

APLA Health and Wellness

Dental Director

Los Angeles, CA

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About APLA Health and Wellness

APLA Health restores dignity to the communities that have been failed by the American medical system by providing world class LGBTQ+ empowering healthcare and HIV specialty services. We remain committed to ending the AIDS epidemic in our lifetime.

We are a nonprofit, federally qualified health center serving more than 18,000 people annually. We provide 20 different services at 16 locations throughout Los Angeles County, including LGBTQ+ focused primary medical care, dental and behavioral health services and HIV specialty care; PrEP counseling and management; health education and HIV prevention; and STD screening and treatment.

For people living with HIV, we offer L.A. County's largest housing support program; benefits counseling; home healthcare; and the Vance North Necessities of Life Program food pantries, the largest program of its kind in the United States; among several other critically needed services. Additionally, we are leaders in advocating for policy and legislation that positively impacts the LGBTQ+ and HIV communities and conduct community-based research on issues affecting the communities we serve.

For more information, please visit APLA's website [here](#).

The Opportunity

A leader in the fight against HIV/AIDS for over 35 years, APLA Health ("APLA") is seeking a dynamic leader to be its new Dental Director. This person will provide overall management of the Dental services program spanning 4 locations around the Los Angeles area, including a new state-of-the-art facility on the Charles Drew University/Martin Luther King Health Center ("CDU/MLK") campus, representing APLA Health's largest financial investment in a health center facility to date, enhancing the focus on removing the many health disparities that disproportionately affect communities of color and LGBTQ individuals. Although APLA Health will serve anyone within their scope, the focus of the organization's mission is to serve low-income members of the LGBTQ community as well as persons living with and affected by HIV.

Under the direction of the Chief Executive Officer and Chief Medical Officer, the Dental Director will have a home office location at either the Downtown LA or Baldwin Hills location, and will oversee the daily operation, budget, and revenue of the dental clinics. As part of the executive leadership team, this individual will help set the vision for the Dental Services program and move the needle on health equity for the LGBTQ community and those affected by HIV.

As APLA Health's Dental Services program grows to four clinics, this is an exciting opportunity for an experienced clinical leader to draw on APLA's deep resources, including its state-of-the-art medical equipment and in-house dental specialists, to advance oral health in underserved populations. APLA Health's holistic approach means the Dental Director will have the chance to step outside their main job functions and partner with leadership in other APLA health program areas to better serve the community and advance health equity. This exciting stage in APLA Health's trajectory offers the new Dental Director the opportunity to do meaningful work for the LGBTQ community and those affected by HIV, while elevating and growing the impact of APLA Health's Dental Services program.

Highlights

- ✓ 20 dental chairs, spanning 4 locations across Los Angeles County. Engage with Dental Residents who are selected from a nationwide program. APLA Health provides mentorship in exchange for an augmented workforce. APLA Health has been a training site for NYU Langone's Advanced Education in General Dentistry program since 2013.
- ✓ APLA Health has created positions for our own Oral Surgeon and Endodontist that operate on our own premises!
- ✓ All of clinics are first rate, state of the art dental clinics. Selected sites have microscopes and Cone Beam CT systems.
- ✓ Annual budget > \$4 million.
- ✓ > 3000 annual unduplicated patients a year!

Candidate Profile

The Dental Director of APLA Health and Wellness will possess the following attributes and competencies:

Strategic Leadership

The Dental Director will possess strong clinical skills and experience managing a sizable staff across multiple sites. Ideally having worked in a Federally Qualified Health Centers (FQHCs) previously, this outside-the-box thinker will be capable of re-envisioning clinical management practices and programming, and will confidently oversee the successful launch and growth of new programming and services. Able to pivot from strategic to tactical, the Dental Director will be a team player who is willing to roll up their sleeves when necessary to get the job done. A unifying force, this individual will be capable of providing stability and will display understanding as they guide staff through a time of transition.

Operations Management

The Dental Director will be a strong and experienced manager, with a thorough understanding of best-in-class clinic management practices. This individual will excel at optimizing systems to further APLA Health's mission and goals. In collaboration with the CFO, the Dental Director will develop and effectively manage a budget that reflects the strategic plans of the Dental Services program. This leader will have the ability to strategically problem-solve, think critically, and make decisions based on data.

