



Position Summary

Position Title:	Dental Hygienist
Reports to:	Program Director
National Classification Code:	3222.1
Revision Date:	November 2025

Purpose:

Under the direction of the Program Director, the Registered Dental Hygienist delivers client-centered oral health programming & services providing community and clinic oral health screening, assessment, and preventive treatment and instruction. This includes health promotion, disease prevention, and program evaluation and planning to increase awareness and knowledge of the importance of oral health as it relates to overall health.

These duties are accomplished as an integral member of an interdisciplinary team of professionals whose objective is to provide holistic health care and follow up. The position has a strong emphasis on health promotion, disease prevention, and community capacity building and works within a harm reduction framework.

Key Objectives:

1. Performs comprehensive dental clinical services within the scope of professional standards.
2. Provides oral health education to individuals, groups and communities by conducting presentations, facilitating workshops, and leading community initiatives, as well as, participate in internal and external community meetings.
3. Strong communication skills including the ability to prepare correspondence, provide health teaching, and convey dental health concerns and treatment options in plain language.
4. Ensures the delivery of comprehensive, high-quality care by maintaining detailed and accurate client records that meet professional standards, while actively supporting continuity of care through thorough documentation, chart reviews, and participation in case conferences.

5. Supports triage for urgent care and any follow-up for complex clients involved with other providers and services.
6. Adheres to infection control standards (PIDAC routine precautions) at all times.
7. Act as part of an interdisciplinary team which assists with the development, analysis and implementation of policies and procedures for the benefit of improvement to the delivery of health care services.
8. Acts as part of an interdisciplinary team which assists with the development, analysis/evaluation and implementation of policies and procedures for the benefit of improvement to the delivery of dental care services provided.
9. Act as a preceptor for learners and a resource for volunteers.
10. Participate in various service evaluation/Quality initiatives such as Client Experience Surveys, Chart Audits, and Clinical Best Practice Guideline adherence measures.
11. Participate in client record audits and peer reviews.
12. Participates and shares responsibility for the on-call coverage offered by Quest CHC.
13. Develops and maintains strong ties to other professionals and community members.
14. Engage in community events, initiatives, and pilot projects, we well as, act as a representative at external and internal community meetings and to the community at large.
15. Promotes the Mission, Vision, Values and Philosophy of Care developed by Quest CHC and adhere to its policies.
16. Provides input for development of strategic plans and participate in staff meetings and special projects as assigned.
17. Works within the full scope of practice. Meets organizational quality and quantity of work standards. Complies with applicable medical directives, policies, regulations and legislation identifying any areas of non-compliance.
18. Participates and complies with all health and safety processes and initiatives to ensure the organization remains a safe workplace.
19. Maintains and develops professional competence through continuing education
20. . Other duties may be assigned as required.

Qualifications:

Education

- Successful completion of a diploma in dental hygiene from a recognized accredited college or university
- Registered in good standing with the College of Dental Hygienists of Ontario (CDHO)
- Possess an Authorization to Self-Initiate, without conditions, granted by the CDHO
- Experience working within an electronic health record and practice management systems is preferred.

Experience

- Minimum, or the equivalent of, 1- 3 full-time years' experience as a certified Dental Hygienist is required,
- Experience working in the Niagara geographic area, a team environment and working with the priority populations served by Quest CHC is an asset, and
- Experience working within a digital dental environment using electronic health record and practice management systems is preferred.

Knowledge, Skills and Abilities

- Knowledge of current legislation pertaining to the duties of the Registered Dental Hygienist, the vision of dental care support and best practices in the dental field,
- Experience in working with hazardous chemicals and materials and associated preventive measures outlined/required by product Safety Data Sheets and WHMIS
- Excellent organizational skills with the ability to organize multiple demands with competing deadlines,
- Strong interpersonal skills to work effectively within a team and relate to clients,
- Ability to establish positive work relationships with clients, colleagues and community partners,
- Awareness of and sensitivity to the dental issues of a culturally diverse community to provide compassionate, respectful, non-judgmental and culturally competent care to the disenfranchised and primary populations,
- Ability to diffuse difficult situations and rapidly assess emerging situations to minimize disruption and apply proactive problem-solving skills,
- Self-motivated, flexible and adaptable to changing business needs,
- Ability to provide compassionate, respectful, non-judgmental and culturally competent care to the disenfranchised and primary populations,
- Ability to communicate effectively in the English language in writing and verbally to give/ present information to groups, and receive information,
- Proficiency in the use of computer software such as Microsoft Office and electronic medical records,
- Self-motivated, flexible and adaptable to changing business needs
- Proficiency in other languages is an asset.

Physical Demands
