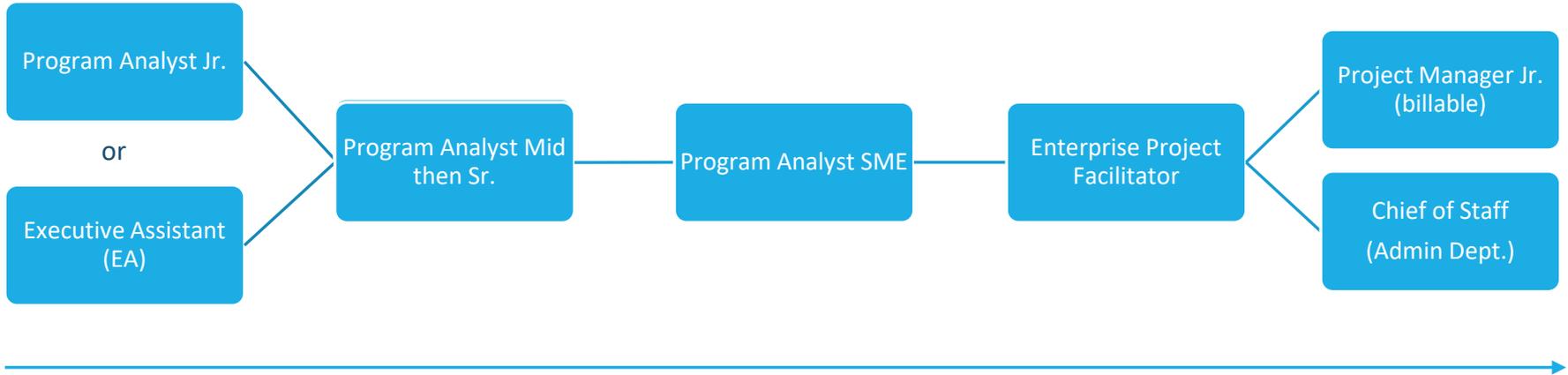
Sample Technical Career Path

Healthcare Data Analyst Jr.→ Healthcare Data Quality Analyst SME

Healthcare Data Analyst Jr.

Healthcare Data Quality Analyst Jr.

Healthcare Data [Quality] Analyst Mid then Sr.

Technical Project Lead

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

Health Systems Standards Specialist Jr.

Health Systems Specialist Jr.

Health Systems Specialist/ Health Standards Specialist Mid/Sr.

Technical Project Lead

Health Systems Specialist/ Health Standards Specialist SME
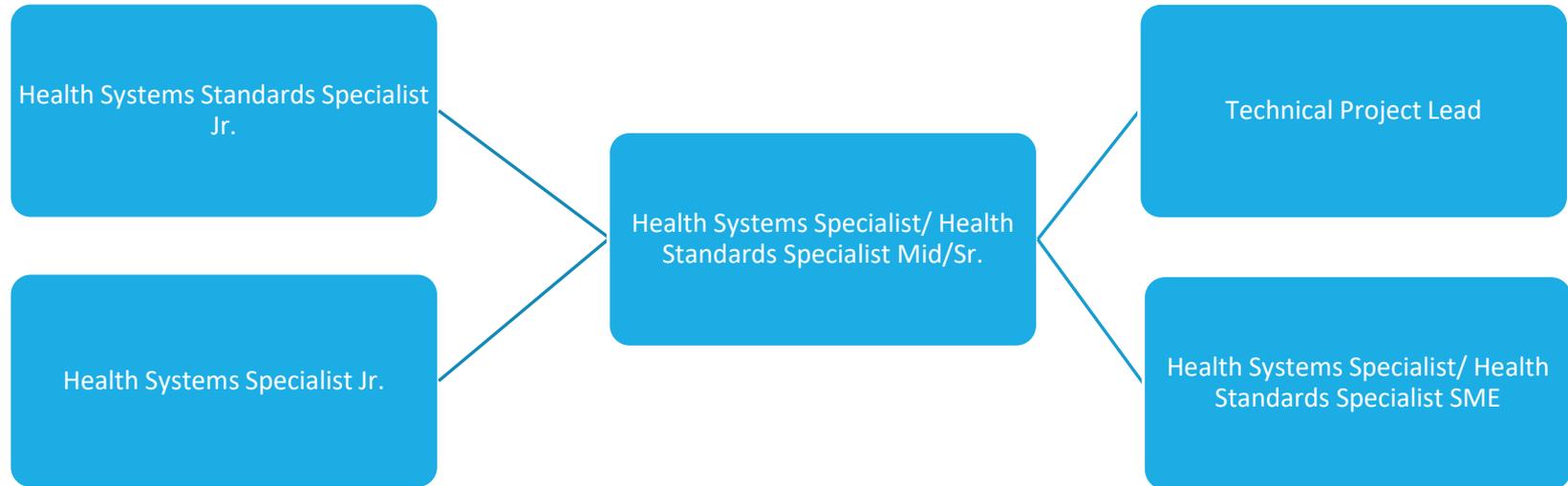
J P Systems offers Employee Educational Programs

Tuition Reimbursement

Professional Development & Training

Management Center of Excellence (MCoE)

Certifications
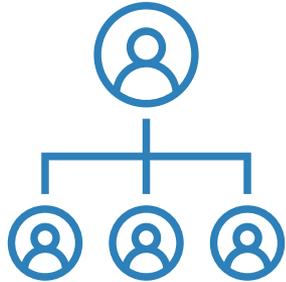
CPA, PMP, CECs, and other professional certifications

"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.

Management Center of Excellence (MCoE)
Training and Mentoring

The Vital Signs Training Program expanded into the Management 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

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

Mangement Duties

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

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For employees: if you would like to discuss your goals and career plans, please contact HR at Careers@JPSys.com, to set up a career path consultation.