



Bob Riley
GOVERNOR

STATE OF ALABAMA
**DEPARTMENT OF MENTAL HEALTH
AND MENTAL RETARDATION**
MARY STARKE HARPER GERIATRIC PSYCHIATRY CENTER
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JOHN HOUSTON
COMMISSIONER

BEVERLY BELL-SHAMBLEY, PH.D.
DIRECTOR

**ANNOUNCEMENT OF INTENT TO FILL A NON-MERIT SYSTEM POSITION
AN EQUAL OPPORTUNITY EMPLOYER**

JOB TITLE: RN V – Director of Nursing

NUMBER: 898

JOB CODE: N6000

PCQ #: 8801920

SALARY RANGE: 82 (\$52,915.20 - \$80,661.60)

DATE: May 10, 2006

**JOB LOCATION: Mary Starke Harper Geriatric
Psychiatry Center – Tuscaloosa**

QUALIFICATIONS: Graduation from an accredited four-year college or university with a degree in nursing and six years experience as a registered nurse, including four years in a supervisory or administrative capacity; or graduation from an accredited school of nursing with 73 months or more experience as a registered nurse, including 48 to 72 months in a supervisory or administrative capacity; or graduation from an accredited four-year college or university supplemented by a master's degree in nursing with five years experience as a registered nurse, including three years in a supervisory or administrative capacity.

SPECIAL REQUIREMENTS: The director of psychiatric nursing services must be a registered nurse who has a master's degree in psychiatric or mental health nursing or its equivalent from a school of nursing accredited by the National League for Nursing, or be qualified by education and experience in the care of the mentally ill.

KIND OF WORK: Plan, organize, direct and manage comprehensive geriatric nursing services for the Harper Center in a manner that will assure hospital compliance with JCAHO, Medicare, and Medicaid standards and facilitate improvement in the well-being and quality of life for geriatric patients. Monitors, evaluates practices and in conjunction with the nurse educator provide training to improve the nursing staff performance, competence, and professional growth driven by performance improvement data. Maintain adequate facility nursing coverage on a 24 – hour basis. Monitor the use of overtime and other expense to maintain a cost-effective operation within assigned budget. Attends / conducts / participates in nursing service, hospital and department committees / meetings. Conduct and promote communications meetings with nursing staff to assure knowledge and implementation of expectations to assure the consistent implementation of DMH/MR, Harper Center, Nursing Service, and accrediting agencies, policies, procedures, and standards. Attends in-service and continuing education as required to maintain licensure, ensure competency, and promote professional growth. Participates in Treatment Planning, Implementation and Documentation of Treatment for geriatric patients in accordance with skill level and discipline requirements to assure continual certification / accreditation by Medicare / Medicaid / JCAHO. Recommends employment of nursing staff, commendations and disciplinary action to promote positive changes in performance so that patient care is improved. Conduct performance appraisals for staff directly supervised. Performs other related duties as required.

RN V / Director of Nursing
May 10, 2006

REQUIRED KNOWLEDGES, SKILLS, AND ABILITIES: Licensed as a Registered Nurse in the State of Alabama, knowledge of normal aging process and ability to distinguish abnormal function. Knowledge of Federal Regulations & JCAHO Long Term Care Standards, skills in assessing needs of nursing supplies & equipment, skill in human resource management, ability to write specifications for equipment, ability to effectively communicate verbally & in writing, and ability to prioritize multiple demands & meet deadlines.

METHOD OF SELECTION: Applicants will be rated on the basis of an evaluation of their training, experience, education, and should provide adequate work history identifying experience related to the duties and minimum qualifications as above mentioned. All relevant information is subject to verification.

Drug test required. Security clearances will be conducted on prospective applicants being given serious consideration for employment and whose job requires direct contact with patients.

HOW TO APPLY: USE AN OFFICIAL APPLICATION FOR PROFESSIONAL EMPLOYMENT (EXEMPT CLASSIFICATION) WHICH MAY BE OBTAINED FROM THIS OFFICE. THE APPLICATION SHOULD BE RETURNED TO HUMAN RESOURCES, BRYCE HOSPITAL, 200 UNIVERSITY BOULEVARD, TUSCALOOSA, ALABAMA 35401 BY **June 2, 2006** IN ORDER TO BE CONSIDERED FOR THIS POSITION. DO NOT RETURN THIS APPLICATION TO THE STATE PERSONNEL DEPARTMENT. **PLEASE HAVE AN OFFICIAL COPY OF TRANSCRIPT(S) FORWARDED TO THE PERSONNEL DEPARTMENT AT THE ABOVE ADDRESS.**