Health Informatics Professional Career Matrix©

Level	Clinical & Health Services	Canadian Health System	Project Management	Organizational & Behavioural Management	Analysis & Evaluation	Information Management	Information Technology
5 Master	Chief Clinical Information Officer	Chief Information Officer	Project Services Vice President	Chief Transformation Officer	Chief Knowledge Officer	Chief Privacy Officer	Chief Technology Officer
4 Expert	Clinical Informatics Director	eHealth Program Director / eHealth Strategist	PMO Director / Project Director	Change & Evaluation Services Director / Process Improvement Director	Senior Methodologist	Standards Director / Information Management Director	Information Technology Director / Enterprise Architecture Director
3 Proficient	Clinical Informatics Manager / Clinical Informatics Specialist	eSafety Manager / Senior Business Analyst / Business Development Specialist	PMO Manager / Program Manager / Project Manager	Change Manager / Process Improvement Specialist / Engagement Manager	Senior Information Analyst / Outcomes Specialist	Privacy Specialist / Data Architect / Standards Specialist / Standards Manager	Security Specialist / Service Manager / Solutions Architect
2 Competent	Clinical Informatics Analyst	Business Analyst / eHealth Analyst / eSafety Analyst	Project Analyst	Trainer / Product Specialist / Process Improvement Analyst	Information Analyst / Benefits Evaluation Analyst	Data Integrity Analyst / Privacy Analyst / Standards Analyst	Senior Testing Analyst / Technical Lead
1 Emerging Professional	Clinical Informatics Coordinator	Junior Business Analyst	Program Coordinator / Project Coordinator	Training Coordinator / Product Analyst	Research Coordinator	Privacy Coordinator / Data Coordinator	Service Desk Analyst / Testing Analyst

Explanation of Levels

Level	Description	Education	Years of HI Experience
5 Master	• Mastery is mostly about style; these positions tend to be senior leadership positions in organizations. • Leadership ability and other personal characteristics differentiate between master and expert levels.	Master's degree And/or Bachelor's degree + additional professional designations	10+ (depends on previous roles and individual capabilities)
4 Expert	• Optimal performance becomes second nature. • Experience is so vast that normally each specific situation immediately dictates an intuitively appropriate action.	Master's degree And/or Bachelor's degree + additional professional designations	10+
3 Proficient	• Understanding of skill or domain is an instinct or intuition. • Perceives a complete system instead of a set of different parts. • Because of large amount of real-world experience understands there are often multiple competing solutions to a specific problem and has a gut feeling about which is correct.	Master's degree or Bachelor's degree	3+ 5+
2 Competent	• Sees patterns and principles rather than a discrete set of rules – rules become rules of thumb. • Led more by experience and active decision-making than by strictly following rules (not following the strict rules and context of the previous stage). • Accountable for decisions. • Comes after considerable experience actually coping with real situations.	Bachelor's degree	3+
1 Emerging Professional	• Rules-based, but rules start to have situational conditions. (Use one rule for one situation, in other situations use another.) • Able to identify the limited need to selectively apply different rules. • Instructions followed have a few decision points. • Limited experience, especially in the health informatics sector.	College diploma/certificate	1+