ADMH Alabama Department of Mental Health

Employment Announcement

Registered Nurse I

Announcement Number	26-13	Job Code	N2500

Employment Type	Full-Time
Job Location	Bryce Hospital Tuscaloosa, AL
Salary/Pay Rate	Annual Salary Range: ($59,272.80 - $85,965.60) Additional $2.00 per hour MH Direct Care Premium Pay. Additional $2.00 per hour shift differential for evening and night shift. Potential salary increase with time-in-class promotion to RN I Senior.
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 or graduation from an accredited four-year college or university with a degree in Nursing

Key Responsibilities

- Promotes a program environment conducive to patient stabilization and growth.
- Completes assessments of patients.
- Plans an effective therapeutic program for patients.
- Develops and implements patient care plans.
- Supervises the program staff.
- Demonstrates appropriate communication with patients and families.
- Monitors the environment for safety.
- Communicates patient data to appropriate team members.
- Participates in meetings, staff development trainings, and continuing education opportunities as required.
- Administers medication and treatment as prescribed.
- Provides basic direct patient care.
- 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.

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