



STATE OF ALABAMA
DEPARTMENT OF MENTAL HEALTH
MARY STARKE HARPER GERIATRIC PSYCHIATRY CENTER
115 HARPER COURT
TUSCALOOSA, AL 35401
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Kay Ivey
Governor

Kimberly G. Boswell
Commissioner

Johnny R. Tice,
DNP, MBA, MA, CRNP
Facility Director

EMPLOYMENT OPPORTUNITY

JOB TITLE: Registered Nurse II
OPEN DATE: 10/24/2025
CLOSE DATE: Until Filled

JOB LOCATION: Mary Starke Harper
Geriatric Psychiatry Center
Tuscaloosa, Alabama
NUMBER: 25-14
JOB CODE: N3500

SALARY

- Annual Salary Range (\$64,152.00 - \$93,096.00).
- Minimum Salary will be commensurate with experience. Limitations apply to current State employees.
- Additional \$2.00 per hour MH Direct Care Premium Pay
- \$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 CE'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 years' experience as RN.

OR

- Graduation from an accredited four-year college or university with a degree in Nursing and two years' experience as a RN.

SPECIAL REQUIREMENTS

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



KIND OF WORK

- Serves as Head Nurse for an assigned shift and will be responsible for the delivery of patient care through the nursing processes of assessment diagnoses, planning, implementation, and evaluation.
- Provides nursing care to patients in accordance with standards of nursing practice and patient's treatment plan.
- Supervises, directs, and coordinates nursing and direct care provided by RN I, LPN, and mental health worker staff on a day-to-day basis.
- Participates in the processes of treatment planning, collaborating with other professional disciplines to ensure effective and efficient patient care delivery, and the achievement of desired patient outcomes.
- Coordinates scheduling and staffing to assure adequate patient care coverage.
- Trains new and current staff.
- Performs quality improvement monitoring.
- Ensures compliance with hospital standards.
- Performs other duties as assigned.

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 and their families.
- 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.