



Kay Ivey  
Governor

STATE OF ALABAMA  
DEPARTMENT OF MENTAL HEALTH  
BRYCE HOSPITAL  
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Kimberly G. Boswell  
Commissioner

Audrey McShan  
Facility Director

### EMPLOYMENT OPPORTUNITY - REVISED

<b>JOB TITLE:</b>	Registered Nurse II	<b>OPEN DATE:</b>	2/16/2024
		<b>CLOSE DATE:</b>	Until Filled
<b>JOB LOCATION:</b>	Bryce Hospital Tuscaloosa, Alabama	<b>NUMBER:</b>	23-38
		<b>JOB CODE:</b>	N3500

#### SALARY

- Annual Salary Range (\$62,894.40 - \$91,269.60)
- Minimum Salary will be commensurate with experience. Limitations apply to current State Employees.
- Additional \$2.00 per hour MH Direct Care Premium Pay.
- Additional \$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 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.