Job Description

Title: Principal Maxillofacial Prosthetist / Dental Laboratory Manager

Band: 8B

Staff Group: Scientist

Reports to: Clinical Director/Care Group Manager

Job Purpose:

Oncology Service:

- Lead Prosthetist for Head and Neck Oncology within the Max Fax laboratory
- Following consultations between Max Fax consultant and patient, provide a complex range of clinical maxillofacial prosthetic rehabilitation services, to include craniofacial implants, custom made titanium and silicone implants, facial prosthetic rehabilitation and surgical planning techniques of craniofacial reconstruction, congenital malformations, and head and neck malignancies
- This will include clinical work directly on patients and providing specialist advice on maxillofacial prosthetic issues for consultant surgeons within the Oral & Maxillofacial Surgery, Ear Nose and Throat Surgery, and Eye Surgery

Orthognathic Service:

- Provide complex and specialist technical expertise to support the service including model planning and construction of wafers

Restorative Dental Service:

- Lead, delegate and ensure work is carried out in a timely manner to support the service, including implant-supported restoration and complex obturation

Trauma Service:

- Provide emergency splints for the Head and Neck trauma when required (not 'on-call')

Education & Training:

- Lead for Scientist Training Programme (STP) students
- Provide training and technical advice to trainees in reconstructive science, oral & maxillofacial surgery and restorative dentistry
- Initiate/lead and contribute to research and development programmes within the Maxillofacial Department

3D Technology:

- Knowledge of rapid prototyping techniques, and the use of contemporary 3D software packages for the diagnosis and prediction planning of maxillofacial reconstruction in accordance with BSI accreditation and MHRA audit.

Leadership:

- Lead the Maxillofacial Laboratory service contributing to the delivery of a high quality and efficient service

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Key Responsibilities

- Provide a range of highly specialist and complex clinical, scientific, and technical prosthetic services supporting the Oral & Maxillofacial, Oncology, Orthognathic, Restorative Dental, and Trauma services of the Orthodontic & Maxillofacial department. Deliver clinical, scientific, and advisory services to patients undergoing reconstructive procedures or rehabilitation using implants, splints, and prostheses.
- Lead clinics in Maxillofacial Prosthetics Department outpatient clinic; coordinate and arrange appropriate course of patient treatment, discharge from care, referring on/back of individual cases.
- Provide treatment, specific support, and advice patients with a variety of clinical needs requiring facial or body prosthetic rehabilitation. Design, manufacture, and fit prostheses for patients with deformities, injuries, and malignant disease of the head and neck region or body. Use specialist 3D systems and software (CAD/CAM) to plan surgical procedures for oncology, ENT, and trauma surgery. Participate in multidisciplinary clinics in the department and analyse highly complex treatment plans with a multi-disciplinary team.
- Provide expert advice, and specialist training to own and other professions in specialist area; undertakes research in specialist field.
- Provide leadership for the Maxillofacial Laboratory service. Be responsible for recruitment of new staff, performance appraisals, annual leave, absence / sickness. Raise the academic profile of the department by engaging staff in structured projects and encouraging their involvement in national education programmes. Give presentations at national meetings / conferences to increase awareness of own service.
- Be responsible for a range of equipment situated in the laboratory (valued in excess of £200,000) and ensure appropriate maintenance, safety tests and planned replacement programmes are in place. Be responsible for the procurement and control of all stock within the laboratory budget. Accountable for CIPs in line with departmental annual CIPs.
- Ensure staff vigilance against hazards, either operational or relating to materials used. Ensure appropriate quality control / auditing systems are in place and regularly monitored. Provide direct support for MPTs, and other staff, during difficult patient contact episodes, or meetings with other healthcare professionals (case conferencing), that affects the cranio-maxillofacial prosthetic service and technical support

- Assess referrals from medical and surgical disciplines and action as necessary in the best interest of patient care, with regards to clinical need/priority, currently accepted best practice, resource availability and other non-clinical dynamics.
- Participate on the Isle of Wight rota and provide remote Prosthetic service to Head & Neck patients.

Research and development

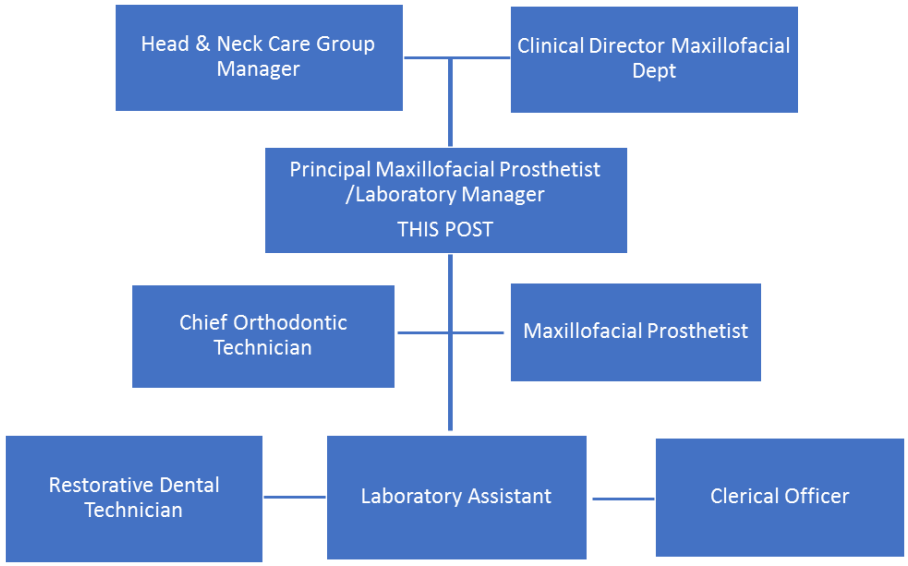
- Identify own training needs and complete relevant training, research and development in the context of improving patient care by challenging own practice.
- Identify necessary changes to departmental policy and procedure in line with the best interests of the patient, with reference to MHRA, NICE, MDD, DoH and CQC. Ensure current health and safety and COSSH legislation is observed and complied with.
- Participate in patient case conferences / meetings, audit and investigations to identify areas of good practice.
- Maintain and continually develop in depth specialist knowledge of practice relevant to the individual clinical area, evaluate, then identify ways to incorporate these into own areas of practice.
- Regularly undertake research and development of new techniques, including 3D imaging techniques, CAD-CAM rapid prototyping, and material sciences, as major part of work.
- Lead innovation, develop new techniques and advance the specialty of Maxillofacial Prosthetics & Technology in the interests of improved patient care.

