ADMH Alabama Department of Mental Health

Employment Announcement

Registered Nurse II

Announcement Number	26-06	Job Code	N3500

Employment Type	Full-Time
Job Location	Bryce Hospital Tuscaloosa, AL
Salary/Pay Rate	Annual Salary Range: ($65,436.00-$94,958.40) Additional $2.00 per hour MH Direct Care Premium Pay. Additional $2.00 per hour shift differential for evening and night shift.
Additional Salary Information	Salary will be commensurate with experience. Limitations apply to current State employees.
Open Date	09/01/2026
Close Date	Until Filled

Minimum Qualifications

Graduation from an accredited school of nursing and three (3) years' experience as RN
OR
Graduation from an accredited four-year college or university with a degree in Nursing and two (2) years' experience as RN.

Key Responsibilities

- Assures appropriate and effective treatment services are provided.
- Directs, supervises, assists, and monitors nursing personnel.
- Assures that the Care Plan reflects nursing interventions.
- Assures consistent implementation. of policies and procedures.
- Recommends and carries out disciplinary action.
- Conducts meetings and supervisory conferences with staff.
- Maintains effective communication with other disciplines.
- Administers competency testing and training.
- Compiles and submits reports, forms, and special requests.
- Attends meetings and in-services as required.
- Develops and coordinates orientation for newly hired nursing staff.
- Performs environmental and patient rounds.
- Provides orientation and in-service to staff.
- Ensures compliance with hospital standards.

Required Knowledge, Skills, and Abilities (KSAs)

- 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 procedures.
- 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.
- Ability to combine information from various sources to produce new ideas 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