



The Cayman Islands Health Services Authority, is the principal healthcare service provider in the Cayman Islands, offering the most comprehensive range of inpatient, outpatient and public health services through a 127-bed hospital and four District Health Centres on Grand Cayman, an 18-bed hospital in Cayman Brac and a satellite outpatient clinic in Little Cayman.

We invite applications for the following position:

ORTHODONTIST

Salary range: USD\$166,414 – USD\$197,828 per annum

On call Allowance of USD\$8,007 per annum

The Orthodontist provides oral health care services to the public of an internationally accepted standard on behalf of the Health Services Department. Oral health describes the health of the whole mouth, and an Orthodontist is required to provide a diagnosis, treatment plan, and treatment regarding conditions relating to the craniofacial complex and dental occlusions including the musculature and soft tissue surrounding structures.

Primary Responsibilities: The orthodontist will lead a team to diagnose and manage conditions related to the dentition, craniofacial skeleton and the facial and jaw musculature and other related soft tissue that is convenient, cost effective and efficient. Members of the team include dentists, dental therapists, dental assistants, lab technicians and dental hygienists and administration staff. The candidate will be required to provide consultant oversight and teaching to all dentists who do aligner cases, interpret x-rays, diagnostic test, orthodontic software and 3D scans. Perform Cephalometric tracings, with interpretation, included in treatment planning. Maintains patient confidence and protects operations by keeping information confidential. Maintains safe and clean working environment by complying with procedures, rules, and regulations.

Qualification & Experience: The successful candidate must possess a Doctor of Dental Medicine/dental surgery as well as an MChD/Mdent specialist qualification in Orthodontics. Must be registered by a medical and dental council as an orthodontic specialist. The candidate should hold a degree from an accredited University in dentistry, which is recognized by the Cayman Islands Health Practice commission. Post graduate qualification as an Orthodontist is mandatory. The candidate must have at least three (3) years post graduate experience and be listed in the 'National Registry'. 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 preventative health-care measures. Knowledge of principles and processes for providing patient care. There must be demonstrated commitment to continuing education and a willingness to keep up with internationally accepted standards.

A remuneration and benefits 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 using pdf format. Log on to our website at www.hsa.ky to access Application Form and Job Description.

Application Deadline: February 23, 2025



HSA
Committed to *Caring* for You



Job Description

Job title	<i>Orthodontist</i>	Job Holder	<i>Vacant</i>
Reports to	<i>Chief Dental Officer</i>	Section	<i>Dental</i>

Background Information

The Cayman Islands Health Services Authority (“HSA”) provides and administers health care services and public health functions for residents of the Cayman Islands in accordance with the National Strategic Plan for Health.

The Health Services Department provides a comprehensive range of oral health care services at clinics, schools, prisons and other venues throughout the Cayman Islands.

The specific aims are:

- a) Monitor Growth and development of craniofacial complex and dental occlusion and treat abnormalities related to these structures
- b) Manage conditions related to the dentition, craniofacial skeleton and the facial and jaw musculature and other related soft tissue.
- c) Provide specialist oversight on all orthodontic management within the Cayman Islands

Job purpose

To provide oral health care services to the public of an internationally accepted standard on behalf of the Health Services Department. Oral health describes the health of the whole mouth, and an Orthodontist is required to provide a diagnosis, treatment plan, and treatment regarding conditions relating to the craniofacial complex and dental occlusions including the musculature and soft tissue surrounding structures. This will ensure the adequate function of the craniofacial complex and a standard of health for the oral and related tissues, which enables an individual to eat, speak and socialize without pain, malocclusion, discomfort or embarrassment and which contributes to general wellbeing.

Dimensions

The orthodontist will lead a team to diagnose and manage conditions related to the dentition, craniofacial skeleton and the facial and jaw musculature and other related soft tissue that is convenient, cost effective and efficient. Members of the team include dentists, dental therapists, dental assistants, lab technicians and dental hygienists and administration staff.

