

Job Opportunity: Psychiatric RN – Nurse Manager

Facility: MonteVera Pearl Residence (Enhanced Services Facility)

Location: Tacoma, WA

Position Type: Full-Time, Part Time. On Call

Compensation: Competitive salary based on experience + full benefits

Schedule: Monday–Friday, with on-call support responsibilities

Reports To: Nurse Administrator / Executive Director

About MonteVera Pearl Residence

MonteVera Pearl Residence is a 16-bed **Enhanced Services Facility (ESF)** located in Tacoma, WA, dedicated to serving adults with complex behavioral health needs transitioning from psychiatric hospitals into community-based residential care. Our model of care is built on **restorative nursing** and **community health nursing**, with the goal of reducing re-hospitalization, empowering residents, and fostering community integration.

Position Summary

We are seeking a highly skilled and compassionate **Psychiatric Registered Nurse (RN)** to serve as our **Nurse Manager**. This leadership role oversees clinical operations, supervises direct care staff, ensures compliance with Washington Administrative Code (WAC 388-107 & 388-112), and plays a vital role in guiding our trauma-informed, person-centered, and recovery-oriented environment. The RN Nurse Manager will lead nursing efforts to ensure safe, therapeutic, and holistic care for residents with behavioral health diagnoses.

Key Responsibilities**Clinical Leadership & Oversight**

- Supervise and support all nursing and care staff, including Licensed Practical Nurses (LPNs) and Psychiatric Care Aides.
- Provide clinical leadership in medication administration, assessments, documentation, and infection control.
- Develop and oversee implementation of **Individualized Service Plans (ISPs)** in collaboration with interdisciplinary teams.
- Lead daily shift reports, case reviews, and participate in care planning and discharge planning meetings.

Behavioral Health & Psychiatric Nursing Duties

- Monitor and manage behavioral health symptoms through psychiatric nursing principles.
- Respond to psychiatric emergencies and guide de-escalation and crisis intervention in coordination with mental health professionals.
- Maintain therapeutic boundaries while fostering a safe, structured, and supportive care environment.

Health Monitoring & Care Coordination

- Conduct comprehensive nursing assessments on admission and as changes occur.
- Coordinate care with behavioral health providers, primary care, pharmacies, and ancillary services.

- Monitor resident health status and advocate for preventative, routine, and urgent medical care as needed.

Regulatory Compliance & Quality Assurance

- Ensure facility compliance with WAC 388-107 (Enhanced Services Facility regulations) and WAC 388-112 (Staff training standards).
- Conduct chart audits, medication reviews, and quality assurance initiatives.
- Participate in inspections, surveys, and audits by state or oversight agencies.

Education & Supervision

- Train and supervise staff in infection control, standard precautions, documentation, trauma-informed care, medication administration, and emergency protocols.
- Lead onboarding and continuing education for clinical and direct care staff.
- Develop nursing protocols and clinical procedures.

Qualifications

Required:

- Current **Washington State Registered Nurse (RN)** license in good standing.
- Minimum **2 years of psychiatric nursing experience**, with at least **1 year in a leadership or supervisory role**.
- Experience working in a behavioral health setting, residential facility, or similar level of care.
- Ability to lead clinical staff, collaborate with interdisciplinary teams, and navigate behavioral challenges effectively.
- Knowledge of trauma-informed care, harm reduction, and recovery-focused nursing practice.
- Ability to pass WA DSHS fingerprint-based background check and complete mandatory training.

Preferred:

- Prior experience in an Enhanced Services Facility (ESF), Evaluation & Treatment (E&T) facility, or Adult Residential Treatment.
- Knowledge of WAC 388-107 and 388-112 regulations.
- CPR/First Aid Certified (or willingness to obtain upon hire).
- Familiarity with electronic health records (EHR), charting standards, and medication management systems.

Benefits

- Competitive Salary (DOE)
 - Health, Dental, and Vision Insurance
 - Paid Time Off and Sick Leave
 - Paid Holidays
 - Continuing Education & Professional Development
 - Collaborative and mission-driven work environment
 - Supportive leadership team and structured orientation
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How to Apply

Please submit your **resume and cover letter** to:

Email: careers@monteverapearl.com

Subject Line: Nurse Manager Application – [Your Full Name]

Or apply in person at our Open House: (Check Our Website For Details)

MonteVera Pearl Residence

815 S Pearl St

Tacoma, WA 98465

MonteVera Pearl Residence is an Equal Opportunity Employer.

We are committed to diversity, equity, inclusion, and accessibility in behavioral health and residential care.