

Dental Hygienist

Full-Time • Birmingham, AL (Hwy 280 / Valleydale corridor) • \$29–\$36 / hour

About Inverness Smiles

Inverness Smiles is a privately owned general and cosmetic dental practice in the Highway 280 / Valleydale corridor of Birmingham, Alabama, led by Dr. John Aiken. Since 2018, we've grown by doing dentistry a particular way: relationship-driven, education-first, and honest. We treat people before procedures — every patient is cared for as a whole person, never upsold, and always met with warmth. We're a close-knit team that takes pride in excellent work, and we're growing.

The Role

We're looking for a full-time dental hygienist who loves the clinical craft and the human side of care in equal measure. You'll deliver outstanding preventive and periodontal care, build real relationships with patients, and partner closely with Dr. Aiken on honest, education-first treatment. If you take pride in thorough work, enjoy patient education, and want to keep growing alongside newer technology and services, you'll fit right in.

What You'll Do

- Provide thorough prophylaxis, periodontal therapy (including scaling and root planing), and preventive care
- Take and interpret radiographs, intraoral photos, and perform periodontal charting
- Educate patients on home care and oral health, tailoring the conversation to what each patient values most — comfort, appearance, function, or long-term health
- Partner with Dr. Aiken on diagnosis and case presentation, supporting honest, no-pressure treatment acceptance
- Help every patient leave with their next recall visit already scheduled
- Maintain rigorous sterilization and infection-control standards (OSHA)
- Keep accurate, timely clinical records in our practice management software

What We're Looking For

Required

- A current Alabama dental hygiene license in good standing
- A genuine, patient-first chairside manner
- A proactive problem-solver who confidently offers preventive and adjunct services within the hygiene visit — fluoride, sealants, desensitizing treatment, whitening — based on what the patient needs and describes

- Dependable, full-time availability, including the monthly Saturday rotation

Preferred (not required)

- Prior clinical hygiene experience outside of clinical hours required for certification
- Local anesthesia and/or nitrous oxide certification
- Enthusiasm for learning new technology and helping expand services as the practice grows

How We Work — Our Core Values

- **People Before Procedures** — Patients are people first. We lead with care, never with sales.
- **Voice It Forward** — We speak up, share ideas, and address concerns directly and kindly.
- **Always Elevating** — We keep learning and embrace better tools, techniques, and care.
- **Own Your Lane** — We take full ownership of our responsibilities and follow through.
- **United in Excellence** — We hold a high bar and win as one team.

All of our team members are cross-trained across roles — everyone owns their lane, and everyone can jump in where needed. It's how we keep patient care seamless and how you keep growing.

What We Offer

- Competitive pay: \$29–\$36 per hour, depending on experience
- Employee and immediate family dental coverage
- Paid holidays
- 401(k) with company match
- A supportive, values-driven team and a practice that invests in its people

This is a full-time position. Our office is open four days per week — Monday, Wednesday, and Thursday 8–5 and Tuesday 8–6 — plus one Saturday each month, and is closed on Fridays. Team members share in the monthly Saturday rotation when necessary.

How to Apply

To apply, email your résumé and three professional references — at least two of whom are direct supervisors — to info@invernesssmiles.com, or call (205) 995-3989. Please include the position title in your subject line.

Inverness Smiles is an equal-opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, veteran status, or any other characteristic protected by applicable law.