



# Examples of possible paths of career progression

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## Medical office assistant [\(top\)](#)

### **MOA II**

Education: Graduate of accredited medical assistant program or 5 years' of experience in medication administration and venipuncture.



### **CMA/RMA**

Education: Graduate of a certified medical assistant program. Registered or Certification required.



### **LPN**

Education: Graduate of accredited practical nursing program



### **RN Ambulatory**

Education: Graduate of an accredited RN school of nursing



### **RN Specialty**

Education: Graduate of an accredited RN school of nursing



### **RN Lead**

Education: Graduate of an accredited RN school of nursing. 1 year in RN role.



### **RN Specialty Lead**

Education: Graduate of an accredited RN school of nursing. 1 year in RN role.



### **Supv Clinical**

Education: Graduate of an accredited RN school of nursing. 1 year in RN role.



### **Clinical Document Specialist**

Education: Graduate of an accredited RN school of nursing. 5 years' of experience.

Or

### **Clinical Svs Coordinator Sr**

Education: Bachelor's degree  
5 years' healthcare exp



## Medical office assistant (continued) [\(top\)](#)

**Clinic Administrator** (This role has 3 levels, entry level shown)

Education: Bachelor's degree

Or

**Business Ops Program Mgr**

Education: Bachelor's degree

Or

**Patient Centered Practice Coord**

Education: Current RN license and Bachelor's degree.

5 years' experience.



**Regional Clinic Mgr NMG**

Education: Bachelor's degree

5 years' of supervisory experience.

## Patient services coordinator [\(top\)](#)

### **Patient Service Coordinator III**

Education: High School/GED  
1 year clerical experience



### **Patient Service Coordinator IV**

Education: High School/GED  
3 years' of experience



### **Patient Service Coordinator Lead**

Education: High School/GED  
3 years' of experience

**Or**

### **Pharmacy Tech I**

Education: High school/GED. 1 year of experience  
Pharmacy Tech Training Certification from an approved program (PTCB)



### **Documentation Specialist**

Education: High school/GED  
3 years' experience

**Or**

### **Financial Assistant II**

Education: High school/GED  
1 year of experience

**Or**

### **Office Coordinator**

High School/GED  
2 years' experience



## Patient services coordinator (continued) [\(top\)](#)

### **Biller Intermediate**

Education: High school/GED  
1 year experience

Or

### **Materials Ops System Coordinator**

Education: High School/GED  
5 years' of materials management experience

Or

### **Revenue Cycle Advocate**

Education: High school/GED  
3 years' experience



### **Supervisor Clerical**

Education: High school/GED  
1 year experience



### **Supervisor Clerical II**

Education: High School/GED  
2 years' of experience



### **Executive Assistant III**

Education: High School/GED  
3 years' experience



### **Executive Assistant II**

Education: High School/GED  
4 years' experience



## Patient services coordinator (continued) [\(top\)](#)

### **Executive Assistant I**

Education: High School/GED

5 years' experience



### **Clinic Administrator** (this role has 3 levels, entry level shown)

Education: Bachelor's degree



### **Regional Clinic Mgr NMG**

Education: Bachelor's degree

5 years' of supervisory experience

## Pharmacy tech [\(top\)](#)

### Pharmacy Tech I

Education: High school/GED

1 year of experience

Pharmacy Tech Training Certification from an approved program (PTCB)



### Pharmacy Tech II

Education: High school/GED

2 years' of experience

Pharmacy Tech Training Certification from an approved program (PTCB)



### Pharmacy Tech III

Education: High school/GED

5 years' of experience

Pharmacy Tech Training Certification from an approved program (PTCB)

Or

### Medication Listing Assistant

Education: High school/GED

Pharmacy Tech Training Certification from an approved program (PTCB)

2 years' of experience

Or

### Purchasing Pharmacy Tech

Education: High school/GED

Pharmacy Tech Training Certification from an approved program (PTCB)

