The HIP® Career Matrix displays possible careers in health informatics (HI) at various levels.

**Explanation of Levels**

<table>
<thead>
<tr>
<th>Level</th>
<th>Description</th>
<th>Education</th>
<th>Years of HI Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 Master</td>
<td>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.</td>
<td>Master's degree or Bachelor's degree + additional professional designations</td>
<td>10+ (depends on previous roles and individual capabilities)</td>
</tr>
<tr>
<td>4 Expert</td>
<td>Optimal performance becomes second nature. Experience is so vast that normally each specific situation immediately dictates an intuitively appropriate action.</td>
<td>Master's degree or Bachelor's degree + additional professional designations</td>
<td>10+</td>
</tr>
<tr>
<td>3 Proficient</td>
<td>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.</td>
<td>Master's degree or Bachelor's degree + additional professional designations</td>
<td>3+</td>
</tr>
<tr>
<td>2 Competent</td>
<td>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.</td>
<td>Bachelor's degree</td>
<td>5+</td>
</tr>
<tr>
<td>1 Emerging Professional</td>
<td>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.</td>
<td>College diploma/certificate</td>
<td>1+</td>
</tr>
</tbody>
</table>

Visit www.coachorg.com for other HIP® Careers resources.

**COACH: Canada’s Health Informatics Association**

301–250 Consumers Road, Toronto, ON Canada M2J 4V6

Phone (416) 494-9324 • Toll Free 1-888-253-8554

info@coachorg.com • www.coachorg.com

**HIP® CAREER TOOLS**

Assess your personal or your organization’s HI competencies

Plan where you want to go (your individual career path) or your organization’s HI functions

Act: access related HIP® Careers offerings like Position Postings and educational program information.

www.coachorg.com
COACH: Canada’s Health Informatics Association

About COACH

COACH: Canada’s Health Informatics Association is the voice of health informatics (HI) in Canada promoting the adoption, practice and professionalism of HI. COACH represents a diverse community of accomplished, influential professionals who work passionately to make a difference in advancing healthcare through information technology. HI is the intersection of clinical, IM/IT and management practices. Members are dedicated to realizing their full potential as professionals and advancing HI through access to information, talent, credentials, recognition, programs and a broad range of services and specialized resources.

www.coachorg.com

COACH: Canada’s Health Informatics Association
301-250 Consumers Road, Toronto, Ontario, Canada M2J 4V6
Tel 416-494-9324 or 1-888-253-8554 • Email info@coachorg.com

HIP® Career Navigator

- Members-only web tool
- Enjoy interactive access to HIP® Role Profiles, Career Matrix & Core Competencies

HIP® Role Profiles

- Use the identified competencies, etc. to plan your career.
- Update existing job descriptions and develop new ones.
- Free to COACH members.

Position Posting Service

- Access a targeted group of qualified professionals and reduce recruiting time.
- Check www.coachorg.com for current HI openings across Canada.