



Alessandra Bennett

Assistant Unit Manager I, Behavioral Health

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STRENGTHS

- ♥ **Calm Crisis Response**
During escalating behavior, organized roles and safety steps clearly, helping teams regain control and document care.
- 🕒 **Night Shift Coordination**
Balanced assignments, acuity, observation levels, and admissions so coverage stayed practical during difficult shifts.
- 👥 **Staff Support**
Reviewed work in real time and offered useful coaching, giving colleagues clear direction without disrupting patient care.
- ⬆ **Clear Escalation**
When concerns surfaced, documented facts and routed issues appropriately, helping managers act with confidence.
- 💬 **Team Communication**
Kept providers and multidisciplinary partners informed through focused handoffs, especially during crisis admissions and transfers.

SKILLS

Behavioral Health Nursing

Inpatient Psychiatry

Crisis Stabilization

Special Observation Triage

Charge Nursing Staff Assignments

Clinical Supervision Patient Safety

Mental Status Assessment

Therapeutic Communication

Multidisciplinary Care

Night Shift Operations

Grievance Escalation BLS

SUMMARY

Behavioral health **Registered Nurse** with four years of licensed nursing experience, including more than three years supporting inpatient psychiatric care, special observation, triage, and crisis stabilization. Current California RN license and **American Heart Association Healthcare Provider BLS** certification support safe, compliant practice. Progressed from staff RN responsibilities into charge nursing, coordinating night shift assignments, patient flow, observation levels, admissions, safety priorities, and multidisciplinary response. Provides practical supervision through work review, performance feedback, staffing oversight, grievance escalation, and objective documentation. Calm clinical judgment guides responses to behavioral emergencies, changing census, and competing care demands. Collaborative communication supports psychiatrists, social workers, therapists, technicians, providers, and nursing leadership. Ready to contribute dependable shift coordination, staff support, and patient centered operations across complex **behavioral health** services.

EXPERIENCE

Charge Nurse, Behavioral Health

Harbor Point Behavioral Medical Center 📅 January 2025 - Present 📍 Long Beach, CA

Leads **night shift operations** for an inpatient behavioral health unit, coordinating assignments, observation levels, admissions, emergencies, staff support, and multidisciplinary transitions. Provides first level operational oversight while partnering with nursing management on performance, **discipline**, grievances, and service continuity.

- Balanced census, acuity, observation levels, admissions, and competencies when assigning **night shift** coverage.
- Reviewed RN and technician work, then documented coaching that supported consistent safety standards.
- Directed psychiatric emergencies by organizing nursing roles, provider communication, precautions, and event documentation.
- Prepared objective performance input and escalated conduct or practice concerns through disciplinary channels.
- Received staff concerns, clarified facts, and routed unresolved grievances to nursing management.
- Coordinated **triage** admissions with teams, aligning bed placement, observation needs, medications, and handoffs.

Registered Nurse, Behavioral Health

Pacific Haven Psychiatric Services 📅 June 2023 - December 2024 📍 Torrance, CA

Delivered inpatient psychiatric and **special observation** nursing care while supporting **crisis stabilization** admissions, risk management, multidisciplinary treatment, and relief charge coverage. Built transition readiness through focused assessments, structured handoffs, emergency preparation, and clear escalation of staffing or acuity concerns.

- Integrated **mental status assessment**, risk precautions, medication administration, and **therapeutic communication** for adults.
- Adjusted observation requirements after reassessment, documenting risk changes and notifying providers promptly.
- Supported crisis admissions through focused assessments, medication reconciliation, safety screening, and structured handoffs.
- Coordinated psychiatrists, social workers, therapists, and technicians around treatment continuity and discharge barriers.
- Organized assignments and break coverage as relief **charge nurse** during demanding evening periods.
- Checked emergency resources and individualized precautions before peak admissions, improving team shift readiness.

LANGUAGES

English Native

Spanish Intermediate

MY CAREER



● Charge Nurse, Behavioral Health at Harbor Point Behavioral Medical Center (1.7 Years)

● Registered Nurse, Behavioral Health at Pacific Haven Psychiatric Services (1.5 Years)

● Registered Nurse, Medical Surgical Care at Seaside Community Hospital (8 Months)

Registered Nurse, Medical Surgical Care

Seaside Community Hospital 📅 September 2022 - May 2023 📍 Huntington Beach, CA

Provided foundational RN care on an adult medical unit, managing varied assignments, clinical escalation, medication safety, patient education, transfers, discharges, and interdisciplinary communication. Developed charge readiness through huddles, admission coordination, peer support, and structured responses to changing census.

- Managed varied assignments using acuity, treatment schedules, and discharge priorities to organize care.
- Recognized condition changes through reassessment and escalated findings to providers and response resources.
- Administered medications and treatments with safety checks, documenting responses in electronic records.
- Coordinated transfers and discharges with case management, pharmacy, and receiving teams.
- Supported shift huddles, admission coordination, and peer communication during changing census demands.
- Provided patient education and care planning that strengthened follow through after discharge.

PROJECTS

Night Shift Safety Readiness 📅 2025

Strengthened preparation for behavioral emergencies by reviewing high risk plans, checking emergency resources, and confirming individualized precautions before peak admission periods.

Crisis Admission Flow 📅 2024

Supported smoother movement from triage and crisis stabilization into inpatient care through focused assessments, medication reconciliation, safety screening, and structured handoffs.

LEADERSHIP & AWARDS

- Selected as Staff Representative, Behavioral Health Unit Practice Council, 2024
- Advanced from staff RN practice into charge nurse responsibilities through dependable shift coordination
- Recognized by nursing peers for calm response during psychiatric emergencies and changing patient acuity

EDUCATION

Bachelor of Science in Nursing

California State University, Long Beach 🎓 GPA: 3.8 📅 2022 📍 Long Beach, CA

Coursework: Behavioral Health Nursing, Mental Health Assessment, Pharmacology, Community Health Nursing

CERTIFICATIONS

- Registered Nurse, California Board of Registered Nursing 📅 2022
- Healthcare Provider Basic Life Support, American Heart Association 📅 2025
- Crisis Prevention and De escalation Certificate 📅 2025

TECHNICAL SKILLS

- **Behavioral Health Care:** Inpatient psychiatry, crisis stabilization, special observation
- **Nursing Operations:** Staff assignments, shift coverage, patient flow
- **Clinical Assessment:** Mental status assessment, risk screening, reassessment
- **Safety Practices:** Suicide precautions, violence precautions, emergency response
- **Medication Care:** Medication administration, medication reconciliation, safety checks
- **Admissions and Transfers:** Triage intake, bed placement, structured handoffs
- **Supervisory Practice:** Work review, performance feedback, charge nursing
- **Grievance and Discipline:** Grievance process, disciplinary recommendations, documentation
- **Care Coordination:** Psychiatrists, social workers, therapists, technicians
- **Certification and Licensure:** California RN license, AHA BLS, crisis prevention

PROFESSIONAL AFFILIATIONS

- Behavioral Health Unit Practice Council, Staff Representative, 2024 - Present
- American Heart Association, Healthcare Provider BLS community

ADDITIONAL INFORMATION

Work Status : Authorized to work in United States. No sponsorship required.

REFERENCES

AVAILABLE ON REQUEST