2 years' of experience





## Pharmacy tech (continued) [\(top\)](#)

### Pharmacy Validating Tech

Education: Associates

1 year of experience

Pharmacy Tech Training Certification from an approved program (PTCB)

Or

### Automation Specialist

Education: Associates degree

2 years' of experience

Pharmacy Tech Training Certification from an approved program (PTCB)

Or

### Pharmacy Policy and Procedure Specialist

Education: Associates degree

5 years' of hospital experience

Pharmacy Tech Training Certification from an approved program (PTCB)



### Pharmacist

Education: Graduate of a school of pharmacy, Bachelor's degree

Current pharmacist's license

Or

### Pharmacy 340B Specialist (Pharmacy has multiple specialist roles with same requirements)

Education: Graduate of a school of pharmacy, Bachelor's degree

Current pharmacist's license

5 years' clinical experience



### Clinical Pharmacist

Education: Graduate of a school of pharmacy -Bachelor's degree

Current pharmacist's license



## Pharmacy tech (continued) [\(top\)](#)

### **Retail Pharmacist**

Education: Graduate of a school of pharmacy -Bachelor's degree  
Current pharmacist's license

Or

### **Supervisor Pharmacist**

Education: Graduate of a school of pharmacy -Bachelor's degree  
Current pharmacist's license

Or

### **Supervisor Retail Pharmacist**

Education: Graduate of a school of pharmacy -Bachelor's degree  
Current pharmacist's license



### **Manager Pharmacy**

Education: Graduate of a school of pharmacy -Bachelor's degree  
Current pharmacist's license  
2 years' experience

Or

### **Manager Retail Pharmacy**

Education: Graduate of a school of pharmacy -Bachelor's degree  
Current pharmacist's license  
2 years' experience

## Materials handler [\(top\)](#)

### Materials Handler

Education: High School/GED  
1 year

Or

### Materials Coordinator

Education: High School/GED

Or

### Supply Distribution Tech

Education: High School/GED



### Instrument Supply Tech

Education: High School/GED

Or

### Sterile Processing Tech

Education: High School/GED



### Materials Ops System Coordinator

Education: High School/GED  
5 years' of materials management experience



### OR Coordinator

Education: High School/GED  
8 years' experience in healthcare materials management

Or

### Inventory Quality Specialist

Education: High School/GED  
2 years' inventory management experience



## Materials handler (continued) [\(top\)](#)

### Inventory Quality Coordinator

Education:  
High School/GED  
2 years' experience



### Materials Mgmt Customer Liaison

Education: High School/GED  
3 years' of progressive buying experience



### Inventory Procurement Coordinator

Education: High School/GED  
5 years' of buying/purchasing experience



### Non Catalog Buyer

Education: Bachelor's  
2 years' procurement experience

Or

### Supply Chain Data Analyst

Education: Bachelor's  
1 year operational data analysis experience



### Contract Administrator

Education: Bachelor's degree



### Supply Chain Financial Analyst

Education: Bachelor's degree



### Sourcing Manager

Education: Bachelor's degree

## Nurse assistant [\(top\)](#)

### NA I

Education: High School/GED  
Certified NA



### NA II

Education: High School/GED  
Certified NA II  
1 year experience

Or

### Phlebotomist

Education: High School/GED

Or

### Patient Service Coordinator III

Education: High School/GED  
1 year clerical experience

Or

### Psych Tech

Education: High School/GED  
Certified NA



## Nurse assistant (continued) [\(top\)](#)

### Dialysis Tech

Education: High School/GED  
CCHT License w/in 18 months

Or

### MOA II

Education: Graduate of accredited medical assistant program or  
5 years of experience of medication administration and venipuncture

