

Role Specific Insights:

Laboratory Technician



JOB DESCRIPTION

We are currently looking for a self-motivated, proactive, Dental Lab Technician to support our growing dental practice. The dental laboratory tech supports the dentist and practice by fabricating crowns, dentures, partials, and bridges to replace the tissue that was damaged due to decay or fracture. To excel at this role, you should be self-motivated, highly organized and the ability to work as part of a team approach to dentistry.

DENTAL LABORATORY TECHNICIAN RESPONSIBILITIES:

- Creating accurate models of patients' mouth and teeth from the Dentist's impressions
- Designing and fabricating dentures, mouth guards, retainers, etc.
- Creating crowns and bridges to restore a patient's mouth or teeth
- Making dental composite work and performing diagnostic wax-ups
- Correcting irregularities in a patient's dentition using removable or permanent dental devices
- Replacing missing dental and facial tissue with prostheses
- Preparing reports on the dental laboratory's activities
- Maintaining dental records and other laboratory documentation
- Understand and maintain proper infection control standards

CURRENT DEMAND

Market demand is very high currently for dental laboratory technicians. The projected growth in the industry is 12% from 2020-2030 with the increase in digital platforms and new technologies. 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: \$24-31/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 Laboratory Technicians have performed over 1,000+ repetitions in creating dental restorations and are competent in providing direct esthetic guidance on full and partial dentures as well as full mouth restorations. They demonstrate the capability and/or experience to perform these esthetic services with quality and speed. Clinical confidence and being a team player within the practice or group is a separation factor for hiring a Dental Laboratory Technician.

PRODUCTION AND COLLECTIONS:

A high performing Dental Laboratory Technician should be capable of staying on a production schedule that prevents delay of prostheses to the practice's patients. The type of patients, procedures and staff effectiveness is critical to the schedule the laboratory technician needs to adhere to. Therefore, continual communication is a must. This in turn will impact, positively or negatively, the laboratory technician's compensation.

TIME REQUIREMENTS:

Dental Laboratory Technicians typically work 5 days/week. Some work more and some work less. The amount of time can range, and salary/benefits will be commensurate with the days of work.

AREAS OF LEARNING AND IMPORTANCE:

Dental Laboratory Technicians create more value when they are trained in specialized areas, have a broad knowledge of digital techniques and improvements in the industry. The more courses related to digital dentistry a laboratory technician has, the more value the laboratory technician can provide to the practice.

Role Roadmap

- 1 Laboratory Technician on the job trained
- 2 Laboratory Technician with certification and 2-year degree
- 3 Laboratory Technician with certification and 4-year degree
- 4 Laboratory Technician with certification and advanced experience in digital dentistry workflows

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



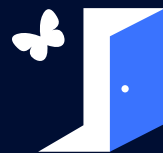
- Practices who **ask for production targets that are not achievable**
- Practices who **do not compensate you as defined above**
- Practices who **ask you to work additional time without compensation**
- Practices that **do not offer employee benefits**
- Practices that **do not invest in learning that 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. 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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For more information contact:

DONNA ARMSTRONG
CULTURE AND TALENT LEAD, OPEN DOOR DENTAL
DONNA@OPENDOOR.DENTAL