

## I. DESCRIPTION OF WORK

Positions in this banded class provide dental care and treatment to patients and promote dental health through education and instruction. Most dentists are general practitioners, handling a variety of dental needs; some dentists practice in a specialty area serving as orthodontists, oral and maxillofacial surgeons, pediatric dentists, periodontists, prosthodontists, endodontists, public health dentists, oral pathologists, and oral and maxillofacial radiologists. Duties include but are not limited to diagnosis and treatment of diseases, injuries, and malformations of teeth, gums and related oral structure, extraction and placement of appliances and fixtures, performing corrective surgery, administering anesthetics, writing prescriptions, providing instruction to patients, and instructing and assessing dental students. Work is performed under the general supervision of a dental services director, agency director, or regional director. Work may include training and supervising dental students, including dental assistants, dental hygienist and dentistry students.

## II. ROLE DESCRIPTIONS BY COMPETENCY LEVEL

Contributing	Journey	Advanced
<p>Positions at this level perform standard, routine dental care associated with: oral examinations, administration of oral prophylactics, extractions, applying dental sealants, treating infections, diagnosis and treatment planning; and taking and interpreting radiographs. More complex cases are referred to dental specialists.</p>	<p>Positions at this level deliver direct dental care associated with: oral examinations; prosthodontia; periodontics; dental reconstruction; the administration of oral prophylactics; extractions and limited oral surgery; applying dental sealants; identifying sources of and treating infections; diagnosis and treatment planning; and taking and interpreting x-rays. Positions use a variety of equipment and technology, including x-ray machines, hand pieces and instruments; they participate in preventing infectious disease through standard hygiene measures. Work may include clinical research, health education and/or patient services in a specialized area. Work may include participation in education activities for dental students. Work may also include administration activities needed to support a patient care setting such as data management and attending committee meetings.</p>	<p>Positions in this role deliver more complex specialized treatments such as: oral surgery, orthodontia, periodontal or prosthodontic work such as implants or full mouth reconstruction.</p>

**III. COMPETENCIES**

<b>Competency</b>	<b>Definition</b>
<b>Knowledge-Professional</b>	Possession of a designated level of professional skill and/or knowledge in specific area(s) and to keep current with developments and trends in area(s) of expertise, usually acquired through post-secondary education.
<b>Patient Care</b>	Ability to assess, prevent, and treat patients in a clinical or medical setting. Ability to manage the physical and mental well being through on going education.
<b>Clinical Research</b>	Ability to assess patients for entry into research studies. Ability to collect, maintain, and analyze patient data according to research protocols.
<b>Instruction</b>	Ability to instruct and train employees, students, faculty and/or other clients.

Note: Not all competencies apply to every position/employee; evaluate only those that apply. Competency statements are progressive.

**IV. COMPETENCY STATEMENTS BY LEVEL****Knowledge – Professional**

Possession of a designated level of professional skill and/or knowledge in specific area(s) and to keep current with developments and trends in area(s) of expertise, usually acquired through post-secondary education.

<b>Contributing</b>	<b>Journey</b>	<b>Advanced</b>
Basic knowledge of the principles, practices and regulations governing clinical dentistry.	<p>Full knowledge of the principles, practices and regulations governing clinical dentistry.</p> <p>Ability to perform various dental work techniques and treatments involved in clinical dental care.</p> <p>Ability to continually learn new clinical treatments, techniques, and technologies in the field of dentistry; understands and apply new clinical treatments, techniques, and technologies as appropriate.</p>	<p>Full knowledge of specialized area(s) of dentistry.</p> <p>Ability to apply various dental techniques and treatments to complex multi-symptomatic dental cases.</p> <p>Knowledge in a specialty area of dentistry.</p>

**Patient Care**

Ability to assess, prevent, and treat patients in a clinical or medical setting. Ability to manage the physical and mental well being through on going education.

Contributing	Journey	Advanced
<p>Ability to apply basic knowledge of patient care protocols, medical guidelines and clinical procedures in general dentistry and/or an area of specialty.</p> <p>Ability to perform routine patient care such as examinations, and extractions. Ability to direct restorations (fillings), and radiographs.</p>	<p>Ability to apply full knowledge of patient care protocols, medical guidelines and clinical procedures in general dentistry and/or an area of specialty.</p> <p>Ability to perform routine and varied patient care. Ability to examine and determine need for dental treatment; ability to treat patients by performing work required to establish and maintain good dental health.</p> <p>Ability to identify complex dental problems and reviews related information to develop and evaluate options; ability to implement solutions.</p> <p>Ability to review services provided by students; ability to perform patient care and /or rework for students needing assistance (assists student in correctly assessing a problem or completing the solution).</p> <p>Ability to interact with patient and patient's family members in an effective manner. Ability to communicate information and ideas so others will understand.</p> <p>Ability to advise on and help evaluate procedures followed in the clinic.</p> <p>Ability to screen patients for admission to dental school clinics. Ability to accept or reject patients based on established guidelines. Ability to maintain data on patient activity.</p>	<p>Ability to apply comprehensive knowledge of patient care protocols, medical guidelines and clinical procedures in advanced general dentistry and/or area of specialty.</p> <p>Ability to perform routine and non-routine complex patient care. Cases are often multi-symptomatic that cross multiple disciplines.</p>

**Clinical Research**

Ability to assess patients for entry into research studies. Ability to collect, maintain, and analyze patient data according to research protocols.

Contributing	Journey	Advanced
<p>Ability to screen patients for entry into research trial including the taking of patient history, review of medical record, assessment of medical history and well being of patient by strictly following research protocol.</p> <p>Ability to provide patient care and follow-up under the direction of an attending as prescribed by the research protocol.</p>	<p>Ability to educate and screen potential patients for entry into research trial including taking of patient history, review of medical record, and assessment of medical history and functional status of the patient.</p> <p>Ability to provide patient care and follow-up as delineated by the specific research protocol.</p> <p>Ability to make adjustments in patient care to ensure proper compliance with research study protocols.</p>	<p>Ability to provide patient care and follow-up as prescribed by the research protocol including liaison and technical expert for other professional medical staff and administrators in providing patient care and services.</p> <p>Ability to make adjustments in patient care as needed to ensure proper treatment and compliance with research study protocols.</p>

**Instruction**

Ability to instruct and train employees, students, faculty and/or other clients.

Contributing	Journey	Advanced
<p>Ability to provide training and guidance to students and staff.</p> <p>Ability to provide instruction on clinical research studies and clinical trial protocols.</p>	<p>Ability to provide training, instruction and consultation to students and other staff.</p> <p>Ability to monitor and assess performance of others as needed to make improvements or take corrective action.</p> <p>Ability to prepare and deliver lectures and educational sessions on dental health education to various groups.</p> <p>Ability to provide instruction on clinical research studies and clinical trial protocols.</p>	<p>Ability to provide training, instruction and consultation to other professional staff and students.</p> <p>Ability to monitor and assess performance of other staff as needed to make improvements or to take corrective action.</p> <p>Ability to prepare and deliver papers, lectures, and educational sessions on dental health education to various groups.</p> <p>Ability to provide papers and instruction on clinical research studies and clinical trial protocols.</p>

## **V. MINIMUM TRAINING & EXPERIENCE**

Licensed to practice dentistry in the State of North Carolina.

Note: This is a generalized representation of positions in this class and is not intended to identify essential work functions per ADA. Examples of competencies are primarily those of the majority of positions in this class, but may not be applicable to all positions.