



Role Specific Insights:

Dental Hygienist



JOB DESCRIPTION

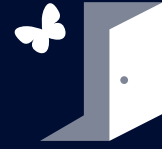
We are hiring a dental hygienist for our growing dental practice. You will assist the dentist in growing the practice by providing patients with current best practice in dental hygiene care. To do well in this role you should have a current State hygiene license, up-to-date vaccinations, and previous experience as a dental hygienist.

DENTAL HYGIENIST RESPONSIBILITIES:

- Using dental instruments to clean accretions, calcareous deposits, and stains from teeth and beneath margins of gums.
- Looking for indications of oral cancer by feeling lymph nodes under patient chins for signs of tenderness or swelling.
- Noting and reviewing patient medical history.
- Using probes to examine and locate periodontal recessed gums and other signs of gum disease.
- Recording dental decay and disease for diagnosis and treatment by dentists.
- Maintaining dental equipment and x-ray machine.
- Feeling and visually examining gums for signs of disease, sores, and other dental health issues.
- Exposing and developing x-ray films.
- Sharpening and sterilizing dental instruments.
- Promoting preventative dental care to improve patient oral health care.
- Applying fluorides and other dental decay prevention agents.
- Working with dentists and dental assistants.
- Maintaining a dental hygiene program for patients.

DENTAL HYGIENIST REQUIREMENTS:

- Associate degree from an accredited hygiene program.
- State hygiene license.
- Current CPR certificate.
- Current on Hepatitis B vaccination.
- Ability to administer local anesthetic agents.
- Able to use an x-ray machine.
- Excellent verbal, written, and interpersonal communication skills.
- Comfortable using computers for a variety of tasks.
- Knowledgeable about oral hygiene and dental health.
- Knowledge of the effects of oral health on overall health is a plus.



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CURRENT DEMAND

Market demand is very high currently for dental hygienists. 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: \$1,000 - \$2,500

COMPENSATION:

Salary - Hourly Rate: \$35-50/hour, average

Draw Rate - \$275/day, average

% of Collections Rate - 25-30% of collections

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 Hygienists have performed over 1,000+ repetitions in prophylaxis and preventive treatments and are competent in providing full mouth scaling and root planning during dental hygiene school or in practice. They demonstrate the capability and/or experience to perform these services with quality and speed. Clinical confidence and being a team player within the practice or group is a separate factor for hiring a Dental Hygienist.

PRODUCTION AND COLLECTIONS:

A high performing Dental Hygienist should be capable of producing \$2,000+/day. The type of patients, procedures and staff effectiveness will determine collections in relation to a Dental Hygienist's production. This in turn will impact, positively or negatively, the Dental Hygienist's compensation.

TIME REQUIREMENTS:

Dental Hygienists typically work 3-5 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 Hygienist.

AREAS OF LEARNING AND IMPORTANCE:

Dental Hygienists create more value when they are trained in specialized areas. The more courses related to oral health relating to overall health an RDH has, the more improved the patient population health outcomes become. It should include learning courses and sequencing that lead to the ability to complete more treatment and improve the patients overall health.

Role Roadmap

- 1 Dental Hygienist on a Draw/% of Collections
- 2 Dental Hygienist on % of Collections
- 3 Dental Hygienist with improved knowledge of the impact of oral health on overall health.
- 4 Dental Hygienist has a vested interest in the practice and is paid accordingly.

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 entire team that works with you is collectively seeing patients 4+ days per week and is vested in oral health being part of overall health
- ★ The dental team that surrounds you is collecting at 90%+ rate

PRACTICE RED FLAGS



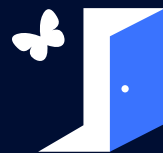
- Practices who **ask for production targets that are not achievable**
- Practices who **do not compensate you as defined above**
- Practices who **ask you to work additional time without compensation**
- Practices that **do not offer employee benefits**
- Practices that **do not invest in learning that 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
- ✓ Plan out your strategy for learning. Dental Hygiene 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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