



The role of Referees

in the Dentist selection process | Fact Sheet

All candidates are required to list the name and contact details of 3 relevant referees in their application.

It is imperative candidates approach any potential referees to confirm their willingness to be a referee before listing their details in applications and CV's.

Referees are contacted by the selection panel to obtain information on the attributes of candidates against the requirements of the advertised role (as per the role description).

Relevant referees:

Are those able to provide pertinent information on a range of questions relating to the clinical skills and attributes of the **Dentist Scope of Practice**, rather than a character reference.

> For Dentists

A Dentist colleague who has worked with the candidate within the **past 2 years** and is able to provide comment firsthand to the clinical questions asked.

Whilst a Dental Assistant or Receptionist at the clinic / practice can provide a character reference or general comments they would not be able to provide clinical comment.

> For final year BDS students –

It is imperative referees are supervisors /tutors involved in the clinical sessions over the final year and are able to answer questions relating to the skills and abilities of the student required for the Dentist Scope of Practice.

Referee reports:

> The selection panel approaches referees prior to the shortlisting stage to obtain information on the attributes of candidates against the requirements of the advertised role (as per the role description) to help determine each candidate's suitability for employment.

> For those who progress to interview the referee reports are scrutinised again as part of the selection process to determine each candidate's suitability for employment.

FOR MORE INFORMATION:

Attraction & Retention Unit

SA Dental
Level 5, Roma Mitchell House 136 North Terrace
Adelaide SA 5000
GPO Box 864 Adelaide SA 5001
Telephone: 7117 0119
Email: HealthSADentalRecruitment@sa.gov.au