GOALS FOR POSITION: Provide with quality dental health care in a timely efficient manner.


FUNCTIONS & RESPONSIBILITIES:

1. Serves as a dentist on clinical staff and practices within scope of credentialed privileges.
2. Diagnose and treats pathology, or refers when indicated.
3. Recognizes and treats all emergencies in a timely efficient manner.
4. Emphasizes preventive dental care.
5. Supervision of Dental Staff, when required.

SUPERVISORY RESPONSIBILITIES: Limited supervision when Dental Director not available, delegation of authority in writing.

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.

BASIC REQUIRED ABILITY:

PUBLIC RELATIONS/ADVANCED INTERPERSONAL SKILLS: Addresses clients by name; smiles when talking to clients, physicians, peers, and families; answers the telephone courteously and promptly; identifies self and department when answering the telephone using pleasant voice tone/verbiage; possesses excellent listening skills; interacts with clients and peers.

AGE-SPECIFIC COMPETENCE: Must demonstrate the knowledge & skills necessary to: 1) provide care appropriate to any age-related needs of the patients; 2) apply the principles of appropriate growth and development; 3) assess and interpret data about the patient's status in order to identify each patient's needs & provide the appropriate care needed by KMC's Life Stage Patient Groups. Life Stage Patient Groups are defined as infants, toddlers, preschool children, school age children, adolescents, young adults, middle-age adults, and late-stage older adults.
QUALITY IMPROVEMENT RESPONSIBILITIES: Responsible for helping to prepare, achieve, and maintain high quality healthcare. By serving on the various performance improvement subcommittees individual employees are directly involved in the generation or modification of policies & procedures that enable KMC to provide continuously improving healthcare. Must be in accordance with standards of infection control.

COOPERATION: Must be a self-starter; seeks solutions; accepts constructive criticism; willing to adjust to changes; loyal to K’ima:w Medical Center.

PROFESSIONALISM: Shows pride in personal appearance and grooming; displays a positive attitude about work; respects the confidentiality of clients; and is congenial with public and peers.

INITIATIVE: Willing to participate in continuing education programs; asks questions; contributes during staff meetings; serves on K’ima:w Medical Center committees as appointed; demonstrates a desire for self improvement.

JOB SPECIFIC SKILLS & ABILITIES:

- Demonstrated ability to perform within the scope of credentialed privileges.
- Knowledge of appropriate dental disease diagnosis.
- Ability to provide prosthetic services which meet American Dental Association standards.
- Ability to perform oral surgery procedures which meet approval of National Board of Dental Examiners and an accredited dental school.
- Demonstrated ability to perform processes in the delivery of care to specific age groups.

EDUCATION and/or EXPERIENCE:

Degree in dental surgery (D.D.S.) or dental medicine (D.M.D.) from a school approved by the Council on Dental Education, American Dental Association. In addition must have a minimum of 2 years experience and/or training with one of the following: post licensure professional experience in the general practice of dentistry; approved internship training; approved residency training; graduate-level study in accredited dental school; post licensure professional experience in a specialized area of practice; or other advanced study or training (outside a dental school or hospital) creditable towards satisfaction of training program requirements for Board eligibility.

CERTIFICATES, LICENSES, REGISTRATIONS:

- Current CPR Certificate.
- Current State of California License to practice dentistry.
- Current DEA license.
- NPI number.
CONFIDENTIALITY: Employee must be aware of and adhere to K’ima:w Medical Center’s Confidentiality Policy and deal appropriately with patient confidentiality at all times.

CONDITIONS OF EMPLOYMENT: Employee is subject to baseline and random drug testing per the Hoopa Tribal Drug & Alcohol Fit for Duty Policy. Employee will serve a 90-day introductory period. Employee is subject to introductory and annual performance evaluations. Preference will be given to qualified Indian applicants pursuant to the Tribe's TERO Ordinance.

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; reach with hands and arms; and talk or hear. The employee frequently is required to sit. The employee is occasionally required to stand and walk. The employee must regularly lift and/or move up to 10 pounds, frequently lift and/or move up to 25 pounds, and occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, color 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 regularly exposed to blood-borne pathogens, airborne formites, infections and other contagious diseases; fumes or airborne particles; toxic or caustic chemicals; and vibration. The employee is occasionally exposed to travel status (out of local area) and risk of radiation. The noise level in the work environment is usually moderate.

________________________________________________
Employee  DATE

________________________________________________
Supervisor  DATE

________________________________________________
Human Resource Director  DATE

ANNUAL TRAINING REQUIREMENTS: At a minimum Employee is required to be certified for the following training 1) Health Stream courses, 2) CPR every two years, and 3) maintain CEU's as required by licensing.