The Dental Director will also demonstrate the ability to recruit, build, nurture, and retain a strong team of mission-driven professionals including clinical staff and residents.

Passion for the APLA Mission

The Dental Director will have a sincere passion for the mission of APLA Health and an authentic commitment to serving the LGBTQ community and those affected by HIV. This leader will be eager to provide clinical services as a continuance of their practice, in addition to managing the overall operations of the Dental Services program. The Dental Director will be an empathetic leader and will treat others with respect. This individual will also display the highest degree of integrity in the role and will serve as a model for all staff.

Communication Skills and Relationship Builder

The Dental Director will be a natural communicator who inspires respect among APLA Health's diverse stakeholders including clinical staff, patients, volunteers, community organizations, and external partners. This inspiring leader will possess the ability to speak persuasively to the needs of APLA Health's patient population and the importance of oral health. This emotionally intelligent individual will handle patient and staff issues with patience and grace. The Dental Director will also excel at building relationships both externally and internally, and will motivate all stakeholders around APLA Health's mission and vision.

Key Responsibilities

- Provide overall management of staff, budget and contract management and program development, implementation and evaluation.
- Deliver clinical services and mentor other dentists and staff in a high quality, high- volume, and high-profile clinical environment.
- Carry out the day-to-day functions of a clinic.
- Assume responsibility for ensuring that the clinics conforms to all applicable federal, state and local laws and regulations.
- Develop program indicators in conjunction with the Medical Director to assess the quality of work performed in the clinics.
- Establish, review and maintain dental policies and standards and review them annually.
- Review and approve all protocols used by the clinics.
- Establish and implement a system of peer review, pursuant to written procedures.
- Review credentials and delineate clinical privileges for all dentists providing service in the clinics.
- Develop and maintain an evaluation process for the program and utilize the information in the development or restructuring of the program to address the needs of APLAHW clients and people with HIV, and for general oral health improvement for those living with HIV.
- Collaborate with the Government Affairs department to advocate on a local, state and federal level for access to dental treatment for all people with HIV.
- Network with community-based organizations to ensure maximum availability of resources.
- Ensure the timely submission of all service and data reports, and other documentation as required to funding sources and to APLAHW Administration.

- Develop departmental budgets on a yearly basis in accordance with Finance policies and procedures. Manage departmental operations to meet financial goals.
- Hire, train, and supervise personnel assigned to Dental Services.
- Respond to inquiries and grievances from clients, volunteers, and community members.
- Develop and maintain a quality assurance program as an active participant on APLAHW Quality Management Committee and ensure program quality procedures to include client record reviews as outlined in the State Protocols.
- Participate in the Client Services Division Management Team meetings as an active and contributing member.
- Work with APLAHW staff to write grants.
- Other duties may be assigned to meet business needs.

Requirements

Training and Experience:

- Significant experience as a licensed dentist with experience managing a dental practice; experience with HIV dentistry preferred; ability to thrive in an autonomous, rapidly changing environment; a minimum of three years supervising staff in a management capacity; managing a yearly budget in excess of \$1,000,000

Knowledge of:

- Universal precautions, OSHA and Cal-OSHA regulations; HIV/AIDS and HIV/AIDS related issues and concerns; financial management and budgetary procedures; supervision and staff development; government and private grant sources; and effective communication techniques.

Compensation & Benefits

The salary range is commensurate with experience and compensation includes a generous benefits package.

Contact

Michelle Bonoan, Christy Farrell, and Jennifer Smith of Koya Partners have been exclusively retained for this search. To express your interest in this role, please submit your materials [here](#). All inquiries and discussions will be considered strictly confidential.

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APLA Health is an Equal Opportunity Employer. LGBTQ+ identified persons, people of color, and others from historically underrepresented communities are encouraged to apply.

About Koya Partners

Koya Partners, a part of the Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—**The Right Person in the Right Place Can Change the World**—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

At Koya, we don't just accept difference—we celebrate it, support it, and thrive on it for the benefit of our team, our clients, and the communities we serve.

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