



Creating and Inspiring Healthier Lives.

Position Title:	Dentist
Department:	Dental
Supervisor:	Dental Director
Supervisory Responsibilities:	None
FLSA Status:	Non-exempt

Summary:

Dentists with Alluvion Health provide high quality dentistry to patients through diagnostic, preventative, and restorative practices. Dentists are expected to work cooperative with dental staff and will directly report to the Dental Director. Dentists will perform routine dental procedures including: fillings, crowns, extractions, root canal therapy, and other non-complex treatments. The Dentist will also oversee preventive examinations and cleanings performed by the Dental Hygienists. Dentists will be expected to maintain accurate and detailed charting and patient notes.

All employees will exhibit the following behavioral traits:

Integrity and Trust

Individual is widely trusted and can present information and discuss situations in an appropriate and helpful manner, keeps confidences, admits mistakes, doesn't misrepresent him/herself for personal gain. Is respectful in action and communication with clients, patients and staff.

Mission Integration

Adheres to the organization's mission during times of ease or challenge, is dedicated to the expectations and requirements of the mission and vision, acts in line with the values identified by Alluvion Health.

Team Relations

Understands and supports the team approach and integrated model of Alluvion Health. Is seen as a team player, cooperative and supportive of his/her coworkers, practices what he/she preaches. Can be candid with peers and fosters open dialogue. Creates a feeling of belonging on the team and holds self and team accountable to those behaviors.

Essential Job Responsibilities:

1. Provides clinical dentistry to patients assuring quality of care and efficient use of resources;
2. Documents patient histories, progress notes, interventions in the electronic dental record;
3. Maintains confidentiality of patients and staff;
4. Works collaboratively with an all multidisciplinary team;
5. Collaborates with other professionals at Alluvion Health or referral providers;
6. Promotes the mission and vision of Alluvion Health;
7. Ability to work flexible hours and overtime when requested;
8. Works in a team or independently as required;
9. Follows instructions verbally and written.

Knowledge, Skills and Abilities:

Knowledge and understanding of:

- Modern dentistry and oral surgery
- Current principles, methods and procedures for the delivery of dental evaluations, diagnosis and treatment;
- Theories, methods, and procedures for the prevention of dental diseases and required corrective treatment;
- Dental terminology;
- Medications and medication effects.

Ability to:

- Maintain quality, safety, and/or infection control standards;
- Identify, assess and document symptoms and progress;
- Develop and implement dental care plans specific to each patient;
- Maintain professionalism and manage conflict quickly and in a direct and respectful manner;
- Prescribe medications as appropriate and listed in the formulary;
- Accurately record and maintain dental records;
- Adapt to changes in the work environment;
- Manage competing demands, changes in approach or method to best fit the situation;
- Deal with frequent change, delays and or unexpected events;
- Adhere to a high degree of confidentiality and sensitivity towards the families involved;
- Maintain confidentiality and compliance with HIPAA privacy and security rules;
- Work with patients with diverse social economic and cultural backgrounds in an empathic, non-judgmental, respectful and professional manner;
- Work with people from all walks of life, such as individuals with various social and emotional histories, high risk, unemployed, disabled, and homeless, abused, and people with mental health conditions;
- Work independently with little direction but also with a team;
- Analyze and compile information;

- Pass a criminal background check;
- Observe required work hours;
- Communicate effectively orally and in writing;
- Demonstrate punctuality;
- Meet established timelines and/or deadlines;
- Observe established lines of authority;
- Identify problems that adversely affect the organization and its functions;
- Offer suggestions for improvements;
- Deal with the public or other employees in a pleasant and courteous manner.
- Establish effective working relationships with fellow employees, supervisors, and the public.

Education/Training/Qualifications:

Education/Training:

- Graduate from an accredited Dental School
- One year experience of dental experience preferred

Certifications:

- *Licensed and registered to practice Dentistry in the state of Montana*
- *Current DEA*
- Valid Driver's License issued by the State of Montana.

Computer:

- Intermediate to advanced software knowledge in Excel, Access, Word, Outlook and the ability to learn and adequately operate Alluvion Health software applications.

Language Skills:

Fluent in the English language. Ability to read, analyze, and interpret the most complex documents. Ability to respond effectively to the most sensitive inquiries or complaints.

Physical Requirements:

- 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.
- The employee is regularly required to sit and use hands and fingers to provide care to patients and operate computer;
- Frequently is required to reach with hands and arms;
- Must occasionally lift and/or move up to 40 pounds while transporting equipment and supplies;
- Specific vision abilities required by this job include close vision and looking into monitors for extended periods of time and ability to adjust focus which permits the

employee to perform computer procedures, and to produce and review a wide variety of documents, correspondence, reports and related materials in both electronic and printed form;

- Clarity of speech and hearing that permits the employee to communicate well with others;
- Mobility that permits the employee to move about in a variety of building settings; Personal mobility that permits the employee to enter, operate and exit motor vehicles and travel to other clinic sites.

Working Conditions:

- Work indoors in climate-controlled environment 95% of the time.
- OSHA Exposure Category #1 (*The normal work routine involves exposure to blood, body fluids, or tissues, but exposure or potential exposure may be required as a condition of employment.*)

Work Hours:

- Full-time, Non-Exempt. Typically, a 40-hour workweek.

COMMENTS:

This description is intended to describe the essential job functions and the essential requirements for the performance of this job. It is not an exhaustive list of all duties, responsibilities and requirements of a person so classified. Other functions may be assigned, and management retains the right to add or change the duties at any time.

_____ Employee Signature	_____ Date
_____ Immediate Supervisor	_____ Date
_____ Human Resources Signature	_____ Date