



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 IV (Assistant Director of Nursing Services)	OPEN DATE: 08/22/2025 CLOSE DATE: Until Filled
JOB LOCATION:	Taylor Hardin Secure Medical Facility 1301 Jack Warner Parkway NE Tuscaloosa, Alabama	NUMBER: 25-20 JOB CODE: N5000

SALARY

- Range 82 (\$80,121.60 - \$116,179.20 Annually).
- Minimum Salary will be commensurate with experience. Limitations apply to current State Employees.
- Additional \$2.00 per hour MH Direct Care Premium Pay.

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 six (6) years' experience as a RN including three (3) years' experience in supervisory capacity
- OR**
- Bachelor's degree in nursing and five (5) years' experience as an RN including three (3) years' experience in a supervisory capacity
- OR**
- Master's degree in nursing, including three (3) years' experience in the mental health field.

SPECIAL REQUIREMENTS

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



KIND OF WORK

- Monitors and ensures adequate, appropriate, and effective treatment is provided by Nursing Service employees.
- Assures consistent implementation of ADMH, Taylor Hardin and Nursing Service policies and procedures.
- Directs, assists, and monitors Unit Nursing personnel on all three shifts.
- Participates in developing Nursing personnel so that knowledge and skills show competency for the patient population.
- Monitors and schedule the utilization of available resources so that staffing is effective to provide essential care.
- Actively participates in hospital and Nursing Department committees, meetings, and in-services.
- Communicates pertinent information verbally and by written report.
- Develops and implements performance improvement monitoring.
- Provides supervision, guidance, and appropriate delegation for unit nursing personnel.
- Monitors Nursing Service personnel responsibilities and results so that accurate performance appraisals are made and discipline, if applicable is administered.
- Directs staff and initiate program routines, schedules, and activities.
- Performs other related duties as assigned.

REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge, skills, and ability to recognize medical and psychiatric emergencies.
- Ability to interact with many types of people in delicate, frustrating, or tense situations.
- Ability to make independent decisions and take moderate risks in situations not covered by existing procedures.
- Ability to communicate effectively verbally and in writing.
- Ability to provide client care utilizing nursing processes, standards of care, and nursing plans of care.
- Ability to evaluate the effectiveness of treatment programs and establish priorities.
- Ability to operate medical equipment.
- Ability to supervise the work of others.

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