



Job Title: Dentist
Department: Dental
Supervisor: Dental Director
FLSA Status: Exempt
Approved Date: 1-1-18

Position Summary

Provides comprehensive coordinated and preventive dental services to an ethnically diverse patient population.

Essential Duties and Responsibilities include the following. Other duties may be assigned.

1. Provides general and comprehensive dentistry services including oral exams according to clinic protocols.
2. Examines patients' teeth and gums using dental equipment and X-Rays.
3. Interprets X-Rays, treats mouth diseases; performs prophylactic procedures, restorations, and other treatments as needed.
4. Diagnoses dental conditions and presents treatment plans to patients.
5. Cleans teeth and provides preventive care.
6. Repairs decayed and broken teeth by placement of various filling materials; when necessary extracts teeth.
7. Performs emergency procedures on patients to reduce or eliminate immediate pain.
8. Administers local anesthetics.
9. Maintains adequate, concise and legible documentation of patient care using the Electronic Health Record appropriately.
10. Participates in the after-hours on-call rotation.
11. Works to provide care in efficient and cost-effective ways.
12. Attends dental team meetings.
13. Assists in the development of dental policies and procedures as necessary.
14. Diagnoses soft and hard tissue lesions using radiographs and clinical findings.
15. Works well with children, adults and elderly.
16. Travels as needed, to mobile dental clinics to provide care in nursing homes and/or schools and other designated locations.
17. Prescribes medications necessary for infection control, pain control, prevention of dental disease, and behavior management during treatment
18. Provides guidance and direction to dental assistants, hygienists, and other support personnel.

Competencies

To perform the job successfully, the following competencies should be demonstrated.

Attendance/Punctuality - Is consistently at work and on time, as established; ensures work responsibilities are covered when absent; arrives at meetings and appointments on time.

CHCW Culture - Treats people with respect; inspires the trust of others; works with integrity and principles; upholds organizational values; follows policies and procedures; supports organization's goals and values; shows respect and sensitivity for cultural differences; follows instructions; responds to management direction; takes responsibility for own actions; keeps commitments; commits to long hours of work when necessary to reach goals; completes tasks on time or notifies appropriate person with an alternate plan; asks for and offers help when needed.

Communications - Speaks clearly and persuasively in positive or negative situations; listens and gets clarification; responds well to questions; demonstrates group presentation skills; participates in meetings; writes clearly and informatively; edits work for spelling and grammar; keeps others adequately informed; selects and uses appropriate communication methods.

Customer Service for Internal and External Customers/Patients - Manages difficult or emotional customer/patient situations; responds promptly to customer/patient needs; solicits customer/patient feedback to improve service ; responds to requests for service and assistance; meets commitments.

Job Knowledge - Competent in required job skills and knowledge; exhibits ability to learn and apply new skills; keeps abreast of current developments; requires minimal supervision; displays understanding of how job relates to others; maintains confidentiality per policy and regulations; fluent in Microsoft Office programs, including Word, Excel, PowerPoint and Outlook and job related software and computers; uses resources effectively; pursues training and development opportunities; adapts to new technologies; keeps technical skills up to date.

Problem Solving - Identifies and resolves problems in a timely manner; gathers and analyzes information skillfully; develops alternative solutions; works well in group problem solving situations; uses reason even when dealing with emotional topics; adapts to changes in the work environment; changes approach or method to best fit the situation.

Planning/Organizing - Prioritizes and plans work activities; uses time efficiently; plans for additional resources; sets goals and objectives; organizes or schedules other people and their tasks; develops realistic action plans.

Quality Management - Looks for ways to improve and promote quality; demonstrates accuracy and thoroughness; applies feedback to improve performance; monitors own work to ensure quality.

Safety and Security - Observes safety and security procedures; determines appropriate action beyond guidelines; reports potentially unsafe conditions; uses equipment and materials properly.

Teamwork - Exhibits objectivity and openness to others' views; gives and welcomes feedback; establishes and maintains effective relations; exhibits tact and consideration; offers assistance and support to co-workers; works cooperatively in group situations; works actively to resolve conflicts.

Qualifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and/or Experience

DDS or DMD degree from an accredited school. One year of post-graduate experience preferred. Experience in dealing with medically underserved populations is preferred.

Certificates, Licenses, Registrations

Washington State Dentist License, DEA
Current CPR Certificate

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to use hands to finger, handle, or feel. The employee is frequently required to stand; walk; sit and talk or hear. The employee is occasionally required to reach with hands and arms. The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

Work Environment

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently exposed to fumes or airborne particles. The employee is occasionally exposed to toxic or caustic chemicals; risk of radiation and vibration. The noise level in the work environment is usually moderate.

Employee Signature

Date

Employee Print Name

Supervisor Signature

Date