

**The Confederated Tribes of the
Grand Ronde Community of Oregon**

Job Title: Dentist
Reports to: Dental Director
Average hours per week: 40

Dept: Dental
Grade: 20
FLSA status: Exempt

Job Summary

Provides patient care to all eligible recipients. Provides guidance to dental staff. Ensures the provision of healthcare services takes place in a professional non-bias environment, and is accomplished efficiently.

Essential Functions

Clinical

1. Performs direct dental care to all patients.
2. Assesses and evaluates the provision of dental services in conjunction with other services performed at the clinic to promote a holistic approach to wellness, correction and prevention.
3. Establishes and maintains contact with patients and families to ensure participation in a regular prevention program.

Follow up

1. Documents care in patient care record.
2. Communicates with patients by telephone and written correspondence if necessary.
3. Modifies plan of care with patient/family to achieve optimal health in conjunction with established treatment protocols.

Health Promotion

1. Recommends and provides preventative maintenance appropriate for age and risk factors.
2. Discusses lifestyle changes that will promote well-being and health.
3. Participates and provides insight in conjunction with clinical wellness programs as determined by administrative team.
4. Participates in health promotion activities in the larger community.

Education

1. Enhance patient participation in self-care by patient and family health education.

Administration

1. Collaborates with other clinical departments (medical, pharmacy) for continuity of care.
2. Completes reports and other administrative requirements as needed by the Clinic Administrator.
3. Participates on a multi-disciplinary team that plans for continuous improved dental care services.
4. Attends and participates in administrative meetings as instructed by Clinic

Administration.

Quality Improvement

1. Participates in quality assurance review activities as determined by the QI Coordinator.
2. Develops protocols for patient levels of care.
3. Maintains Certification and Licensure.
4. Enhances current knowledge base by attending continuing education programs as deemed necessary.

Additional Functions

1. Performs a variety of other duties as assigned by Clinic Administrator.

Qualifications

1. Requires a DDS or DMD from a dental school accredited by the Commission on Dental Accreditation and either a certificate from an accredited General Practice residency program or 2 years of responsible experience in the profession.
2. Requires a minimum of four (4) years of directly related work experience.
3. Knowledge of theories, principles and application as necessary to develop and implement a full service dental care program; professional dental care ethics and principles, practices and procedures required to assess the needs of a wide range of patients in the community; principles of effective supervision.
4. Able to communicate effectively; deal tactfully and patiently with patients; maintain patient charts and records; maintain confidentiality; establish and maintain an effective working relationship with patients, pharmacies, laboratories, other departments and employees; effectively coach employees toward maximum performance; develop, write and evaluate dental care policies and procedures.

Typical Physical Requirements and Environmental Conditions

Physical Requirements

1. Continually involves sedentary work: exerting up to 10 pounds of force and/or a negligible amount of force to lift, carry, push, pull or otherwise move objects, including the human body.
2. Continually requires the ability to express or receive detailed information or important instructions through oral communication.
3. Continually requires working with fingers rather than the whole hand or arm.
4. Continually requires repetitive movement of the wrists, hands and/or fingers.
5. Continually requires twisting body and reaching.
6. Continually requires gripping with hands and fingers and finger dexterity.
7. Often requires color identification, close vision, and depth perception.
8. Often requires walking or moving about to accomplish tasks.
9. Occasionally involves light work: exerting up to 20 pounds of force and/or up to 10 pounds of force and/or a negligible amount of force to move objects.
10. Occasionally requires standing and/or sitting for sustained periods of time.
11. Occasionally requires ascending or descending stairs or ramps using feet and legs

- and/or hands and arms.
12. Occasionally requires raising objects from a lower to a higher position or moving objects horizontally.
 13. Occasionally requires stooping which entails the use of the lower extremities and back muscles.

Environmental Conditions

The worker is frequently subject to inside environmental conditions which provide protection from weather conditions, but not necessarily from temperature changes, and is occasionally subject to outside environmental conditions. Frequently exposed to detergents, acids-caustics, and solvents. Frequently wears safety glasses. Frequently works with rotating machinery.

Attendance

Required to comply with company attendance standards to fulfill essential functions.

Safety

1. Supports a safe work environment by performing all duties in accordance with Tribal safety policies and procedures. This includes, but is not limited to: reporting all incidents and accidents to your supervisor timely (within 24 hours); maintaining work areas in a safe and healthful manner; reporting and correcting any unsafe working conditions; operating vehicles in a safe and lawful manner while conducting Tribal business; providing input and assistance to reduce or eliminate workplace hazards; actively supporting ongoing safety efforts, including recommendations of the safety committee.
2. Due to the nature of interactions with other employees and the public we serve, employees may be required to provide documentation of, or receive, certain health vaccinations.

Drivers License & Insurance Requirement

Must maintain a valid Oregon driver's license or obtain one upon hire, qualify for the Tribe's vehicle insurance, and provide proof of personal vehicle insurance.

Background Check

Candidates for this position may be subject to criminal, credit and character background checks and fingerprinting.

Travel Requirements

Local travel is occasionally required. Travel outside of the state is occasionally required.

Disclaimer

The individual must perform the essential duties and responsibilities with or without reasonable accommodation efficiently and accurately without causing a significant safety threat to self or others. The above statements are intended to describe the general nature and level of work being performed by employees assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities, duties and/or skills required of all personnel so classified.