



JOB DESCRIPTION: DENTAL DIRECTOR

JOB TITLE:	Dental Director
REPORTS TO:	CEO
DEPARTMENT:	Dental
LOCATION:	Rolling Hills Clinic (RHC) 740 Solano Street, Corning, CA 96021 2540 Sister Mary Columba Drive, Red Bluff, CA 96080
STATUS:	Full-time, 100% FTE, Exempt

Native Preference in hiring is given to qualified enrolled members of Paskenta Band of Nomlaki Indians and Native Americans in accordance with the **Indian Preference Act (Title 25, US Code, Section 472 and 473)**. Applicants claiming Indian Preference must submit verification of Indian certified by tribe of affiliation or other acceptable documentation of Indian heritage.

POSITION SUMMARY

The Dental Director will be responsible for directing the day-to-day operations of the Dental department, implementing programmatic and administrative policies and procedures in order to attain program goals and objectives. The Dental Director is responsible for the quality of services, development and maintenance of all the quality assurance processes and supervises the Dental providers, contract providers, Hygienists, RDA Leads and overall Dental team. Serves as a working Dentist maintaining a patient case load.

ESSENTIAL JOB FUNCTIONS

1. Works with Medical Executive Committee to formulate dental policies and recommend procedural changes. Implement policy from Medical Executive Committee.
2. Confers with Fiscal Director to submit budget and statistical reports used to justify expenditures for equipment, supplies, and personnel.
3. Keep Executive Director abreast of current activities and situations within the dental departments.
4. Observes, schedules, and assists staff members at work to ensure safe and ethical practices and to solve problems and demonstrate techniques. Engages case consultations.
5. Establishes training program to advance knowledge and clinical skill levels of dental staff.
6. Implement and coordinate peer review for dental staff through the Medical Staff Peer Review committee.
7. Actively attend clinic staff meetings. Attend and participate in Medical Staff Committees.
8. Maintain good rapport with the Indian community and stay abreast of community needs.
9. Keep current with new techniques relating to all aspects of the dental field and related areas.
10. Develop and implement preventive dental activities for the community.
11. Maintain clear channels of communication with all staff.
12. Annual review and update of Dental Procedure and Policy Manual.
13. Working with the Standards Compliance Officer develop and implement a dental clinic Performance Improvement Program to ensure efficient, quality patient care as well as sustain positive employee morale.
14. Work with Executive Director on grants, audits, and any other matter that would affect funding for dental clinics.
15. In consultation with and under the direction of the Standards Compliance Officer ensure compliance to current OSHA regulations, Infection Control standards, safety and hazard procedures and accreditation requirements.
16. Aid in recruitment for new dental positions.

17. Employee Safety: Safely performs all duties; follows required protective protocols to ensure personal safety as well the safety of others.
18. Must maintain compliance with ergonomic safety standards; be mindful of posture and regularly practice ergonomic stretches.
19. Safety: Responsible for ensuring that all duties, responsibilities and operations are performed with the utmost regard for the safety and health of all personnel involved, including themselves.
20. Safety: Take appropriate corrective actions to address matters pertaining to employee health and safety that have been brought to their attention.
21. Other duties as assigned by Supervisor.

MINIMUM QUALIFIICATIONS

1. Must have a Graduate degree from an accredited U.S. Dental School.
2. Must have current California State License to practice dentistry.
3. Must have a California Radiation Safety certificate.
4. Current DEA license.
5. Current CPR certification, ACLS, PALS certification required.
6. Five (5) years of experience in private practice or clinical practice.
7. Two (2) years of experience in Dental Administration.

LOAN REPAYMENT PROGRAM

Rolling Hills Clinic is a National Health Service Corp (NHSC) approved site where primary care physicians who are eligible for loan repayment funding can fulfill their service obligation. Rolling Hills Clinic is an Indian Health Program site for Indian Health Services (IHS) Loan Repayment Program.

NOTE TO APPLICANTS: Please be advised a post job offer, pre-employment Drug Testing, Physical and TB test are required as a condition of employment. Additionally, you may be asked to get a Department of Justice Fingerprinting clearance as a contingency for an offer of employment. Criminal clearances are obtained to protect the welfare and safety of clients receiving services at Rolling Hills Clinic.

CORE COMPETENCIES

1. Problem Solving – Identify and resolve problems in a timely manner; gather and analyze information skillfully; develop alternative solutions; work well in group problem solving situations; use reason when dealing with emotional topics.
2. Technical Skills – Assess own strengths and weaknesses; pursue training and development opportunities; strive to continuously build knowledge and skills; share expertise with others.
3. Customer Service – Manage difficult or emotional customer situations; respond promptly to customer needs; solicit customer feedback to improve service; respond to request for service and assistance; meets commitments.
4. Interpersonal Skills – Focus on solving conflict, not blaming; maintain confidentiality; listen to others without interrupting; keep emotions under control; remain open to others' ideas and try new things.
5. Oral Communication – Speak clearly and persuasively in positive or negative situations; listen and get clarification; respond well to questions; demonstrate group presentations skills; participate in meetings.
6. Written Communication – Write clearly and informatively; edit work for spelling and grammar; vary writing style to meet needs; present numerical data effectively; ability to read and interpret written information.
7. Teamwork – Balance team and individual responsibilities; exhibit objectivity and openness to others' views; give and welcome feedback; contribute to building a positive team spirit; put success of team above own interests; ability to build morale and group commitments to goals and objectives; support everyone's efforts to succeed

LANGUAGE SKILLS

Ability to read and interpret documents such as safety rules, operating and maintenance instructions and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively before groups of customers or employees of the organization.

MATHEMATICAL SKILLS

Ability to add, subtract, multiply and divide in all units of measure, using whole numbers, common fractions and decimals. Ability to compute rate, ratio, percent and to draw and interpret bar graphs.

REASONING ABILITY

Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables. Ability to apply principles of logical or scientific thinking to a wide range of intellectual and practical problems. Ability to deal with nonverbal symbolism (formulas, scientific equations, graphs, musical notes, etc.) in its most difficult phases. Ability to deal with a variety of abstract and concrete variables.

COMPUTER SKILLS

To perform this job successfully, an individual should have proficient knowledge of Microsoft Office software (Word, Excel, Outlook) and EHR systems.

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. While performing the duties of this job, the employee is regularly required to talk and hear. The employee frequently is required to stand, walk, sit, use hands to finger, handle, or feel; and reach with hands and arms. The employee is occasionally required to stoop. The employee must occasionally lift and/or move up to 25 pounds. Position may require exertion up to 20 pounds of force occasionally and/or up to 10 pounds of force frequently or constantly lift, carry, push, pull or otherwise move objects. Specific vision abilities required by this job include close vision, distance vision, color vision peripheral vision, depth perception and ability to adjust focus.

WORK ENVIRONMENT:

Work is performed in a health clinic setting. The noise level in the work environment is usually low to moderate. Will work with blood-borne pathogens and will require OSHA training. This job routinely uses standard office equipment such as computers, telephones, photocopiers, and fax machines. 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.

Employment with Rolling Hills Clinic is voluntarily entered into. All RHC personnel are employed on an at-will basis. At-will employment may be terminated with or without cause, and with or without notice at any time by the employee or by RHC. No manager, supervisor, or employee of the organization has any authority to enter into an agreement for employment for any specified period of time or to make an agreement for employment other than at-will terms. The job description does not constitute an employment agreement between Rolling Hills Clinic and employee and is subject to change by the Paskenta Band of Nomlaki Indians.