

	Clinical & Health Services Domain	Canadian Health System Domain	Project Management Domain	Organization and Behavioural Management Domain	Analysis and Evaluation Domain	Information Management Domain	Information Technology Domain
Master Level	Chief Clinical Information Officer	Chief Information Officer	Project Services Vice President	Chief Transformation Officer	Chief Knowledge Officer	Chief Privacy Officer	Chief Technology Officer
Expert Level	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	IT Director Enterprise Architecture Director
Proficient Level	Clinical Informatics Manager Clinical Informatics Specialist	eSafety Manager Sr Business Analyst Business Development Specialist	PMO Manager Program Manager Project Manager	Change Manager Process Improvement Specialist Engagement Mgr	Senior Information Analyst Outcomes Specialist	Privacy Specialist Data Architect Standards Specialist Standards Manager	Security Specialist Service Manager Solutions Architect
Competent Level	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
Emerging Professional Level	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

	Traits and Abilities	Education	HI Experience
Master Level	<ul style="list-style-type: none"> • Mastery is mostly about style • Tend to be senior leadership positions in organizations • Leadership ability and other personal characteristics differentiate between Master and Expert 	Masters and/or Bachelors degree plus additional professional designations	10+ years (Depends on previous roles and individual capabilities)
Expert Level	<ul style="list-style-type: none"> • Optimal performance becomes second nature • Draws on experience to immediately produce an intuitively appropriate action to any situation 	Masters and/or Bachelors degree plus additional professional designations	10+ years
Proficient Level	<ul style="list-style-type: none"> • Understanding of skill or domain is an instinct or intuition • Perceives a complete system instead of a set of different parts • Understands that multiple competing solutions exist for each problem • Can make correct decisions based on instinct 	Masters degree Bachelors degree	3+ years 5+ years
Competent Level	<ul style="list-style-type: none"> • Sees patterns and principles rather than a discrete set of rules • Decisions are based on experience and active decision-making • Accountable for decisions • Considerable experience coping with real situations 	Bachelors degree	3+ years
Emerging Professional Level	<ul style="list-style-type: none"> • Rules-based, but able to selectively apply different rules as needed • Can follow instructions containing decision points • Limited experience, especially in the health informatics sector 	College diploma/certificate	1+ year