Or

### Administrative Assistant II

Education: High School/GED  
2 years' office experience

Or

### Care Connections Specialist

Education: High School/GED



### Data Specialist

Education: High School/GED

Or

### Documentation Specialist

Education: High school/GED  
3 years' experience

Or

### Financial Assistant II

Education: High school/GED  
1 year of experience



## Nurse assistant (continued) [\(top\)](#)

### LPN

Education: Graduate of an accredited practical nursing program

Or

### END Tech

Education: High School/GED



### Clinical Research Coord I

Education: Graduate of an accredited RN school. Bachelor of nursing degree



### RN Ambulatory Care Center

Education: Graduate of an accredited RN school of nursing



### Utilization Review Nurse

Education: Graduate of an accredited RN school of nursing



### RN

Education: Graduate of an accredited RN school of nursing

Or

### Cardiovascular Invasive Specialist

Education: Graduate of an accredited RN school of nursing



## Nurse assistant (continued) [\(top\)](#)

### Case Manager RN

Education: Graduate of an accredited RN school of nursing. Bachelor's degree

Or

### Diabetes Educator

Education: Graduate of an accredited RN school of nursing.  
2 years experience

Or

### Clinical Document Specialist

Education: Graduate of an accredited RN school of nursing  
5 years' nursing experience



### Clinical Service Navigator

Education: Graduate of an accredited RN school of nursing. Bachelor's degree  
3 years' experience

Or

### Clinical Analyst

Education: Graduate of an accredited RN school of nursing. Bachelor's degree  
3 years' experience



### CUL/ANM

Education: Graduate of an accredited RN school of nursing. Bachelor's degree  
2 years' RN experience

Or

### Clinical Nurse Educator

Education: Graduate of an accredited RN school of nursing. Bachelor's degree  
3 years' RN experience





## Nurse assistant (continued) ([top](#))

### **Nurse Manager**

Education: Graduate of an accredited RN school of nursing. Bachelor's degree  
2 years' RN experience

**Or**

### **Clinical Practice Specialist**

Education: Graduate of an accredited RN school of nursing. Master's degree  
3 years' of experience

## EMR tech [\(top\)](#)

### EMR Tech

Education: High school/GED  
1 year experience



### ROI Tech

Education: High school/GED  
1 year experience



### Documentation Specialist

Education: High school/GED  
3 years' experience

Or

### EMR Specialist

Education: High school/GED  
3 years' experience

Or

### ROI Specialist

Education: High school/GED  
3 years' experience



### Documentation Specialist Lead

Education: High school/GED  
5 years' experience

Or

### HIM Specialist

Education: High school/GED  
5 years' experience



## EMR tech (continued) [\(top\)](#)

### **HIM Specialist Lead**

Education: High school/GED  
5 years' experience

Or

### **EMR Specialist Lead**

Education: High school/GED  
5 years' experience

Or

### **ROI Specialist Range Lead**

Education: High school/GED  
5 years' experience

Or

### **ROI Quality Auditor**

Education: Associates degree  
5 years' experience  
RHIT/RHIA certification



### **ROI Educator**

Education: Associates degree  
5 years' experience  
RHIT/RHI certification



## EMR tech (continued) [\(top\)](#)

### Supervisor Release of Information

Education: Bachelor's degree  
5 years' experience  
RHIT/RHIA certification

Or

### Supervisor Health Information Mgmt

Education: Bachelor's degree  
5 years' experience  
RHIT/RHIA certification



### Coding Business Svcs Specialist

Education: High school/GED  
2 years' hospital coding experience  
RHIT/RHIA/CCS/CCS-p/CP C/CPC-H/CPC-A (Any certification is eligible)



### Coding Audit Response Specialist-Ambulatory

Education: High school/GED  
5 year's hospital coding experience and 3 years' insurance follow-up experience  
RHIT/RHIA/CCS-p/CPC (Any certification is eligible)

Or

### Coding Education Specialist

Education: High school/GED  
5 years' hospital coding experience  
RHIT/RHIA/CCS/CCS-p/CP C/CPC-H/CPC-A (Any certification is eligible)



## EMR tech (continued) [\(top\)](#)

### **Coding Quality Assurance Auditor**

Education: High school/GED

5 years' hospital coding experience and 2 years' of coding auditing experience

CCS/CP (Any certification is eligible)

