

How to Read a Dental Job Description - Dissected

Associate Dentist - Western Dental - San Francisco

Bay Area

About this job

Primary Advantages of working for us :

- Training and oversight by a robust Quality Assurance program
- Ongoing one-on-one mentoring and counseling from highly-experienced dentists
- Company provided continuing education courses on a variety of dental topics from nationally renowned dentists
- State of the art dental facilities, equipment and supplies
- A steady flow of patients and the best practice management support system in the industry
- Competitive salary programs

Job Responsibilities/Duties :

- Examine, diagnose, and provide dental treatment to our patients
- Use a variety of modern dental instruments including hand tools, rotary instruments, and digital radiograph
- Ensure all OSHA, Dental Board, and Company policies and procedures are properly followed
- Maintain proper patient treatment records
- Provide oral hygiene instructions to the patient
- Provide dental services of the quality required by our Quality Management Department
- Ability to build good rapport with patients and staff
- Provide excellent chair side communication to enhance the patient experience

Qualifications and Education Requirements :

- Must have a valid dental license for the state in which they will practice
- New graduates welcome

About this company

Western Dental Services, Inc., California's largest dental services provider and one of the nation's largest dental HMO's, is looking for a bright, motivated, Associate Dentist. Western Dental's team consists of over 600 professionals and staff at Western's corporate headquarters in Orange, California and more than 280 dental clinic locations.

A. Think Like an Employer

Employers hire people because they often have an unmet need or are trying to solve a problem. Consequently, job seekers should carefully read job descriptions for clues as to what needs/problems the employer might have. Applicants should also think critically about how their background and skills could be relevant in helping an employer meet a need.

- What desired skills/qualities would you expect to see listed in the qualifications that would be solutions to those challenges?

If you've successfully identified the challenges then everything you read in the qualifications should align.

B. Analyze the Responsibilities and Experience section

Once you've identified employer needs/challenges, look for:

- Clinical skills
- Clinical issues
- Communication and coordination skills
- Teamwork
- Setting/Population

Areas of desired expertise:

1. Education or equivalent experience
2. Additional competence/interest areas
3. Familiarity with a certain type of technology or method

D. Aligning Your Qualifications with Employer Needs:

Job descriptions are meant to help solve the employer's challenges as well as ensure efficient handing of the job responsibilities. For instance, in order to be a successful Associate Dentist at a fast paced dental provider, one would need strong clinical skills and organizational skills. Being familiar with diverse populations and clinical issues would also be desirable, in addition to the ability to effectively communicate with patients and staff regarding treatment options.

When thinking about what to include in your application materials and how to talk about your experiences, think about employer needs and how you meet them.