Managerial

- Assist in the responsible use of equipment, ensuring that training is adhered to and equipment maintained in good working order.
- Keep abreast of new trends and developments within dental and reconstructive science, identifying development needs for personal advancement and those of the department.
- Be involved in the appraisal system and trust development plans.
- Participate in laboratory communication, attend staff meetings of the department and clinical governance, when necessary, forming part of a two-way discussion process.
- Assist in developing clinical protocols, standards, and guidelines in own area. Ensure implementation of policies, propose, and develop changes to practices, new ways of working for specialist areas with impact on other disciplines.
- Undertake mandatory training updates and other relevant courses in line with Trust and local policies. To maintain full membership of the GDC, HCPC, and IMPT.
- To be involved with the delivery of training and development of the multi-disciplinary team. Participate in the training of junior technicians and medical/nursing staff, as required.
- Assist in maintaining stock levels of consumables such that patients are not kept waiting for appliances.
- Provide leadership for the Maxillofacial Laboratory service. Be responsible for recruitment of new staff, performance appraisals, development, annual leave, absence / sickness, and workload allocation.

- Ensure appropriate work allocation and be responsible for quality control for staff managed.
- Record relevant details into patient's medical record, producing letters / reports to patients and other healthcare professionals, responsible for database maintenance for whole laboratory and own clinic.
- Keep accurate records of work undertaken and patient referrals, which will be used in department workforce planning and income funding.
- Ensure prompt, corrective, and preventative action is taken in the event of patient or staff complaint.
- Be responsible for ordering and maintaining software and maintenance contracts related to departments specialist surgical reconstructive software.
- Authorise invoices; purchases of specialist supplies or equipment; hold delegated budget for the maxillofacial laboratory and the prosthetic clinic service.

Organisational Chart



Other

This job description does not purport to cover all aspects of the job holder's duties but is intended to be indicative of the main areas of responsibility





Person Specification

Qualifications

Essential

- BSc in Dental Technology
- MSc in Maxillofacial Technology or equivalent
- GDC Registered
- IMPT Registered
- HCPC Registered

Skills and Knowledge

- Demonstrable knowledge of the methods of construction for a full range of appliances for the treatment of patients requiring reconstruction of the oral cavity and facial appearance, to include dressing plates, obturators and facial prostheses.
- Knowledge of advanced maxillofacial techniques associated with osseointegrated implants and bespoke appliance design.
- Able to communicate tests and highly complex information to patients, relatives, carers, and colleagues where co-operation is required.
- Analysis and interpretation of tests, investigations, or results in specialist area where expert opinions differ.
- Be able to construct a range of dental appliances.
- To have demonstrable knowledge of orthognathic planning.
- Excellent communication and interpersonal skills.
- Able to support development of others.

- Use of fine tools and materials requiring a high degree of precision, hand eye co-ordination, and intense concentration for lengthy periods of time.
- Have spatial awareness with an expert knowledge of anatomical shape, dimension and positioning when sculpting facial and body prostheses with a specific expert knowledge of colour, shade, and hue.
- Knowledge of relevant materials science and the use of biocompatible materials as applied to maxillofacial appliances.
- Understanding of the principles and application of effective budgetary management.
- Understanding of the theory and application of Clinical Governance.
- IT literate.
- Strong customer service skills.
- Handle contained or controlled hazardous materials, contact with contained body fluids, lift and move boxes up to 12kg, pushes trolleys.

Experience

- A significant demonstrable experience as a maxillofacial prosthetist, fabricating all forms of appliances.
- Advanced in-depth clinical and technical scientific expertise acquired through master's degree or equivalent level of knowledge plus further specialist training.
- Managing recourses and contributing to departmental budget
- Extensive experience as a maxillofacial prosthetist within the NHS

Working Together For Patients with Compassion as One Team Always Improving

Strategic approach (clarity on objectives, clear on expectations)

Relationship building (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

Personal credibility (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

Passion to succeed (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

Harness performance through teams (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff, respect diversity)

Job holders are required to act in such a way that at all times the health and well-being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition, all staff are expected to complete essential/mandatory training in this area.

Print Name:

Date:

Signature: