



Yakima Union Gospel Mission Job Description

Dentist	Job Purpose This position promotes oral health through the diagnosis and treatment of dental disease while also fulfilling our mission, vision, and values.
Dept: Client Services / Care Center Dental	
Location: 1300 N 1 st St Yakima, WA 98901	
Reports to: Director of Medical Services	
Classification: Exempt, Regular Full-time	
Salary Grade: G	

Union Gospel Mission Purpose, Vision, and Value Statement

Our mission is to follow Christ in helping people move from homelessness to wholeness, so that every homeless person in Yakima County has the opportunity for permanent life transformation in Jesus Christ.

All Mission programs and services are based on Christian values and a commitment to quality. Clients are our primary focus; love, professionalism, and outcomes are our core values. Relationships are the context, the engine, and the reward of the change we exist to produce.

Essential Personal Qualities / Core Values

To perform the job successfully, an individual should demonstrate the following competencies:

LOVE

- Improves the reputation of Christ by personal interactions with others.
- Remains relationally available, present, and authentic in all contexts.
- Demonstrates genuine and sacrificial care for the wellbeing of others.
- Pursues God personally, relationally, emotionally, and intellectually.

PROFESSIONALISM

- Is consistently at work, meetings, and appointments and on time.
- Meets deadlines and fulfills commitments with thorough follow-through.
- Proactively measures work to ensure learning, improvement, and success.
- Communicates effectively in written form.

OUTCOMES

- Constantly pursues growth, learning, and improvement.
- Thinks creatively, strategically, and spiritually.
- Regularly sought by others for input and value.
- Maintains mission-clarity and a godly example under stress.
- Sets a godly example for staff and clients.

Duties and Responsibilities

Our Care Center provides whole-person care for patients in our valley that have nowhere else to turn for their medical and dental needs due to significant barriers to care.

Culture Work

- Establish professional, caring, strengths-based relationships built on truth, respect, encouragement, and trust.
- Maintain a high level of integrity in modeling and promoting the Mission's Christian culture, core values, policies, and procedures.
- Minister to our clients, showing them kindness and grace.
- Embrace the needs of the clinic and its patients and volunteers to showcase a clinic that allows Christ's hands to be apparent through thoughtful and understanding care that is at or above standard level of care.

Shared Work

- Model the three virtues of an ideal team player: humble (motivation), hungry (passion), smart (emotional intelligence).
- Work as a member of the Care Center Team, including both Medical and Dental (and mental health in the future), to solve organizational problems and accomplish shared goals in pursuit of strategic priorities.
- Develop staff and volunteers in both culture and knowledge for YUGM specific needs.
- Guide the team culture within the dental program and integrate with members of other teams to support mission accomplishment.
- Coordinate community engagement opportunities for dental staff.

Individual Work

Spiritual Shepherding

- Serve in this role as a minister of Christ, demonstrating the calling, character and competencies of a spiritual leader who seeks to faithfully follow Jesus, stay in step with the Holy Spirit, and honor the Father. Carry out these responsibilities with the heart of a chaplain, spiritually caring for all those in your sphere of influence, including staff, clients, volunteers, and community partners.

“Therefore, if anyone is in Christ, the new creation has come. The old has gone, the new is here! All this is from God, who reconciled us to himself through Christ and gave us the ministry of reconciliation: that God was reconciling the world to himself in Christ, not counting people's sins against them. And he has committed to us the message of reconciliation. We are therefore Christ's ambassadors, as though God were making his appeal through us.”
2 Corinthians 5:17-20a NIV

- Look for opportunities to lead Bible study, lead others in prayer, counsel from God's Word, and model what it looks like to know God and experience His love and leadership.

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Oversee

- Supervise direct reports and ensure that all supervisory actions are executed in a professional and timely manner.
- Educate, when necessary, the need and function of oral health related to whole person health in our organization and within our broader Yakima community.
- Work with the Director of Medical Services to establish Care Center goals and appropriate policies.
- Ensure clinic is current on all legal standards of practice and protocols within reason.

Dental Operations

Perform a broad range of general dentistry which includes:

- Educate patients on good oral hygiene habits
- Collaborate with Care Center staff to achieve the common goal of patient health
- Prescribe any necessary medications
- Provide emergent care
- Perform palliative care
- Prepare and place restorations (composite and amalgam)
- Conduct intraoral, extraoral, TMJ and oral cancer screening evaluations
- Create models for dental appliances
- Interpret x-rays and perform diagnostic tests
- Administer local anesthetics
- Diagnose and treat oral diseases
- Create detailed treatment plans for patients
- Perform surgical procedures on teeth, bone, and soft tissues
- Fabricate and maintain dental prosthetics
- Educate patients on post operative care
- Guide and lead the dental staff to work together in a professional manner

Collaborate

- Support, train, and recruit dentist volunteers.
- Attend as requested or required all YUGM trainings and meetings scheduled by the management team to keep current on any policy changes, new procedures, and other information essential to performing the job.
- Other duties as assigned in support of YUGM's mission and values.

Reporting and Direct Reports

- Reports to Director of Medical Services
- Direct Reports:
 - Dental Hygienist
 - Dental Assistants
 - Dental Volunteers



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Qualifications

- Licensed Dentist in the State of Washington.
- Has experience in the provision of comprehensive dental care in a low resource setting.
- Competent to apply the laws and regulations for operating a reduced fee dental clinic.
- Excellent written and verbal communication skills, proven interest in leadership in the dental field.
- Proficiency with medical records software and Microsoft Office products.
- Work history of high levels of organizational skill, professionalism, and discretion.
- Demonstrated personal and work ethic reflecting YUGM's Core Values of Love, Professionalism and Outcomes as well as Christian culture.

Working Conditions

- Full-time working 30 hours a week, currently Tuesday through Friday. These may be scheduled or variable days, depending on needs of the clinic and the clinics volunteer dentists.
- Access to lab space, pano, digital x-rays. XL Dent as electronic health record.
- The primary duties of this position are performed in a well-lighted, temperature-controlled environment. The noise level in the environment is usually moderate.

Physical Requirements

- Sit and review information on a computer screen or on paper for extended periods
- See and hear
- Speak English clearly and fluently
- Travel from one location to another
- Walk, climb, balance and stoop, reach with hands and arms, use hands to finger, handle or feel.
- Lift up to 50 lbs

Staff Signature:	
Print Staff Name:	
Supervisor Signature:	
Print Supervisor Name:	
Date:	