



Position Description

Dental Resident

Dental and Oral Health Clinics

Faculty of Science and Health

Classification	Level 8
	Full dental registration or eligibility to obtain registration with the Australian Health Practitioner Regulation Agency (Ahpra)
	This appointment is conditional upon the candidate satisfying and maintaining a Working with Children Check
Special conditions	Vaccination status documentation
	Professional Indemnity Insurance
	Travel between campuses occasionally
	First Aid Certificate
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	August 2024

Faculty of Science and Health

The Faculty of Science and Health (FOSH) has more than 9000 students and over 500 staff dedicated to advancing scientific knowledge. It delivers flexible and innovative teaching programs designed to produce job ready graduates for a diverse range of professions. As a leader in strategic and applied research the Faculty aims to enhance and extend scientific knowledge, train, and educate future researchers as well as provide scientific solutions to current regional, national and global challenges.

The staff and students of the Faculty achieve their educational and research goals through ethical practice, professional collaboration, industry involvement and a commitment to continual improvement. The Faculty is comprised of a Faculty Office, the Three Rivers Department of Rural Health, teaching/research laboratories, several commercial clinics and five Schools, including the School of Dentistry and Medical Sciences.

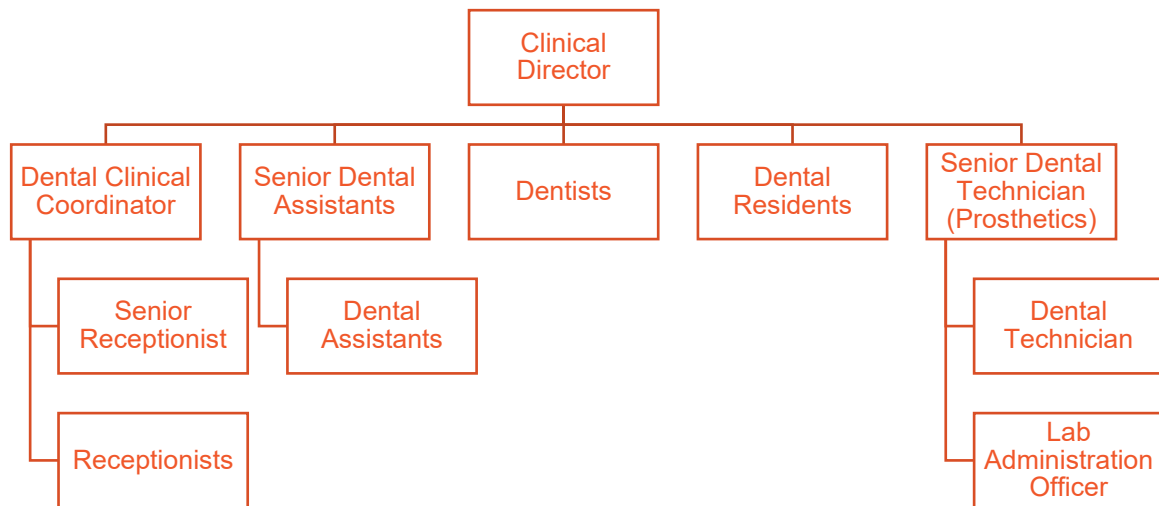
Charles Sturt Dental and Oral Health Clinics

The Charles Sturt Dental and Oral Health Clinics provide dental and oral health care in the regions where the University operates. The primary purpose of the clinics is to provide an environment for student learning however they are expected to operate in a sustainable and business-like manner within the context of a university environment.

The Clinics offer both fee-for-service dental services undertaken by fully qualified and experienced dentists and supervised student dental and oral health services.

The Dental and Oral Health Clinics in collaboration with the Centre for Rural Dentistry and Oral Health are committed to delivering high quality and sustainable dental education programs, engaging in translational clinical research, building the dental and oral healthcare workforce, and making a significant contribution to improving the oral health and quality of life in regional, rural, and remote NSW.

Organisational chart



Reporting relationship

This position reports to: Clinical Director

This position supervises: Dental and/or oral health therapy students, when teaching in the student clinics

Key working relationships



- Dean of Dentistry and Oral Health
- Charles Sturt University Clinics staff
- Head of Discipline, Dentistry
- Head of Discipline, Oral Health
- Head of School, School of Dentistry and Medical Sciences

Position overview

The Dental Residency Program aims to provide an early career clinical and academic development opportunity to a recent graduate dentist seeking to advance their career in a supportive, team driven, highly functional, intellectually stimulating, and large University practice. Through a supportive employment model, mentorship will be provided, along with opportunities for further study, including enrolment in a Bachelor of Science (Hons) or a Higher Degree by Research or training with the Royal Australasian College of Dental Surgeons.

During academic sessions, the Dental Resident will work in the Charles Sturt Dental and Oral Health clinics three days per week, providing routine dental work requiring independent examination, diagnosis, treatment planning and treatment for patients. One to two days per week residents may supervise dental and/or oral health therapy students in their teaching and learning environments. During academic session breaks residents will be required to see patients five days per week.