Or

### **Coding Audit Response Specialist**

Education: High school/GED

5 years' hospital coding experience

RHIT/RHIA/CCS/CCS-p/CP C/CPC-H/CPC-A (Any certification is eligible)



### **Records Manager**

Education: Bachelor's degree

2 years' experience



### **Mgr Market HIM**

Education: Bachelor's degree

6 years' of supervisory experience

RHIT/RHIA certification



### **Mgr HIM Physician Svs**

Education: Bachelor's degree

6 years' of supervisory experience

RHIT/RHIA certification



### **Mgr HIM Access**

Education: Bachelor's

6 years' of supervisory experience

RHIT/RHIA certification



## Financial assistant [\(top\)](#)

### **Financial Assistant**

Education: High school/GED  
1 year of experience



### **Financial Assistant II**

Education: High school/GED  
1 year of experience

Or

### **Accounts Payable/Receivable Clerk**

Education: High school/GED



### **Accounts Payable Clerk II**

Education: High school/GED  
3 years' computerized AP and invoice matching experience required



### **Accounts Payable Clerk Lead**

Education: High school/GED  
5 years' computed AP experience and invoice matching experience required



## Financial assistant (continued) [\(top\)](#)

### **AP Accounting Analyst**

Education: High school/GED  
6 years' of experience

**Or**

### **Financial Assistant III**

Education: Associates degree  
1 year of experience

**Or**

Reimbursement Specialist AP  
Education: High school/GED  
3 years' experience

**Or**

Fixed Assets Specialist  
Education: High school/GED



### **Fixed Assets Specialist Lead**

Education: High school/GED  
3 years' of experience

**Or**

### **Supervisor Accounts Payable**

Education: High school/GED  
8 years' computerized AP and invoice matching experience required. 2 years supervisory experience required



