



Role Specific Insights:

# Dental Associate



## JOB DESCRIPTION

We are looking to hire an experienced Associate Dentist to perform routine and complex dental procedures on patients according to their oral health needs and cosmetic concerns. The Associate Dentist's responsibilities include developing suitable treatment plans for patients, keeping an accurate record of all appointments, diagnoses, and treatments, and answering patients' questions. You should also be able to oversee the work of the technical and administrative staff.

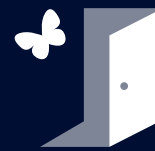
To be successful as an Associate Dentist, you should be able to effectively use all dental instruments and equipment without injuring patients. Ultimately, an exceptional Associate Dentist should demonstrate excellent communication skills and ensure that health and safety regulations are always adhered to.

## DENTAL ASSOCIATE RESPONSIBILITIES:

- Examining patients' teeth and gums to diagnose and treat various oral health issues.
- Utilizing X-rays and computer-generated imaging to assist with examinations.
- Providing dental treatments to patients, including routine cleanings, extractions, dental fillings, cavity, and tooth decay treatments, teeth whitening, bonding, and applications of dental crowns, caps, and veneers
- Administering local anesthesia to patients as needed.
- Educating patients on good oral hygiene practices and advising them on proper aftercare following certain dental procedures.
- Performing oral cancer screenings.
- Prescribing antibiotics and pain medications to patients as required.
- Ensuring that all dental instruments and equipment are sterilized before each use.
- Taking impressions of patients' mouths for the fabrication of customized mouthguards and dentures.

## DENTAL ASSOCIATE REQUIREMENTS:

- Doctor of Dental Surgery (DDS) or Doctor of Medicine in Dentistry (DMD)
- State license to practice dentistry.
- CPR certification.
- Proven experience working in a dental practice.
- The ability to use various dental instruments and equipment.
- The ability to remain calm in stressful situations.
- The ability to work in a team.
- Good hand-eye coordination.
- Excellent communication skills.
- Helpful and polite.



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### CURRENT DEMAND

Market demand is very high for Dental Associates. This provides a range of choices and a position of negotiation. All factors below should be considered and a strategic plan that meets your career and personal goals should be defined.

### SIGNING BONUS:

Range: \$5,000 - \$20,000

### COMPENSATION:

**Salary** - Hourly Rate: \$80/hour, average

### RELOCATION:

Depends on practice owner, but you should ask if you have to relocate

### BENEFITS:

50%+ of Practices offer Benefits

#### **Health Benefits (Standard)**

Medical, Dental, Vision

#### **Health Benefits (Extended)**

Life Insurance, Short-term, Long-term Disability, FMLA

#### **Financial Benefits**

Malpractice Insurance, Membership Dues,  
Retirement/401K and Match, Profit Sharing, Stock,  
Equity, Travel Expenses

### PERFORMANCE REPETITIONS, EXPERIENCE AND CONFIDENCE

High performing Dental Associates have performed 1,000+ repetitions in dental school or in practice and demonstrate the capability and/or experience to perform a full array of dental procedures with quality and speed. Clinical confidence and being a team player with the practice or group is a separation factor for hiring a Dental Associate.

### PRODUCTION AND COLLECTIONS:

A high performing Dental Associate should be capable of producing \$5,000+/day. The type of patients, procedures and staff effectiveness will determine collections in relation to a Dental Associate's production. This in turn will impact, positively or negatively, the Dental Associate's compensation.

## TIME REQUIREMENTS:

Dental Associates typically work 4 days/week. Some work more and some work less. The amount of time can range but is typically tied to production goals for the Dental Associate.

## AREAS OF LEARNING AND IMPORTANCE:

Dental Associates create more value when they are trained in specialized areas. This does not have to be a specialization in dentistry. It should include learning courses and repetitions that lead to the ability to complete more of a comprehensive treatment plan.

### Role Roadmap

- 1 Dental Associate on a Draw/% of Collections
- 2 Dental Associate on % of Collections
- 3 Dental Associate with specialization skills
- 4 Dental Associate that becomes a Practice Owner

### Ideal Fit Practice

- ★ Aligned on the number of days/weeks
- ★ Aligned on the number hours/day
- ★ Aligned on the production target/day with your professional
- ★ The practice has a minimum of 1500 patients/dentist
- ★ The patient mix that comprises your production includes fee for service and is not mostly comprised of Medicaid cases
- ★ The procedure mix that comprises your production is not primarily restorations and includes a majority of procedures focused on fixed and removable prosthodontics, endodontics and implants.
- ★ The hygiene team that works with you is collectively seeing patients 4+ days per week, unless the practice is a specialty practice that does not place emphasis on hygiene procedures
- ★ The dental team that surrounds you is collecting at 90%+ rate

## PRACTICE RED FLAGS



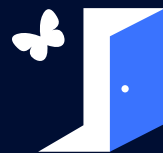
- Practices who **ask for production targets that are not achievable**
- Practices who **do not compensate you as defined above**
- Practices who **ask you to work additional time without compensation**
- Practices that **do not offer employee benefits**
- Practices that **do not invest in learning that improves your performance**
- Practices that **do not align with your strategic goals**

## Candidate Do's

- ✓ Do have a polished, updated, and comprehensive resume ready when you are applying for a position
- ✓ If you have a portfolio of cases you have completed, you can include that with your resume to set yourself apart
- ✓ Plan out your strategy for learning. Dental school is just the beginning, and the profession requires you to be growing and learning every year after you graduate
- ✓ If you are meeting via Zoom, please make sure to dress up and have your camera on. A trial run with a friend to ensure your speaker and camera are working will help ease anxiety or an unexpected problem with your internet or computer.
- ✓ If you are meeting in person, show up 10-15 min early with your resume and portfolio in hand. Dress for success.
- ✓ After your meeting, send a thank you note to the team you met with. Make sure you have written down all their information so you can refer to specific comments made during your time together.

## Candidate Dont's

- ✗ Don't wait until the last minute to set up your computer if you are doing a Zoom meeting.
- ✗ Don't stay on mute and do not keep your camera off. People want to interact with you. If they can't see you, you have already lost the job.
- ✗ Don't show up to an in-person meeting with scrubs from your day job. Take the time to change and freshen up.
- ✗ Don't be late for an interview. It sets the wrong precedence and impression of you.
- ✗ Do not take any phone calls or look at your phone during the interview process.



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