



Lummi Indian Business Council

2665 Kwina Road · Bellingham, Washington 98226 · (360) 312-2000

'Working together as one to Preserve, Promote and Protect our Sche Lang en'

JOB ANNOUNCEMENT

JOB TITLE: Dentist Level DOE
Lummi Nation Health Center (LNHC)

OPEN: April 15, 2025

EXEMPT: Yes

SALARY: DOE

SHIFT: Day

LOCATION: LNHC

DURATION: Regular Full-time

CLOSES: May 06, 2025

JOB CODE:

DIVISION: Health & Human Services

DEPARTMENT: LNHC Dental

SUPERVISOR: Dental Director

VACANCIES: 1

JOB SUMMARY: Position will join a team of committed dental professionals providing high quality, patient-centered dental care at the Lummi Nation Health Center. This position will be tailored based on the applicant's experience, qualifications, and areas of expertise. The ideal candidate will demonstrate a commitment to serving tribal communities and improving the oral health outcomes through a mix of general dentistry, preventative care, and patient education. New graduates or early-career dentists will receive mentorship and support to develop clinical skills, while experienced providers may have opportunities for leadership roles, mentorship, or expanded clinical services.

LNHC offers a competitive salary and benefits package, including opportunities for loan repayment, continuing education, and professional development. We encourage applicants at all career stages to apply and discuss how their experience aligns with our mission and community needs.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES include the following, and other related duties as assigned.

1. Provide comprehensive dental care, including diagnosis, treatment planning, restorative procedures, extractions, and preventative services
2. Perform oral examinations to include inspection of hard and soft tissues of the head and neck and ensure that results of exam are properly recorded in patient's chart
3. Diagnose pathological or irregular conditions. Develops patient treatment plans and ensures proper referral of patients for necessary medical evaluation or specialty care; ensures that patients understand the proposed treatment plan
4. Educating patients on oral health, disease prevention, and post-treatment care
5. Request required dental radiographs and perform radiographic interpretation. Documents properly within Electronic Dental Records
6. Perform restoration of simple and complex cavities with standard and prescribed material
7. Perform root canal therapy; routine prosthodontic procedures; routine pediatric procedures
8. Document patient evaluations and treatments in a complete, accurate, and timely manner in a patient's medical chart at the Lummi Nation Health Center, in accordance with relevant federal, state and professional organization guidelines.
9. Collaborate with a multidisciplinary healthcare team to ensure holistic patient care

10. Contact with other employees is to exchange information and allow for efficient management of the clinic
11. Contribute to clinical improvements, workflow efficiency, and best practices in patient care
12. Act as a Supervising Dentist to Dental Health Aide Therapist (DHAT) during preceptorship and continues to act as Supervising Dentist once DHAT has Standing Orders
13. Provides educational/outreach programs throughout the Lummi Community as requested, i.e.: TPCDC, LNS, HS/EHS, Day Care, NWIC, Little Bear, within Lummi Reservation boundaries
14. Other duties as assigned by Dental Director

MINIMUM QUALIFICATIONS:

- DDS or DMD from an accredited dental school
- Licensed (or eligible for licensure) to practice dentistry in Washington State
- Commitment to working with underserved populations and a team-oriented approach to care
- Strong communication skills and ability to build trust with patients and staff
- Experience with EPIC/Wisdom or other electronic health record (EHR) system is preferred
- Must possess a valid Washington State Driver's license and meet eligibility requirements for tribal insurance
- Lummi/Native American/Veteran preference policy applies

KNOWLEDGE, ABILITIES AND SKILLS:

- Experience working in American Indian/Alaskan Native communities, *preferred*
- Knowledge of standard and moderately complex clinical dental practice skills
- Ability to independently examine, diagnosis, and treat commonly encountered dental diseases or dental health problems. Consults with a Physician when medical co-morbidities may complicate dental procedure
- Ability to adhere to all professional guidelines, departmental rules, regulations, policies, and procedures set down in LNHC clinic by-laws
- Ability to interact and communicate with patients in a respectful and compassionate manner.
- Ability to work respectfully with co-workers and other clinic staff
- Ability to ensure accurate and timely documentation in patient charts for medical billing policy and procedures, contract health services, third-party insurance agencies, and outside medical vendors
- Ability to use protective equipment for possible biohazard exposure
- Nature of job requires risk of exposure to Hepatitis B, C and HIV on a routine basis. Work involves exposure to communicable diseases, radiation, flying debris, nitrous oxide gas, toxic fumes from dental laboratory materials, violet and blue light emissions from dental light curing units, and exposure to aerosol emissions from the oral cavity.
- Physical ability to sit, stand, walk, and bend for long periods at a time
- Ability to adapt and utilize health technology to facilitate, perform, and advance patient health care services and data demographic records

REQUIREMENTS:

- Must pass pre-employment and random drug and alcohol test to be eligible for and maintain employment, as required by the LIBC Drug & Alcohol Free Workplace Policy.
- This position requires regular contact with or control over Indian children and is therefore subject to successful and extensive criminal background check, CAMIS background check.
- Continuing education to maintain licensure
- Possess current CPR training, may obtain upon hire

- Adherence to HIPAA policy and procedures per LIBC and federal regulations.
- Must maintain strict confidentiality at all times.

TO APPLY:

To obtain a Lummi Indian Business Council (LIBC) application go to: <https://www.lummi-nsn.gov/widgets/JobsNow.php> or request by e-mail libchr@lummi-nsn.gov For more information contact the HR front desk (360) 312-2023. Submit LIBC application, cover letter, resume & reference letters no later than 4:30 p.m. on the closing date listed above. If listing degrees or certifications include copies. Mailing Address: 2665 Kwina Road, Bellingham, WA 98226. Human Resource Fax number: 360-380-6991.