## Financial assistant (continued) [\(top\)](#)

### Accountant I

Education: Bachelor's in Accounting

Or

### Supv Fixed Assets

Education: High school/GED

4 years' fixed asset experience. 2 years' supervisory experience



### Accountant II

Education: Bachelor's in Accounting

2 years' accounting experience



### Supply Chain Data Analyst

Education: Bachelor's degree

1 year operational data analysis experience



### Financial Analyst

Education: Bachelor's degree



### Accountant III

Education: Bachelor's degree

5 years' accounting experience





## Financial assistant (continued) [\(top\)](#)

### **Reimbursement Coordinator Sr**

Education: Bachelor's degree  
5 years' accounting experience

**Or**

### **Financial Planning Analyst Sr**

Education: Bachelor's degree  
5 years' accounting experience

**Or**

### **Supervisor Corp Accounting**

Education: Bachelor's degree  
7 years' accounting experience



### **Financial Analyst Sr**

Education: Bachelor's degree  
3 years' accounting experience

**Or**

### **Tax Analyst Intermediate**

Education: Bachelor's degree  
1 year accounting experience

**Or**

### **Supply Chain Financial Analyst Sr**

Education: Bachelor's degree



## Financial assistant (continued) [\(top\)](#)

Tax Specialist

Education: Bachelor's degree

3 years' accounting experience

Or

Tax Analyst Sr

Education: Bachelor's degree

3 years' accounting experience

Or

Supervisor Financial Analysis

Education: Bachelor's degree

7 years' accounting experience



**Tax Analyst Lead**

Education: Bachelor's degree

5 years' accounting experience

Or

**Mgr Financial Planning and Analysis**

Education: Master's degree or CPA

7 years' accounting experience

Or

**Mgr Capital Reporting and Analysis**

Education: Master's degree or CPA

7 years' accounting experience

Or

**Mgr Financial Planning and Analysis Education:**

Master's degree or CPA

7 years' accounting experience



## Financial assistant (continued) [\(top\)](#)

### **Mgr Finance and Treasury**

Education: Master's degree or CPA  
7 years' accounting experience

Or

### **Mgr Financial Analysis**

Education: Master's degree or CPA  
7 years' accounting experience



### **Mgr Finance**

Education: Bachelor's degree  
5 years' accounting experience

Or

### **Sourcing Manager**

Education: Bachelor's degree

## Revenue cycle [\(top\)](#)

**Support Services Specialist**

Education: High school/GED

Or

**Medical Records Clerk EMR**

Education: High school/GED

Or

**Patient Accounts Rep I**

Education: High school/GED

1 year experience or RHIT

Or

**EMR Technician**

Education: High school/GED

1 year experience or RHIT

Or

**Switchboard Operator**

Education: High school/GED

Or

**Case Management Specialist UR**

Education: High school/GED



## Revenue cycle (continued) [\(top\)](#)

### **Patient Svs Coord III**

Education: High school/GED  
1 year clerical experience

**Or**

### **Payment Research Clerk**

Education: High school/GED

**Or**

Patient Access Specialist

Education: High school/GED

**Or**

Central Scheduling Clerk

Education: High school/GED

2 years customer service experience

**Or**

Credit Resolution Clerk

Education: High school/GED

**Or**

Payment Specialist

Education: High school/GED

**Or**

Collection Specialist

Education: High school/GED

3 years' collection experience required

**Or**

Biller Associate

Education: High school/GED



## Revenue cycle (continued) [\(top\)](#)

### **Insurance Specialist**

Education: High school/GED

Or

### **Billing Rep**

Education: High school/GED



### **Insurance Verification Specialist**

Education: High school/GED

2 years' patient access experience

Or

### **Patient Account Rep III**

Education: High school/GED

3 years' related work experience required

Or

### **Pre Verification Specialist**

Education: High school/GED

2 years' experience working in healthcare required

Or

### **Patient Access Specialist Lead**

Education: High school/GED

1 year patient access or finance experience

Or

### **Credit Resolution Specialist**

Education: High school/GED

1 year patient accounting experience

Or

## Revenue cycle (continued) [\(top\)](#)

### **SSI Assistant Coordinator**

Education: High school/GED

3 years' experience in patient accounting

Or

### **RCS Access Specialist**

Education: High school/GED

1 year access experience



### **RCS Credentialing Coordinator**

Education: High school/GED

1 year experience

Or

### **Data Specialist**

Education: High school/GED

3 years' experience

Or

### **SSI Billing Coordinator**

Education: High school/GED

4 years' experience in patient accounting

Or

### **Coding Support Specialist**

Education: High school/GED

1 year experience in patient accounting

Or

### **Financial Counselor**

Education: High school/GED

3 years' registration or insurance verification experience

## Revenue cycle (continued) [\(top\)](#)

Or

### **Insurance Follow-up Quality Assurance Auditor**

Education: High school/GED

3 years' registration or insurance verification experience



### **Biller Intermediate**

Education: High school/GED

1 year experience

Or

### **Revenue Cycle Advocate**

Education: High school/GED

3 years' experience

Or

