



STATE OF ALABAMA
DEPARTMENT OF MENTAL HEALTH
BRYCE HOSPITAL
1651 RUBY TYLER PARKWAY
TUSCALOOSA, AL 35404
205-507-8000
WWW.MH.ALABAMA.GOV



Kay Ivey
Governor

Kimberly G. Boswell
Commissioner

Audrey McShan
Facility Director

EMPLOYMENT OPPORTUNITY- REVISED

JOB TITLE: Registered Nurse II
(3pm - 11pm shift) **OPEN DATE:** 09/01/2023
CLOSE DATE: Until Filled

JOB LOCATION: Bryce Hospital
Tuscaloosa, Alabama **NUMBER:** 22-16
JOB CODE: N3500

SALARY

- Minimum Starting Salary: \$67,054.40.
Includes Minimum Base Pay of \$62,894.40 with additional \$2.00 per hour MH Direct Care Premium Pay.
- Minimum Salary will be commensurate with experience. Limitations apply to current State employees
- \$2.00 Per Hour Shift Differential for Evening & Night Work.

BENEFITS

- 12 paid holidays.
- 1 personal leave day accrued each January.
- 13 sick leave days.
- 13 annual leave days accrued in the first year of employment.
- Longevity bonus annually after 5 years of employment.
- Continuous opportunities for acquiring CEU's needed for maintaining professional license.
- Very low-cost health and dental insurance through the [Alabama State Employee Insurance Board](#).
- Defined retirement benefit (not impacted by economic downturns) and a pre-retirement death benefit through the [Retirement Systems of Alabama](#).
 - After 1 year, the minimum amount of the pre-retirement death benefit paid to your designated beneficiary is at least equal to your current or previous fiscal year annual salary.

MINIMUM QUALIFICATIONS

- Graduation from an accredited school of nursing and three (3) years' experience as RN.

OR

- Graduation from an accredited four-year college or university with a degree in Nursing and two (2) years' experience as an RN.

SPECIAL REQUIREMENTS

- Possession of a certificate of registration to practice nursing as issued by the Alabama Board of Nursing.

KIND OF WORK

- Assures appropriate and effective treatment services are provided.
- Directs, supervises, assists, and monitors nursing personnel.
- Assures that the Care Plan reflects nursing interventions.



- Assures consistent implementation of policies and procedures.
- Recommends and carries out disciplinary action.
- Conducts meetings and supervisory conferences with staff.
- Maintains effective communication with other disciplines.
- Administers competency testing and training.
- Compiles and submits reports, forms, and special requests.
- Attends meetings and in-services as required.
- Develops and coordinates orientation for newly hired nursing staff.
- Performs environmental and patient rounds.
- Provides orientation and in-service to staff.
- Ensures compliance with hospital standards.

REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge, skills, and ability to recognize medical and psychiatric emergencies.
- Ability to communicate effectively, verbally and in writing.
- Ability to interact with various types of people in delicate, frustrating, or tense situations.
- Ability to make independent decisions and take moderate risks in situations not covered by existing procedure.
- Ability to provide care utilizing nursing processes, standards of care, and nursing plans of care.
- Ability to supervise the work of others.
- Ability to evaluate the effectiveness of treatment and training programs and establish priorities.
- Ability to operate medical equipment.
- Ability to provide education to patients.
- Ability to combine information from various sources to produce new ideas or solutions.

METHOD OF SELECTION

- Applicants will be rated based on an evaluation of their job-related training, abilities, experience, and education, and should provide adequate work history identifying experiences related to the duties and minimum qualifications as mentioned above.
- All relevant information is subject to verification.
- **Drug screening and security clearances will be conducted on prospective applicants being given serious consideration for employment whose job requires direct contact with patients.**

[Click Here to Apply Now:](https://laserfiche.alabama.gov/Forms/ADMH-Job-Application)

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Only work experience detailed on the application will be considered. Applications should be submitted by the deadline to be considered. Announcements open until filled will remain open until a sufficient applicant pool is obtained. Applications should be submitted as soon as possible to ensure the application will be considered for the position. Copies of License/Certifications should be uploaded with your application. A copy of the academic transcript is required. Appointment of successful candidate will be conditional based on receipt of the official transcript provided by the school, college, or university.