



Psychiatric RN – Nurse Manager

Last Updated: January, 2026

Full-Time, Part-Time or On-Call

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 RN – Nurse Manager

We are just getting started at MonteVera Pearl Residence, and as our Psychiatric RN – Nurse Manager, you will play a foundational role in shaping the clinical environment and setting the standard for safe, compassionate, and consistent nursing care. You will be a steady clinical leader—supporting staff through complex situations while ensuring residents receive care that promotes stabilization, dignity, and recovery.

This role is ideal for a psychiatric nurse who values hands-on leadership, trauma-informed practice, and the opportunity to build strong clinical systems alongside a mission-driven team that believes recovery is possible with the right structure, consistency, and human connection.

Your Day-to-Day

- Lead and support nursing and direct care staff, providing clinical guidance, oversight, and real-time decision support
- Oversee medication administration, nursing assessments, documentation, and infection control practices

- Participate in daily shift reports, case reviews, care planning, and discharge planning meetings
- Conduct nursing assessments on admission and as resident needs change
- Support residents experiencing behavioral health symptoms, including responding to psychiatric emergencies and guiding de-escalation efforts
- Coordinate care with behavioral health providers, primary care providers, pharmacies, and other external partners
- Ensure clinical operations align with trauma-informed, person-centered, and recovery-oriented practices
- Monitor clinical quality and compliance, including chart reviews and medication oversight
- Train, onboard, and support ongoing development of nursing and direct care staff
- Partner with leadership to ensure compliance with Washington Administrative Code (WAC 388-107 and 388-112)

Your Qualifications

Required:

- Active Washington State Registered Nurse (RN) license in good standing
- Minimum of two (2) years of psychiatric nursing experience, including at least one (1) year in a leadership or supervisory role
- Experience working in behavioral health, residential care, or a similar level of care
- Strong clinical judgment and ability to lead and support staff in complex behavioral health environments
- Working knowledge of trauma-informed, harm-reduction, and recovery-focused nursing practices
- Ability to navigate challenging behaviors while maintaining professional boundaries and a calm, structured approach

Nice to have:

- Prior experience in an Enhanced Services Facility (ESF), Evaluation & Treatment (E&T), or Adult Residential Treatment setting
- Familiarity with Washington Administrative Code (WAC 388-107 and 388-112)
- CPR and First Aid certification (or willingness to obtain upon hire)
- Experience with electronic health records (EHR), clinical documentation, and medication management systems

Important Note: 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.

Compensation and Benefits

- Hourly rate of \$45.00 – \$60.00, 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.