

Position title	Dentist
Reports to	Oral Health Clinical Coordinator
Award agreement	Victorian Stand-Alone Community Health (General Dentists') Enterprise Agreement 2024-2028
Classification	Dentist Level 1 – Level 3 (dependant on skills and experience)

About Your Community Health

Your Community Health is a progressive, high quality, independent community health service. It provides a wide range of community-based health and social support services including primary care, allied health, oral health, mental health, harm reduction, social support and health promotion services. Our three comprehensive health centres are located in Darebin, but we are here for everyone in the diverse communities across Melbourne. We work in partnership with our communities and other services using a combination of outreach, home-based and centre-based activities and co-located services.

More information is available at: www.yourch.org.au

Vision	Health and wellbeing for everyone
Purpose	We partner with people and communities to deliver health and wellbeing services and promote equity
Our organisational values	<p>Courage</p> <ul style="list-style-type: none"> • We are progressive • We are creative and resourceful • We challenge the status quo for the benefit of our communities <p>Empathy</p> <ul style="list-style-type: none"> • We are caring and inclusive • We celebrate and value diversity • We work collaboratively and respectfully <p>Integrity</p> <ul style="list-style-type: none"> • We are ethical, honest, reliable and fair • We listen and are accountable to our communities • We earn and build trust <p>Achievement</p> <ul style="list-style-type: none"> • We are outcomes-focused • We are adaptable and always learning • We continuously improve • We are creative and resourceful

Statement of Inclusivity

Your Community Health is committed to providing an inclusive and accessible environment where people and communities of all identities and backgrounds (including but not limited to, ethnicity, faith, socio-economic circumstance, sexual orientation, gender identity, ability, bodies, migration status, age and Aboriginal and Torres Strait Islander descent) are accepted, safe and celebrated. We achieve this through the guidance of our values and principles.

Your Community Health understands the need to ensure that meaningful inclusion is built into the organisational DNA and to create an environment that attracts team members that reflect the communities we serve.

Your Community Health look to actively encourage members applications from of the LGBTIQA+, Aboriginal and Torres Strait Islander peoples, Disability, culturally and linguistically diverse communities and those with lived experience in areas in which we work. We work to address barriers in full participation.

About the Oral Health team

The Oral Health team sits within the Integrated and Primary Care Directorate and delivers a full range of dental services and support programs. Our services are provided across three fixed clinic sites (Northcote, Preston and East Reservoir), as well as through mobile and outreach programs including Smile Squad and community-based care. Our team is passionate about advancing oral health for everyone, and we are proud to create a safe, inclusive, and responsive environment that reflects the communities we serve.

Position Purpose

The Dentist plays a critical role in delivering high-quality, client-centred dental care to the communities served by Your Community Health. Working within their full clinical scope and in line with public dental models, the Dentist supports oral health and wellbeing through prevention, treatment, and education.

This role contributes to community outreach and Smile Squad programs in addition to fixed clinic delivery and works collaboratively with a multidisciplinary team to ensure safe, inclusive, and accessible care.

Position Responsibilities

- Provide comprehensive, person-centred dental care including diagnostic, preventive, restorative, and minor oral surgical procedures.
- Operate within full clinical scope in accordance with professional registration, current clinical guidelines, scope of practice, and radiation licence.
- Prescribe and undertake radiography including OPGs (if appropriately licensed), and support clinic radiography operations.
- Integrate digital workflows and AI-supported diagnostics (e.g. CoTreat, 3Shape) into daily clinical decision-making, treatment planning, and quality improvement.
- Deliver care across fixed clinics, mobile vans, schools, aged care facilities, and community venues including Smile Squad and other outreach programs.
- Adapt communication and treatment approaches to meet the needs of children, young people, older adults, and diverse or vulnerable communities.
- Apply trauma-informed and culturally responsive approaches to care delivery.
- Promote preventive and health-enhancing behaviours in both individual and group settings.
- Maintain accurate and timely clinical records using Titanium and other systems, supporting compliance, reporting, and data integrity.

- Liaise effectively with internal team members, the Royal Dental Hospital, schools, aged care providers, and community organisations to ensure coordinated care.
- Participate in clinical discussions, peer review, case conferences, and team-based service planning.
- Engage in audits, clinical governance, quality improvement initiatives, and service evaluation.
- Identify and act on opportunities to improve client safety, service access, and oral health outcomes.
- Support student placements, mentoring, and clinical supervision for graduates and junior staff, contributing to a positive learning culture.
- Engage in ongoing professional development, reflective practice, and maintain AHPRA registration.
- Ensure service delivery meets infection control, privacy, documentation, and regulatory standards.
- Support the achievement of public dental KPIs and program objectives.
- Perform other duties as directed by the Oral Health Manager, Clinical Coordinator, or Senior Dentist.

Position requirements (qualifications, skills, knowledge and attributes)

Qualification, Registrations and Licenses

- Qualification in relevant General Dentistry discipline (essential)
- AHPRA registration as a General Dentist without restriction
- Ionizing Radiation Apparatus Use License in Victoria for Intra-Oral Radiography (Licence to provide dental panoramic radiography is desirable)
- Current Victorian Driver's License
- Ability to speak a community language (desired)

Skills, Knowledge and Experience

- Demonstrated ability to work within full clinical scope safely and effectively
- Strong diagnostic, treatment planning, and radiography skills
- Knowledge of community health principles and public dental care models
- Commitment to culturally safe, trauma-informed, and inclusive care
- Experience working with priority populations, including CALD, ATSI, and special needs groups
- Capacity to work toward service targets and meet program delivery expectations
- Excellent interpersonal and communication skills
- Experience in public/community dental health settings (desired)
- Knowledge of Titanium and other electronic dental records (desired)
- Familiarity with Smile Squad or school/public dental programs (desired)

Expected behaviours for all YourCH team members and volunteers

- Support the provision of services that are inclusive, safe and high quality
- Maintain staff, volunteer and client confidentiality at all times
- Work in partnership with the community, clients and staff to achieve our vision
- Ensure an inclusive and safe workplace for clients, visitors, volunteer and staff
- Work in accordance with Your Community Health Policies and Procedures.

General

- Your Community Health requires declarations and personal information relevant to employment. The collection and handling of this information will be consistent with the requirements of the Information Privacy Act 1988
- The successful applicant is required to provide evidence of eligibility to work in Australia.
- Employment is contingent on a satisfactory Police Records Check, valid Working with Children Check, and NDIS Worker Screening check clearance (where required). Where the preferred applicant has lived or worked overseas for a continuous period of 12 months or more within the past 10 years, they are required to provide an international police check for all countries that they have lived in for that period of time.
- Applicants who are not currently employed by Your Community Health are required to complete a Pre-existing Illness/ Injury Declaration Form.
- Management, in consultation with the staff member, reserves the right to modify this position description when required

Relationship to Performance Development and Review Plan

This position description operates in conjunction with, and forms part of the relevant individual Performance Development Review Plan aligned to the organisational Strategic Plan. An initial performance review will take place six months following commencement of employment and then on an annual basis

Your Community Health is an equal opportunity employer and encourages individuals of diverse backgrounds including those from the Aboriginal and Torres Strait Islander, Disability, Culturally and Linguistically Diverse and LGBTIQ+ communities to apply.