



Departmental Only
Registered Nurse III-Supervisor Liaison
11 a.m. – 7 p.m.
(*at times may be required to work alternate shift)

Announcement Number	26-31	Job Code	N4500
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Employment Type	Full-Time
Job Location	Taylor Hardin Secure Medical Facility
Salary/Pay Rate	Annual Salary Range (\$72,132.00 – \$104,719.20). <i>*This is an Administrative Nursing Position-Ineligible for premium pay</i>
Additional Salary Information	Salary will be commensurate with experience. Limitations apply to current State employees.
Open Date	09/25/2026
Close Date	10/09/2026

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 monitor 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.
- Monitors Nursing Services personnel responsibilities and results so that accurate appraisals are made and discipline, if applicable.
- Ensures his or her department follows The Joint Commission and Hospital Standards.
- Performs other related duties as assigned.

Required Knowledge, Skills, and Abilities (KSAs)

- Knowledge of Federal and State agency standards related to health care organizations.

- Knowledge, skills, and ability to recognize medical and psychiatric emergencies.
- 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 deal with many types of people to include patients, peers, subordinates, supervisors, public, etc. in delicate, frustrating, or tense situations.
- Ability to provide patient care utilizing nursing process, standards of care and nursing plan of care.
- Ability to supervise.
- 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 ideas or solutions.
- Ability to communicate effectively orally and in writing.

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

