



The Health Services Authority is responsible for the provision and administration of primary and secondary levels of healthcare services and public health functions for residents of the three Cayman Islands through a 127-bed hospital on Grand Cayman, a 18-bed hospital in Cayman Brac, satellite outpatient clinic in Little Cayman and four District Health Centers on Grand Cayman offering the most comprehensive range of inpatient and outpatient services in a single health system in the Cayman Islands.

**We invite applications for the following position:**

**DENTIST**

**Salary range: CI\$108,660 to CI\$146,124 per annum**

**On call Allowance of CI\$6,406 per annum**

**The Dentist provides oral health care services to the public of an internationally accepted standard on behalf of the Health Services Authority. Oral health describes the health of the whole mouth, and a Dental Officer is required to provide a standard of health for the oral and related tissues, which enables an individual to eat, speak and socialize without active disease, discomfort or embarrassment and which contributes to general wellbeing.**

**Primary Responsibilities:** The successful candidate provides oral health care to the public on behalf of the Health Services Authority and reports to the Chief Dental Officer. From time to time, the candidate will be required to work on the sister islands (Cayman Brac and Little Cayman) or in school clinics. He/she works with a team of ancillary and front-line staff including dental hygienists, therapists and dental nurses ensuring the patient receives the appropriate care. He/she ensures that the inventory in his/her area is ordered, and equipment is maintained and used appropriately.

**Qualifications and Experience:** The successful candidate must possess a degree from an accredited college in Dentistry with at least five (5) years post graduate experience and be listed in the "National Registry". The candidate must have experience in oral surgery and treatment under general anaesthesia. He/she should be eligible to obtain registration with the Health Practice Commission in the Cayman Islands. The ability to work within a multidisciplinary team is essential. The candidate must have demonstrated commitment to continuing education and a willingness to keep up with internationally accepted standards. Postgraduate in Prosthodontics or equivalent would be an added advantage. Knowledge of implant restorations and digital workflow would be beneficial.

**A remuneration and benefit package, commensurate with experience and qualifications will be offered to the successful candidate.**

**NOTE: Incomplete applications will not be considered. All applicants must complete and submit an HSA Application Form via e-mail to [hsa.jobs@hsa.ky](mailto:hsa.jobs@hsa.ky) using pdf format. Log on to our website at [www.hsa.ky](http://www.hsa.ky) to access Application Form and Job Description.**

**Application deadline: March 31<sup>st</sup>, 2025**



## **Duties and responsibilities**

- Diagnosing oral diseases.
- Promoting oral health and disease prevention.
- Creating treatment plans to maintain or restore the oral health of their patients.
- Interpreting x-rays and diagnostic tests.
- Ensuring the safe administration of anaesthetics.
- Monitoring growth and development of the teeth and jaws.
- Performing restorative and surgical procedures on the teeth, bone and soft tissues of the oral cavity.
- Maintains patient confidence and protects operations by keeping information confidential.
- Maintains safe and clean working environment by complying with procedures, rules, and regulations.
- Protects patients and employees by adhering to infection-control policies and protocols.
- Ensures operation of dental equipment by completing preventive maintenance requirements; following manufacturer's instructions; troubleshooting malfunctions; calling for repairs; maintaining equipment inventories; evaluating new equipment and techniques.
- Maintains dental supplies inventory by checking stock to determine inventory level; anticipating needed supplies; placing and expediting orders for supplies; verifying receipt of supplies.
- Conserves dental resources by using equipment and supplies as needed to accomplish job results.
- Maintains professional and technical knowledge by attending educational workshops; reviewing professional publications; establishing personal networks; participating in professional societies.
- Contributes to team effort by accomplishing related results as needed.
- The Dental Officer must be a team player with willingness and ability to provide statistics and information as required of a government department.

## **Qualifications, Experience & Skills Requirement**

### **Education and Experience Requirements:**

- The Dental Officer must possess a degree from an accredited college in dentistry, which is recognized by the Cayman Islands Health Practice Board. Further, post graduate qualifications are usually required. Postgraduate in Prosthodontics or equivalent would be an added advantage along with knowledge of implant restorations and digital workflow. The Dental Officer must have at least five (5) years post graduate experience and be listed in the "National Registry". There must be a demonstrated commitment to continuing education and a willingness to keep up with internationally accepted standards.
- Must have experience in oral surgery and treatment under general anesthesia.
- Must maintain registration with the Cayman Islands Medical & Dental Council.

