

## Position Summary

**Position Title:** Dentist

**Reports to:** Program Manager

**Revision Date:** September 2020

### **Summary:**

The Quest CHC Dentist will perform oral examination of clients, analyze dental health problems, and develop appropriate treatment plans, in a manner which meets client care needs and standards. Provide guidance with regard to maintenance of client records, audits, and documentation requirements. The incumbent will utilize strong clinical and diagnostic skills, to provide emergency and primary dental care for individuals. These duties are accomplished as integral member of a multidisciplinary 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. Provide safe, competent and ethically responsible client-centered dental services, within their full scope of practice and professional standards, in the community health centre and community locations, including: providing dental diagnostic, preventive and restorative services, extractions, oral surgery, periodontics, prosthodontics (fix and removable), and endodontics.
2. Work in a manner that incorporates health promotion, recognizing the impact of the social determinants of health and being sensitive to the needs of Quest CHC's priority populations and the care they require.
3. Participate as a member of an interdisciplinary team, such as consulting with primary health care providers when the client's condition requires care beyond the scope of practice.
4. 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.
5. Develops and assigns 'dental directives' for the Dental Hygienist and Dental Assistant to perform x-rays, etc...
6. Adheres to infection control standards (PIDAC routine precautions) at all times.

7. Maintain client records in accordance with the Royal College of Dental Surgeons Record Keeping Guidelines.
  8. Conduct presentations, facilitate workshops and meetings, as well as, participate in program planning and community initiatives.
  9. Undertake teaching and training of dental learners, volunteers and other students as required by providing competent leadership, orientation, and assisting in the development of learning plans.
  10. Participate in and share responsibility for the on-call coverage offered by Quest CHC.
  11. Develop and maintain strong ties to other professionals and community members.
  12. Promotes the Mission, Vision, Values and Philosophy of Care developed by Quest CHC and adhere to its policies.
  13. Provide input for development of strategic plans and attend and participate in staff meetings and special projects as assigned.
  14. Work within the full scope of practice. Meet organizational quality and quantity of work standards. Comply with applicable directives, policies, regulations and legislation identifying any areas of non compliance.
  15. Participate and comply with all health and safety processes and initiatives to ensure the organization remains a safe workplace.
  16. Maintain and develop professional competence through continuing education.
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### **Qualifications:**

#### **Education:**

- Current degree in Dentistry from a recognized university and currently licensed to Practice in the province of Ontario by the Royal College of Dental Surgeons of Ontario (RCDSO).
- Membership in good standing including liability coverage through the RCDSO.

#### **Skills and Abilities**

- Thorough knowledge of and proficiency in current dental care services, preferably in a community setting.
  - Awareness of and sensitivity to the dental issues of a culturally diverse community.
  - Ability to provide compassionate, respectful, non-judgmental and culturally competent care to vulnerable populations.
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- Excellent communications skills that include interpersonal relationships, conflict management, written and verbal skills, as well as computer literacy.
- Highly motivated, flexible and well organized.
- Experience working in a team environment.
- Knowledge of best practices in the dental field.
- Knowledge of community resources and methods of access.
- Ability to function independently in potentially difficult situations and the ability to decide what presenting conditions are a priority.
- Ability to deal with disruptive behaviour and crisis management.
- Ability to establish positive working relationships with clients, interdisciplinary team, and community partners.
- Proficiency in the use of computer software such as Microsoft Office and electronic medical records, such as Dentirx.

### Physical Demands

The position requires fine motor movements and gripping, handling and/or lifting 10-20 pounds. It also requires sufficient mobility to allow sitting, standing and twisting to reach patients and equipment. The position also requires far and near vision, depth, spatial and form perception, feeling, reading, writing.

Speech and listening are critical aspects of the role to effectively communicate with clients for education, instructions and general rapport to relieve anxiety.

### Conditions of Employment

- Valid Ontario Drivers' License, access to a reliable vehicle and a Police Reference Check are required.
- Maintain confidentiality in compliance with the Personal Health Information Protection Act (PHIPA), Freedom of Information and Protection of Privacy Act (FIPPA) and Personal Information Protection and Electronics Document Act (PIPEDA).

### Working Conditions

The duties of this position are performed in a dental clinic in a health care setting and other service delivery locations, such as community agencies, residences and client's homes. It requires independence of work in a team environment, with other dental professionals as well as frequent interactions with clients.

Work requires use of sharp instruments with exposure to radiant/thermal energy.

Must be able to work varying work schedules, including evenings, and in multiple work locations.

<b>Employee Signature:</b> _____	<b>Date:</b> _____
<b>Vacant</b>	
<b>Supervisor Signature:</b> _____	<b>Date:</b> _____