

## DENTAL DIRECTOR

Lead California's first integrated Medi-Cal dental plan	Opportunity to be a recognized authority in an emerging field	Telecommuting option for candidates in California
---	---	---

[Health Plan of San Mateo \(HPSM\)](#) is creating California State's first dental plan for Medi-Cal members that will be fully integrated with medical and behavioral health care benefits. This innovative pilot program serving HPSM's 117,000 Medi-Cal beneficiaries will launch on January 1<sup>st</sup>, 2022. **We need an experienced Dental Director who can be HPSM Dental's clinical leader and successfully integrate dental care into our overall clinical strategy.**

### Position background

Founded in 1987, HPSM takes pride in being a laboratory for [experimental pilot programs](#), some of which have served as models for other organizations' programs. HPSM's Dental Integration is our latest initiative, and we designed it as proof of concept that integrating medical, dental and behavioral health care under one plan will improve both access to services *and* clinical outcomes. If HPSM's Dental Integration succeeds, state and even national health care plans may use it as a blueprint for integrating dental care within their own systems.

Throughout California and almost the entire U.S., most dental directors work for managed dental health plans focused only on dental care. But HPSM's Dental Director will get to integrate dental care into a member-centric whole health model that makes oral health integral to people's overall wellness. Plus, they will have an opportunity to become a widely-recognized subject matter expert on the policy, clinical and operational aspects of dental integration with broad exposure at a statewide and potentially national level.

### Position overview

While we need a seasoned dental professional with clinical expertise in this role, even more important will be how they *use* their expertise to move HPSM's dental program forward. To effectively influence people, share knowledge and build a solid clinical infrastructure, they will need strong leadership, programmatic and systemic skills in addition to clinical expertise. Below are some specific examples.

#### Leadership – direct all clinical aspects of HPSM's new dental program

- Integrate dental care into HPSM's overall clinical strategy
- Take point on utilization, case, disease and/or quality management programs
- Design, implement and manage programs to address members' and network providers' clinical needs

#### Programmatic – serve in various collaborative roles within HPSM and the community

- Work closely and collaboratively with the Dental Benefits Manager, who leads the dental program's day-to-day operations
- Act as primary liaison to network dental providers on quality and utilization management issues
- Chair HPSM's Dental Advisory Committee and proactively participate in local/state workgroups

#### Systemic – create a strong foundation for the dental plan's expansion

- Develop and implement clinical policies and practice guidelines, then design programs to educate network providers about them
- Make benefit and appeal determinations for requested referrals or authorizations based on clinical evidence and working knowledge of CDT coding, state/federal regulations and applicable guidelines
- Provide dental support for care management and advise HPSM Medical Directors on oral health topics

### Requirements

These are the qualifications typically needed to succeed in this position. However, you don't need to meet every requirement to apply.

#### Education and experience

- Doctor of Dental Medicine or Doctor of Dental Surgery degree from an American Dental Association

- accredited college or university (required)
- Current unrestricted license to practice dentistry in California (required)
- Five to seven years' experience in a clinical or health care setting, preferable in a leadership position working with Denti-Cal and public health dental programs and/or at a Federally Qualified Health Center

**Knowledge of:**

- Principles and operations of managed care, preferably related to dental services
- Business practices, development and operations specific to dental providers
- Principles of quality improvement, HEDIS measures and clinical measurement of dental care
- Billing practices and clinical documentation of dental services
- Computer applications, including proficiency in Microsoft Office Suite

**Ability to:**

- Facilitate meetings, lead organizational change and collaborate with a wide range of staff, network providers and community partners
- Understand, analyze and make sound recommendations based on complex regulations
- Communicate effectively, both verbally and in writing

**Salary and benefits**

The starting salary range depends on the candidate's work experience.

**Excellent benefits package includes:**

- HPSM-paid premiums for employee's medical, dental and vision coverage (employee pays 10% of each dependent's premiums)
- Fully paid life, AD&D and LTD insurance
- Retirement plan (HPSM contributes equivalent of 10% of annual compensation on top of salary)
- 13 paid holidays a year, 12 paid sick days a year and paid vacation starting at 16 days a year
- Tuition reimbursement plan
- Employee wellness program

**To apply, submit a resume and cover letter with salary expectations to [careers@hpsm.org](mailto:careers@hpsm.org). In your cover letter, please include an example of how you successfully collaborated with or led a team to implement a new process or program. Submissions without a cover letter and salary expectations may not be considered.**

Health Plan of San Mateo (HPSM) is a local County-funded nonprofit manages the health care for over 140,000 low-income people San Mateo County, including all its Medi-Cal eligible residents. HPSM is proud to be an Equal Opportunity Employer and an affirmative action employer. We are committed to equal employment opportunity regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or Veteran status.