### **RCS Cash Application Specialist**

Education: Associate's Degree

3 years' experience

Or

### **Biller Sr**

Education: High school/GED

2 years' experience

Or

### **Managed Care Specialist**

Education: High school/GED

3 years' revenue cycle experience

Or

### **ROI Quality Auditor**

Education: Associates

5 years' experience

RHIT/RHIA certification



## Revenue cycle (continued) [\(top\)](#)



### **Cash Reconciliation Coord**

Education: Associate's Degree

1 year experience

Or

### **Optimization Process Improvement**

Education: High school/GED

3 years' experience

Or

### **Revenue Cycle Advocate Lead**

Education: High school/GED

3 years' experience

Or

### **Revenue Cycle Advocate Lead**

Education: High school/GED

3 years' experience

Or

### **Medical Credentialing Specialist**

Education: High school/GED

2 years' credentialing experience



### **Financial Assistant III**

Education: Associates

1 year of experience



## Revenue cycle (continued) [\(top\)](#)

### **Enrollment Coordinator**

Education: High school/GED  
2 years' business office experience

Or

### **RCS Electronic Interchange Coord**

Education: High school/GED  
5 years' experience

Or

### **Revenue Cycle Analyst Associate**

Education: High School / GED  
1 year experience



### **Supervisor Revenue Cycle** (There are several jobs under supervisor with varying ranges).

Education: Associate's degree  
2 years' experience



### **Payor Credentialing Coordinator**

Education: High school/GED  
2 years' credentialing experience

Or

### **Medical Credentialing Coordinator**

Education: High school/GED  
2 years' credentialing experience

Or

### **RCS Cash Applications Specialist Lead**

Education: Associates degree  
5 years' patient accounting experience

## Revenue cycle (continued) [\(top\)](#)



### **Medical Staff Services Coordinator**

Education: High school/GED

4 years' credentialing experience

Or

### **Medical Credentialing Analyst**

Education: High school/GED

3 years' experience



### **Revenue Cycle Process Support Associate**

Education: High school/GED

3 years' experience

Or

### **Managed Care Analyst**

Education: High school/GED

3 year' experience

Or

### **Managed Care Enrollment Analyst**

Education: High school/GED

3 years' experience

Or

### **Revenue Systems Process Improvement**

Education: High school/GED

3 years' experience

Or

## Revenue cycle (continued) [\(top\)](#)

### **Medical Credentialing Coordinator**

Education: High school/GED  
2 years' experience



### **Reimbursement Specialist NonClinical**

Education: High school/GED  
1 year experience



### **Revenue Cycle Svs Educator Associate**

Education: Associates degree  
1 year experience  
NH Dimensions credentialing



### **Revenue Cycle Svs Educator Intermediate**

Education: Associates degree  
2 years' RC experience and 1 year training experience  
NH Dimensions credentialing

Or

### **Revenue Cycle Process Analyst Associate**

Education: High school/GED  
3 years' RC experience and 2 years' healthcare account follow-up experience



### **RCS Process Improvement Educator**

Education: High school/GED  
5 years revenue cycle and 2 year training experience

Or

### **Revenue Cycle Business Analyst Intermediate**

Education: High school/GED  
3 years' RC experience

Or

## Revenue cycle (continued) [\(top\)](#)

### Revenue Cycle Process Support Intermediate

Education: High school/GED



### RCS Instructional Designer

Education: Bachelor's degree in education  
5 years' of instructional design experience

## Information technology [\(top\)](#)

### Support Center Coordinator I

Education: High school/GED  
6 months experience is client svcs



### Dimensions Training Coordinator

Education: High school/GED  
1 year experience



### Dimensions Training and Security

Education: Associate's degree  
4 years' experience

Or

### Support Center Coordinator II

Education: High school/GED  
3 years' experience



### End User Computing Analyst I

Education: Associate's degree  
1 year computer installation experience

## Information technology (continued) [\(top\)](#)



### **QA Test Analyst Associate**

Education: High School/GED

1 year testing experience

Or

### **Business Systems Analyst Associate**

Education: High School/GED

1 year experience

Or

### **Revenue Cycle Process Support Associate**

Education: High school/GED

3 years' experience

Or

### **End User Computing Analyst II**

Education: Associate's degree

2 years' computer installation experience

Comp TIA A+ certification

Or

### **Systems Analyst/Programmer Associate**

Education: High School/GED

Or

### **Telecommunication Technician Intermediate**

Education: High School/GED

2 years' experience

Or

### **Systems Analyst Associate**

Education: High School/GED

## Information technology (continued) [\(top\)](#)



### **ITS Product Analyst**

Education: Associate's degree  
3 years' of experience

**Or**

### **Database Administrator I**

Education: Bachelor's degree  
4 years experience



### **Digital Content Specialist**

Education: Bachelor's degree  
1 year content execution experience

**Or**

### **Network Engineer I**

Education: High School/GED  
LAN/WAN/TCP/IP/Security Platform certifications required

