



ROBERT BENTLEY
GOVERNOR

STATE OF ALABAMA
DEPARTMENT OF MENTAL HEALTH
MARY STARKE HARPER GERIATRIC PSYCHIATRY CENTER
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JAMES V. PERDUE
COMMISSIONER
BEVERLY WHITE, BSN, MS
FACILITY DIRECTOR

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

JOB TITLE: RN V – DIRECTOR NURSING

NUMBER: 15-10

JOB CODE: N6000

PCQ #: 8801920

SALARY RANGE: 82 (\$59,517.60 - \$90,724.80)

DATE: October 30, 2015

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

MINIMUM QUALIFICATIONS: Master’s degree in Nursing or a related field or another appropriate postgraduate degree, including considerable (48 months or more) experience as a Psychiatric/Mental Health Registered Nurse, with experience (24 months or more) in a supervisory or administrative capacity. *Preference will be given to applicants with a Master’s degree in Nursing.*

OR

Bachelor’s degree in nursing and a written plan to obtain the Master’s degree in Nursing or a related field or another appropriate postgraduate degree, plus extensive (72 months or more) experience as a Psychiatric/Mental Health Registered Nurse, including considerable (48 months or more) experience in a supervisory or administrative capacity and experience in the care of the mentally ill.

NECESSARY SPECIAL REQUIREMENTS: Possession of current licensure as a Registered Nurse as issued by the Alabama Board of Nursing.

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 The Joint Commission, 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 Department of Mental Health, Harper Center, Nursing Service, and accrediting agencies’ policies, procedures, and standards. Attends

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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/The Joint Commission. 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.

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 & The Joint Commission Hospital 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 and 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 MARY STARKE HARPER CENTER, HUMAN RESOURCES DEPARTMENT, 200 UNIVERSITY BOULEVARD, TUSCALOOSA, ALABAMA 35401** BY **UNTIL FILLED,** IN ORDER TO BE CONSIDERED FOR THIS POSITION. INDICATE YOUR ALABAMA NURSING LICENSE NUMBER ON YOUR APPLICATION AS DIRECTED. CURRENT NURSING LICENSE MUST BE PRESENTED FOR INSPECTION AT THE TIME OF INTERVIEW. 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.**

Accredited by The Joint Commission