



Psychiatric Licensed Practical Nurse (LPN)

Last Updated: January, 2026

Full-Time, Part-Time or On-Call | Day, Evening, Overnight Shifts Available

About MonteVera Pearl Residence

MonteVera Pearl Residence supports adults with complex behavioral health needs as they transition from psychiatric hospitals into community-based living. We provide a structured, 24/7 residential environment that prioritizes dignity, safety, and stabilization during a critical phase of recovery.

By combining restorative nursing, community health support, and a calm, home-like environment that emphasizes consistency, routine, and human connection, we create a safe place for residents to move toward greater independence while feeling respected, supported, and cared for as individuals.

The Importance of the Psychiatric LPN

We are just getting started at MonteVera Pearl Residence, and as one of our Founding Psychiatric LPN's you will play a critical role in helping residents stabilize, rebuild trust, and regain daily functioning and independence. You will often be the steady clinical presence during challenging moments, administering care, supporting emotional regulation, and ensuring residents feel safe, respected and understood. You will be there to celebrate wins for our residents, too!

This role is ideal for nurses who value hands-on care, trauma-informed practice, and being part of a tight-knit, mission-driven team that believes recovery is possible with the right structure and support.

Your Day-to-Day

Clinical & Psychiatric Nursing Care

- Administer and document medications and treatments in accordance with physician orders and facility protocols
- Monitor and document residents' physical and behavioral health status, escalating changes to the Nurse Administrator, RN Nurse Manager or medical provider as needed

- Support psychiatric stabilization through structured routines, therapeutic communication, and behavior support strategies
- Implement interventions outlined in Individualized Service Plans (ISPs) and behavioral crisis plans
- Provide nursing services such as wound care, vital signs, glucose monitoring, and oxygen therapy when appropriate
- Assist with de-escalation during behavioral health episodes using trauma-informed and crisis intervention techniques

Resident Support & Daily Living

- Provide hands-on assistance with personal care when needed, including hygiene, ambulation, and toileting
- Support residents experiencing psychiatric symptoms such as hallucinations, delusions, paranoia, or emotional dysregulation while maintaining therapeutic rapport
- Monitor for and help prevent adverse events, including falls, aggression, self-harm, elopement, or medication non-compliance
- Engage residents in daily routines, meals, recreation, and structured activities that promote independence and dignity

Team Collaboration & Documentation

- Collaborate closely with an interdisciplinary team, including RNs, Mental Health Professionals, direct care staff, and administrative partners
- Maintain timely and accurate documentation in accordance with Washington Administrative Code (WAC) requirements
- Participate in shift reports, care planning discussions, resident reviews, and ongoing training

Your Qualifications

Required:

- Active Licensed Practical Nurse (LPN) license in Washington State
- At least one year of experience in psychiatric, behavioral health, long-term care, or a related clinical setting
- Comfort working with adults with complex mental health and behavioral needs
- Strong medication administration and documentation skills
- Familiarity with trauma-informed, person-centered care
- Ability to pass required DSHS fingerprint-based background checks and professional license verification

Nice to have:

- Experience in an Enhanced Services Facility (ESF), residential behavioral health program, psychiatric hospital, or long-term care environment
- Current First Aid and CPR certification
- Knowledge of WAC 388-107 and 388-112
- Experience using electronic medical records (EMR) systems

Important Notes: Employment is contingent upon successful completion of a DSHS fingerprint-based background check and TB screening, both conducted after offer acceptance and prior to the start date, at no cost to the employee.

Shift assignments will be made based on operational needs and new hire availability; early hires may have greater flexibility in shift selection.

Compensation and Benefits

- Hourly rate of \$30.00 – \$40.00 per hour, depending on demonstrated skills and experience
- Medical, dental and vision insurance options (available as benefits programs are finalized)
- Paid sick leave, vacation and holidays
- Ongoing training and development
- Supportive, mission-driven work environment

Equal Employment Opportunity & Inclusion

MonteVera Pearl Residence is proud to be an equal opportunity employer. We welcome team members of all backgrounds, identities, and lived experiences, and we are committed to building a workplace where everyone feels respected, supported, and able to contribute fully.

We do not discriminate based on race, color, religion, national origin, ancestry, age, disability, sex, gender identity or expression, sexual orientation, marital status, veteran status, or any other protected characteristic. We believe that diverse perspectives strengthen our team and enhance the care we provide.