**Or**

### **Network Operations Tech I**

Education: High School/GED  
1 year experience  
CCNA certification

**Or**

### **Digital Strategist Intermediate**

Education: Bachelor's degree  
1 year experience

**Or**

## Information technology (continued) [\(top\)](#)

### **Healthcare Business Analyst Associate**

Education: Bachelor's degree

1 year experience

**Or**

### **Interactive Media Designer**

Education: Bachelor's degree

3 year experience

**Or**

### **Dimensions Applications Analyst Associate**

Education: High School/GED

**Or**

### **Epic Release Coordinator Associate**

Education: High School/GED

1 year Epic data courier experience



### **Dimensions Trainer**

Education: Associate's degree

**Or**

### **Dimensions Trainer - Ambulatory**

Education: Associates degree

**Or**

### **QA Test Analyst Intermediate**

Education: High School/GED

3 years' testing experience

**Or**



## Information technology (continued) [\(top\)](#)

### **Mobile Application Developer Associate**

Education: Associate's degree

1 year experience

**Or**

### **Supervisor ITS Product Analyst**

Education: Associate's degree

5 years' experience

**Or**

### **Supervisor ITS Product Analyst**

Education: Associate's degree

5 years' experience

**Or**

### **Dimensions Trainer Lead**

Education: Associate's degree

1 year credentialed trainer experience

Must pass Epic assessment

**Or**

### **Data Security Analyst Associate**

Education: High School/GED

**Or**

### **Business Systems Analyst Intermediate**

Education: High School/GED

2 years' experience



### **Data Migration Programmer II**

Education: High School/GED

3 years' SQL experience

## Information technology (continued) [\(top\)](#)

Or

### **End User Computing Analyst III**

Education: Associate's degree  
5 years' computer experience  
Comp TIA A+ certification

Or

### **End User Computing Analyst III**

Education: Associate's degree  
5 years' computer experience  
Comp TIA A+ certification

Or

### **Enterprise Systems Engineer I**

Education: Associate's degree  
1 year experience  
Minimum 2 certifications required

Or

### **IT Service Continuity Analyst Intermediate**

Education: High School/GED  
1 year experience in business disaster recovery  
2 certifications in disaster recovery institute international

Or

### **End User Computing Analyst III**

Education: Associate's degree  
5 years' computer experience  
Comp TIA A+ certification



### **Systems Analyst Intermediate**

Education: High School/GED  
2 years' experience

## Information technology (continued) [\(top\)](#)



### **Systems Analyst/Programmer Intermediate**

Education: High School/GED

2 years' experience

**Or**

### **Healthcare Business Analyst Intermediate**

Education: Bachelor's degree

3 years' experience



### **Business Systems Analyst Sr**

Education: High School/GED

3 years' experience

**Or**

### **Systems Analyst Senior**

Education: High School/GED

3 years' experience



### **Systems Analyst/Programmer Senior**

Education: Associate's degree

5 years' experience

**Or**

### **Healthcare Business Analyst Senior**

Education: Bachelor's degree

5 years' experience

## Path to leader [\(top\)](#)

### Team Member

Education: High school/GED



### Lead Role

Education: High school/GED or Associate's or Bachelor's degree

Experience: some type may be required

Or

### Coordinator

Education: High school/GED or Associate's or Bachelor's degree

Experience: some type may be required

Or

### Analyst

Education: High school/GED or Associate's or Bachelor's degree

Experience: some type may be required



### Supervisor

Education: High school/GED or Associate's or Bachelor's degree

Experience: some type may be required



### Manager

Education: High school/GED or Associate's or Bachelor's degree

Experience: some type may be required



### Director

Education: Bachelor's degree

Experience: 3+ years in leadership (experience can vary based on role)



## Path to leader (continued) [\(top\)](#)

### **Vice President**

Education: Master's degree

Experience: 5+ years in leadership role (experience can vary based on role)



### **Sr Vice President**

Education: Master's degree

Experience: 7+ years in leadership role (experience can vary based on role)