



## Registered Nurse III – Supervisor Liaison

11 a.m. – 7 p.m.

(\*at times may be required to work an alternate shift)

<b>Announcement Number</b>	26-18	<b>Job Code</b>	N4500
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<b>Employment Type</b>	Full-Time
<b>Job Location</b>	Taylor Hardn Secure Medical Facility 1301 Jack Warner Parkway NE Tuscaloosa, Alabama 35404
<b>Salary/Pay Rate</b>	Annual Salary Range (\$70,718.40 - \$102,664.80) Additional \$2.00 per hour MH Direct Care Premium Pay Additional \$2.00 per hour Shift Differential for Evening & Night Work
<b>Additional Salary Information</b>	Salary will be commensurate with experience. Limitations apply to current State employees.
<b>Open Date</b>	05/15/2026
<b>Close Date</b>	06/05/2026

### Minimum Qualifications

Graduation from an accredited school of nursing and four (4) years' experience as an 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 an 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.

### Key Responsibilities

- Instructs and sets expectations of applicable standards for Nursing personnel.
- Directs, assists, and monitors Nursing personnel on assigned shift.
- Participates in developing Nursing personnel and providing education/training.
- Monitors and schedules for the utilization of available resources so that staffing is optimal and effective.
- Participates in hospital and Nursing Department committees, meetings, and in-services.
- Communicates pertinent information verbally and by written reports.
- Develops and implements performance improvement, monitoring and data collection.
- Provides supervision, education, guidance, and appropriate delegation for Nursing personnel.
- Provides nursing care to patients in accordance with standards of nursing practice.
- Performs other related duties as assigned.

### Required Knowledge, Skills, and Abilities (KSAs)

- 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 including patients, peers, subordinates, supervisors, public, etc., in delicate, frustrating or tense situations.
- Ability to be self-controlled sufficiently to act on own, to take charge, to take moderate risks in situations not covered by existing procedure.
- Ability to communicate effectively orally and in writing.
- 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 provide education to patients.
- Ability to combine information for various sources to produce new ideals or solutions.

### Necessary Special Requirements

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

### Employee 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.
- Paid parental leave.
- Longevity bonus annually after 5 years of state service.
- 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](#).

### 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.**

#### 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.

**APPLY NOW**