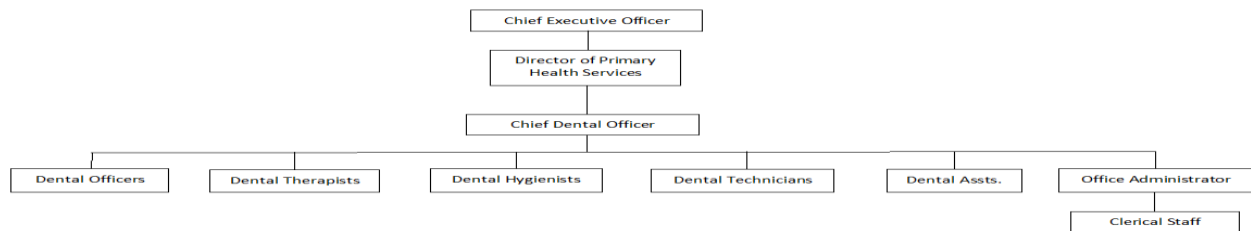
### **Knowledge:**

- Medicine and Dentistry - Knowledge of the information and techniques needed to diagnose and treat human injuries, diseases, and deformities. This includes symptoms, treatment alternatives, drug properties and interactions, and preventive health-care measures.
- Familiarity with dental terminology, willingness to learn.
- Knowledge of principles and processes for providing patient care. This includes patient needs assessment, meeting quality standards for services, and evaluation of patient satisfaction.

**Skills and abilities:**

- Dental Health Maintenance,
- Infection Control,
- Health Promotion and Maintenance,
- Communication
- Patience
- A thorough and methodical approach
- Ability to work long hours, often under pressure
- Good ethical grounding
- Teamwork skills
- Ability to effectively interact with other professionals.
- Use of Dental Technology,
- Bedside Manner,
- Creating a safe, effective environment,
- Listening, teamwork,
- Administering medication,
- Thoroughness, Self-Development
- Normal or corrected visual acuity sufficient for observation of oral conditions and for patient assessment
- High level of hand-eye coordination necessary for extremely fine motor control
- Ability to visually differentiate the color spectrum for tissue conditions and changes
- Gross and fine motor skills sufficient to provide safe and effective patient care
- Possession of adequate sensory perception in hands and fingers in order to detect and remove tooth deposits.
- Full manual dexterity including the functioning of both arms, both wrists, both hands and all fingers.

**Reporting Relationship**



## **Direct reports**

Dental Surgical Assistants, Dental Hygienists, Dental Technicians, Administrative staff.

## **Other Working Relationships**

- Dental hygienists
- Other clinical staff
- Clinic Administrator
- Registration staff
- Dental technicians

## **Decision Making Authority and Controls**

The post holder makes clinical decisions based on the training, consults other staff and dental specialists as required. Reports to the Chief Dental Officer.

## **Working conditions**

The post holder may be exposed to air- and blood borne pathogens. Incumbent needs to take standard precautions to prevent infections and potential injuries. Hours are typically 40/week. The post-holder participates in the Saturday Emergency Clinic roster. The Dental Officer is also assigned in the weekly on-call roster.

## **Physical requirements**

The position requires the incumbent to predominately work seated and the clinical work can be strenuous to the back, wrists, and fingers.

## **Problem/Key Features**

Stress related to treating patients with varying levels of anxiety, time constraints and changes in technology. Additional training in computer software and digital technologies may be required.

## **Evaluation Metrics**

- Delivery of internationally accepted standard of comprehensive oral health care.
- Decision making on the extent of overall dental healthcare, including referral for specialist health care where appropriate.
- Recognition and treatment of tooth, periodontal and gingival disease.
- Number of patients treated
- Monitoring dental disease levels using excepted systems as required
- Maintain record of work performed and daily statistics. Reporting to Office Administrator/CDO.
- Ensure that medical records are accurate.
- Communication skills.
- Time management and ensuring efficient completion of work.
- Practices proper infection control techniques
- Professional image through appearance and behavior.

- Ensures respect for co-workers and for patient confidentiality, patient rights and promotes patient advocacy.
- Successfully completes annual continuing education, safety updates, competencies, and requirements within established time frames, including training in appropriate new technology such as digitalization and the use of dental software as indicated.

<b>Approved by:</b>	<i>Dr. Shogan Govender CDO</i>
<b>Date approved:</b>	<i>06 February 2025</i>
<b>Reviewed:</b>	<i>06 February 2025</i>
<b>Next Review</b>	<i>06 February 2026</i>
<b>Employee Signature/Date:</b>	
<b>Manager Signature/Date:</b>	