Duties and responsibilities

- Preventative and interceptive orthodontic treatment
- Monitor Growth and development of craniofacial complex and dental occlusion and treat abnormalities related to these structures
- Manage conditions related to the dentition, craniofacial skeleton and the facial and jaw musculature and other related soft tissue.
- Create or maintain space in mixed dentition, treat habits and speech problems
- Improve skeletal jaw relationships and direct growth of the jaws in young patients in late mixed dentition stage of development with functional appliances
- Manage removable orthodontic appliance treatment done by Dentists
- Provide technical and specialised training to the dental laboratory technicians on creation of orthodontic appliance as well as oversight

- Diagnosis and treatment of malocclusion in related to cleft lip and palate and dentofacial discrepancies
- Diagnosis and management of dental and skeletal malocclusion
- Diagnosis and management of interdisciplinary cases: ortho-periodontics, ortho -prosthodontics, ortho – implant dentistry
- Diagnosis and management of orthognathic malocclusion pre and post orthognathic surgery by maxilla facial surgery
- Psychological aspects of orthodontic treatment
- Provide Consultant oversight and teaching to all dentists who do aligner cases
- Interpreting x-rays, diagnostic tests, orthodontic software and 3D scans
- Perform Cephalometric tracings, with interpretation, included in treatment planning.
- 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 Orthodontist 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 Orthodontist must possess a degree from an accredited University in dentistry, which is recognized by the Cayman Islands Health Practice commission. Further, post graduate qualification as an Orthodontist is mandatory. The Orthodontist must have at least three (3) 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.
- A Doctor of Dental Medicine/dental surgery as well as a MChD/ Mdent specialist qualification in Orthodontics. Should be registered by a medical and dental council as an orthodontic specialist.
- Must have experience in Orthodontics
- Must maintain registration with the Cayman Islands Medical & Dental Council.

Knowledge:

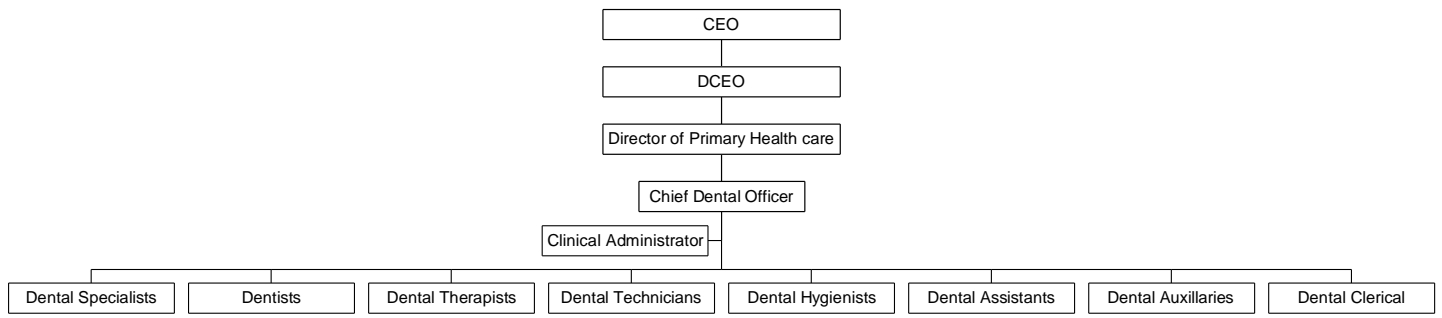
- A Doctor of Dental Medicine/dental surgery as well as a MChD/ Mdent specialist qualification in Orthodontics. Should be registered by a medical and dental council as an orthodontic specialist.
- Medicine and Dentistry - Knowledge of the information and techniques needed to diagnose and treat human 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 colour 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



Lead a group of

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

Other Working Relationships

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

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 specialist 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.

Approved by:	<i>Chief Dental Officer</i>
Date approved:	<i>16-Sept-24</i>
Reviewed:	<i>16-Sept- 24</i>
Next Review	<i>Sept-2026</i>
Employee Name:	
Date:	
Manager Signature:	
Date:	