

Associate Dentist Job Description

Hill Country Dental Associates | Kerrville, Texas

Employment Status: Full Time

Working hours: Monday–Thursday, 8 a.m.–5 p.m. (lunch 1–2 p.m.); Friday, 8 a.m.–2 p.m.

Reports to: Dr. Casey Cazes, Practice Owner and Dentist

Position summary

The Associate Dentist provides comprehensive dental care for children and adults, supporting Hill Country Dental Associates' commitment to prevention, lasting patient relationships, and long-term oral health. We seek a dentist who values lasting patient relationships, thoughtful treatment planning, and collaboration, with advanced training or experience in implant dentistry, endodontics, and surgical care. Completion of an Advanced Education in General Dentistry (AEGD) or General Practice Residency (GPR) program is preferred; equivalent advanced training or experience may be considered. This role requires sound clinical judgment, clear communication, and professional accountability.

Practice environment

HCDA is a veteran-owned, family-operated private dental group practice owned by Dr. Casey Cazes. With deep roots in Kerrville, the practice combines personal care with a broad clinical scope. The Associate Dentist works alongside fellow dentists, hygienists, dental assistants, and administrative staff. Available technology includes a SprintRay 3D printer, cone-beam computed tomography (CBCT) scanner, TRIOS intraoral scanner, digital panoramic imaging, digital radiography, intraoral cameras, and a dedicated surgical suite.

Clinical responsibilities

- Perform comprehensive, periodic, and problem-focused examinations.
- Evaluate medical histories, diagnostic images, and clinical findings to develop individualized treatment plans.
- Provide preventive and restorative care, including direct restorations, crowns, bridges, and removable prosthodontics.
- Provide implant placement and/or restoration, endodontic treatment, and surgical extractions within demonstrated competence and the agreed clinical scope.
- Provide cosmetic and clear aligner treatment as appropriate to training and experience.
- Incorporate digital scanning and imaging into diagnosis, patient education, and treatment planning.
- Assess urgent dental needs and provide timely treatment or referral.
- Coordinate specialist referrals and follow-up when indicated.
- Obtain informed consent and maintain complete, timely clinical documentation.
- When included in the agreed clinical scope, provide sedation services, including IV sedation, only with appropriate training, credentials, permits, and practice authorization. Maintain the TSBDE permit appropriate to the sedation level and required life-support certifications. Comply with applicable personnel, monitoring, emergency-readiness, and facility requirements.

Patient care and communication

- Build trust through respectful, compassionate interactions.
- Explain diagnoses and treatment options in language patients can understand.
- Consider patient goals, comfort, medical needs, and preferences when planning care.
- Support anxious patients and discuss appropriate comfort measures.
- Emphasize prevention, home care, and maintenance of completed treatment.

- Promote continuity of care through follow-up and communication with other providers.

Team responsibilities

- Collaborate respectfully with all members of the practice.
- Provide clear clinical direction and delegate only legally delegable duties to appropriately qualified personnel under the supervision required by Texas law.
- Participate in case discussions, team meetings, and practice improvement efforts.
- Communicate appointment needs and treatment priorities to the scheduling team.
- Support an organized clinical day while allowing adequate time for patient care.
- Comply with applicable Texas dental laws and TSBDE rules, HIPAA and Texas patient-privacy requirements, OSHA standards, infection-control requirements, and lawful practice policies.
- Maintain credentials and pursue continuing education relevant to the role.

Required qualifications

- DDS or DMD from an accredited dental school.
- Maintain an active Texas dental license in good standing throughout employment, with licensure required before providing clinical services.
- Maintain current CPR/BLS certification and any additional life-support credentials required for the services performed; maintain DEA registration when required for controlled-substance prescribing and comply with applicable prescribing and prescription-monitoring requirements.
- Professional liability coverage consistent with the employment agreement.
- Strong clinical judgment, communication skills, and professional accountability.

Preferred qualifications

- Completion of an Advanced Education in General Dentistry (AEGD) or General Practice Residency (GPR) program; equivalent advanced training or experience may be considered.
- Experience in implant placement and restoration.
- Experience performing endodontic treatment.
- Experience with surgical extractions and other dentoalveolar procedures.
- Familiarity with CBCT interpretation, intraoral scanning, and digital workflows.
- IV sedation training and applicable credentials preferred.
- Experience with cosmetic dentistry and clear aligner treatment.
- Interest in providing comprehensive care for patients across age groups.

Essential functions and accommodations

The essential functions include examining patients, diagnosing conditions, planning and providing authorized dental treatment, documenting care, and communicating with patients and the care team. Qualified individuals must be able to perform the essential functions with or without reasonable accommodation.

Clinical judgment

The Associate Dentist retains independent professional judgment regarding diagnosis, treatment planning, referrals and patient care, consistent with applicable law and professional standards.

Performance expectations

The Associate Dentist is expected to demonstrate consistent clinical quality, ethical treatment recommendations, accurate documentation, dependable follow-through, positive patient relationships, and respectful teamwork.

Employment Relationship

This position is an at-will employment.

Compensation

Compensation will be based on experience, advanced training, and clinical skills. The compensation structure and any available benefits will be discussed during the interview process.

Hill Country Dental Associates is an equal opportunity employer. HCDA provides reasonable accommodation for qualified applicants and employees as required by law. Contact Summer at Summer@hcf dental.com to request an accommodation.