General oversight will be provided by more experienced dentists and academic staff members and mentorship meetings will be scheduled periodically.

The role provides an exciting and rewarding opportunity to be part of a large supportive dental team that is committed to excellence in practice, high standards of ethical professional practice and patient-centred evidence-based care.

Principal responsibilities

- **Values:** Consistently embody the University's values in behaviour and decision-making, while encouraging inclusivity and collaboration to foster a safe and respectful work environment.
- **Leadership:** Lead by example to inspire, empower, and foster a culture of collaboration, innovation, and continuous improvement. Ensure clear direction, effective communication, and accountability, driving organisational success and individual growth, and a safe working environment.
- Provision of a high standard of contemporary general oral health care to the patients of the University practice through:
 - compliance with the Australian Health Practitioner Regulation Agency (Ahpra) policies, procedures, guidelines, and standards of practice;
 - compliance with the Charles Sturt University Dental and Oral Health Clinics' Policies and Guidelines relevant to the provision of patient care, including referral for specialist management / consultation.
- Maintenance of high standards of infection control through adherence to the Charles Sturt University Dental and Oral Health Clinics' Infection Control Policy and any relevant applicable NSW Health policy directives, e.g., Occupational Assessment, Screening and Vaccination Against Specified Infectious Diseases Policy.
- Establishment of informed treatment consent including financial consent resulting from appropriate discussion and documentation of all information relevant to the treatment of each patient within the patient's dental record and /or in the computerised Patient Management System.
- Ethically appropriate billing of patients through effective use of the Charles Sturt University



- Dental and Oral Health Clinics' fee schedule.
- Ensure efficient appointments, effective liaison with support staff and demonstrated respectful/courteous communication skills with patients and staff.
- Provision of best-practice clinical supervision in the Charles Sturt University Dental and Oral Health Clinics.
- Active participation will be expected in any relevant evidence-based trials or research activities within Charles Sturt University Dental and Oral Health Clinics.
- Provision of professional guidance or feedback that contributes to overall staff development and support is encouraged.
- Promotion of improvements in the workplace achieved through active participation in the accreditation team to improved governance and clinical outcomes for patients.
- Contribute to a collegial, empathetic, and highly functional work-place environment within the Charles Sturt University Dental and Oral Health Clinics.
- Other duties appropriate to the classification and as determined by the Clinical Director.

Required capabilities

This section comprises capabilities from the Charles Sturt [Capability Framework](#). Read the Framework for more detail regarding these capabilities.

Capability	Capability Definition	Level of influence
Innovates		
Navigates Complexity	Adjusts and responds effectively to new or unexpected situations, challenges, or opportunities whilst developing strategies to manage wellbeing in a challenging environment.	Influence self
Connects		
Communicates with Influence	Listens to understand the position of others and leverages effective communication and negotiation skills in order to influence and navigate toward mutually beneficial outcomes.	Influence self
Connects in a Global World	Recognises and values cultural differences, is contextually aware, and acts within scope of role but with consideration for global trends and issues.	Influence self
Achieves		
Drives Impact	Collaboratively engages with peers and stakeholders in the community and industry. Places our people and students at the centre of design decisions.	Influence self

This section comprises of Enabler and Manages Effectively capabilities from the Charles Sturt [Capability Framework](#).

Capability	Capability description	Level of influence
Enablers		
Practices Effective Governance	Refers to policies, processes and guidance to support effective decision making and applies risk management processes to mitigate risk and proactively manage safety and compliance obligations.	Influence self



Utilises Technology Effectively	Builds capability in relevant technologies, complies with security obligations and addresses the ethics of technology use to minimise risk.	Influence self
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Physical capabilities

The incumbent may be required to perform the following.

- Possess the physical ability to carry out all aspect of dental practice including medical emergency management within the dental practice setting.
- Work with a diverse range of staff, students, and community members.
- Work in other environments beyond your base campus, such as other campuses.
- On occasion drive a vehicle distance up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)
- Perform in an accurate and timely manner push/pull, reaching, grasping, fine manipulation tasks, including lifting items up to 10kg.
- Possess the physical ability to carry out shelving duties, such as frequent bending, reaching/stretching, squatting and repetitive lifting.

Selection criteria

Applicants are expected to address the selection criteria when applying for this position.

Essential

- A. Bachelor of Dental Science or similar, and full dental registration or eligibility to obtain registration as a dentist with the Australian Health Practitioner Regulation Agency (Ahpra).
- B. Demonstrated understanding and commitment to a contemporary evidence-based practice approach to patient care.
- C. Demonstrated ability to exercise clinical reasoning, independent judgement and problem solving in clinical practice.
- D. Excellent oral and written communication skills and the ability to liaise effectively and sensitively with a wide range of individuals.
- E. A commitment to develop the knowledge and skills necessary to supervise dental and/or oral health therapy students in their teaching and learning environments.
- F. Demonstrated ability to work collaboratively as part of a team.

Desirable

- G. Desire to complete a Higher Degree by Research or commence a pathway towards qualifications with the Royal Australasian College of Dental Surgeons.