



STATE OF ALABAMA
DEPARTMENT OF MENTAL HEALTH
TAYLOR HARDIN SECURE MEDICAL FACILITY
1301 JACK WARNER PARKWAY NORTHEAST
TUSCALOOSA, AL 35404-1060
205-462-4500
WWW.MH.ALABAMA.GOV



Kay Ivey
Governor

Kimberly G. Boswell
Commissioner

Daphne Kendrick
Facility Director

EMPLOYMENT OPPORTUNITY

JOB TITLE: Registered Nurse III
(11 p.m. to 7 a.m. shift)

OPEN DATE: 08/01/2025
CLOSE DATE: Until Filled

JOB LOCATION: Taylor Hardin Secure Medical Facility
1301 Jack Warner Parkway NE
Tuscaloosa, Alabama

NUMBER: 25-14
JOB CODE: N4500

SALARY

- Annual Salary Range (\$70,718.40 - \$102,664.80)
- 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

- 13 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 four (4) years' experience as RN, including two (2) years' experience in a supervisory capacity;
OR
- Graduation from an accredited four-year college or university with a Bachelor's degree in Nursing and three (3) years' experience as and RN, including two (2) years' experience in a supervisory capacity;
OR
- Graduation from a four (4) year college or university with a Master's degree in Nursing, including one (1) year experience in a supervisory capacity.

SPECIAL REQUIREMENTS

- Possession of current licensure as a Registered Nurse as issued by the Alabama Board of Nursing.

KIND OF WORK

- Functions as Charge Nurse.



- Coordinates facility wide scheduling and staffing for assigned shift.
- Coordinates Nursing Services Performance Improvement Plan and collects PI data.
- Participates in the interviewing of applicants for nursing positions and makes recommendations for hiring
- Supervises RN I's, RN II's, LPN's and Mental Health Technicians responsible for care of patients on a day-to-day basis, making rounds as necessary.
- Executes performance appraisals on assigned employees.
- Effectively manages medical, psychiatric, and behavioral emergency situations.
- Obtains and supervises the obtaining of lab specimens.
- Consistently utilizes standard precautions and participates in Infection Control Program.
- Serves as House Supervisor, granting leave in a timely manner to ensure compliance with policies.
- Informs Director of Nursing of overall process on an ongoing basis.
- Performs other related duties as assigned.

REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge, skills and ability to recognize medical and psychiatric emergencies.
- Knowledge of federal and state agency standards related to health care organizations.
- Ability to deal with many types of people patients, peers, subordinates, supervisors, public, etc., in delicate, frustrating or tense situations.
- Ability to have to act on own, to take charge, to take moderate risks in situations not covered by existing procedure.
- Ability to provide patient care utilizing nursing process, standards of care and nursing plan of care.
- Ability to supervise to include the ability to delegate, instruct, discipline, commend, and interview as needed to evaluate staff performance, ensure completion of tasks as scheduled, assign workload, address complaints and orient new employees.
- Ability to make decisions as needed, evaluate effectiveness of treatment/training program, and establish priorities.
- Ability to operate medical equipment.
- Ability to communicate effectively orally and in writing.
- Ability to provide education to patients.
- Ability to combine information for various sources to produce new ideals 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.

EQUAL OPPORTUNITY EMPLOYER