



When interviewing candidates for a dental technician position, it's essential to have well-defined evaluation criteria to assess their qualifications and suitability for the role. Here are some key candidate evaluation criteria to consider:

- **Technical Skills and Proficiency:**

Assess the candidate's technical expertise in creating various dental prosthetics and appliances, such as crowns, bridges, dentures, and orthodontic devices. Evaluate their knowledge of different dental materials, including ceramics, metals, and polymers.

- **Attention to Detail:**

Examine the candidate's ability to work with precision, ensuring that dental appliances meet the highest quality and aesthetic standards.

Experience and Training:

Review the candidate's work experience and training in dental technology, including the number of years worked in the field and any relevant certifications.

- **Quality Assurance:**

Inquire about the candidate's quality control processes to ensure that the prosthetics and appliances meet the specifications and expectations of dentists and patients.

Adherence to Safety and Infection Control:

Confirm that the candidate is knowledgeable about and strictly adheres to safety, health, and infection control protocols in a dental laboratory setting.

- **Materials Knowledge:**

Assess the candidate's understanding of the characteristics and appropriate use of different dental materials, as well as their knowledge of the latest advancements in the field.

Digital Dentistry Skills:

If relevant, determine the candidate's proficiency in CAD/CAM (Computer-Aided Design and Computer-Aided Manufacturing) techniques and digital dentistry technologies.

- **Communication and Collaboration:**

Evaluate the candidate's ability to effectively communicate and collaborate with dentists, dental assistants, and other members of the dental team to ensure the best patient outcomes.



- **Problem-Solving and Creativity:**

Assess the candidate's problem-solving skills, particularly in cases where customization or adjustments are needed.

- **Time Management and Efficiency:**

Inquire about the candidate's ability to manage their work effectively, meet deadlines, and maintain an efficient workflow.

- **Patient Focus:**

Determine the candidate's commitment to patient satisfaction and comfort when using dental appliances.

- **Regulatory Compliance:**

Ensure that the candidate is aware of and compliant with industry regulations, including safety standards and quality assurance requirements.

- **Professional Development:**

Explore the candidate's commitment to ongoing professional development and staying up-to-date with industry advancements and best practices.

- **Portfolio and Examples:**

Request the candidate to provide a portfolio showcasing their previous work or examples of dental appliances they have created.

- **References and Recommendations:**

Contact and verify references provided by the candidate to gain insights into their previous work and qualifications.

- **Cultural Fit and Values Alignment:**

Assess the candidate's alignment with the clinic's culture, values, and commitment to patient care.

By using these evaluation criteria, you can conduct a comprehensive assessment of dental technician candidates, ensuring that you select the most qualified and suitable individual for the role.