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| Title: WORSHIP DIRECTOR | |
| Department: Worship | Supervisor Title: |
| Hours/Week: Full Time | FLSA Status: TBD |
| Benefit Eligibility: TBD | Job Class: |
| Schedule: TBD | Location: Redeemer – Encinitas, CA |

SUMMARY

In partnership with the Senior Pastor and Executive Team, the Executive Director of Experience and Communications supports the mission of Redeemer by providing strategic leadership and integration across all of Redeemer's Worship, Guest Experience, Production, and Communications teams ensuring alignment and effective messaging from weekend worship services to all of Redeemer's internal and external communication mediums and channels.

This position requires a strategic leader with skills and experience leading creatives and creative teams in a large church context.

RESPONSIBILITIES

Worship & Production Arts

1. Ensure there is healthy communication and feedback between all divisions of Worship Arts.
2. Oversee leading worship for weekend services.
3. Responsible for training and shepherding the worship team and overseeing the worship portion of services, including music selection and arrangements.
4. Facilitate a creative process for new message series that explores creative ideas and brings multiple perspectives together to execute on the Pastoral team.
5. Oversee the technical and production teams (audio, sound, staging, lighting, media, AVL etc.) to ensure they create an experience each week that hits on all of Redeemer's values.
6. Attend weekly meetings with staff and leadership teams.
7. Execute a weekly review and feedback process for worship and other major events.
8. Lead worship for special events (Good Friday, Easter, Christmas, Guest events, etc.)
9. Ensure systems are in place for recruiting, equipping, and developing volunteers.
10. Fully support the vision of the Lead Pastor and Leadership Team.

Guest Experience & Engagement

1. Provide point leadership and direction to the Welcome Coordinator and guest services ministry volunteers.
2. Architect effective strategies for engagement with clear messaging that tie-in with programs designed to increase awareness and deepen engagement and partnership with Redeemer's mission.
3. Attend and/or lead trainings that develop volunteers across all of Redeemer's weekend experience volunteer ministries to ensure consistency and alignment with Redeemer's mission and values.



SUPERVISION

Lead, develop, and manage the following staff leadership:

- Videographer / Production Coordinator
- Welcome Coordinator

QUALIFICATIONS

- A dynamic walk with Christ and participation in his mission in the world.
- A Bachelor's degree is required; however, a Master's degree is preferred.
- Familiar and aligned to PCA theology and governance.
- A minimum of 5+ years in church leadership with hands-on team development in a church of 1500+ avg. weekend worship.
- High self-awareness with an ability to "read" others and the way they are perceived by them.
- An excellent communicator with demonstrated executive presence on, and off, the platform.
- An ability to influence, build relationships, and foster the relational development of others.
- Effective planning and organizational capacity with strong execution and follow-through skills.
- Can manage multiple projects simultaneously and make sound, complex decisions while maintaining appropriate confidentiality.
- Aware of popular culture as well as the trends and movements that impact contextual ministry in an increasing post-Christian setting.

CULTURE EXPECTATIONS

- Character: Constructive attitude, genuine humility, spiritual vitality, and teachable character.
- Competence: Resilient flexibility, customer focused, and results driven.
- Chemistry: Relationally intelligent, works collaboratively, and shared commitment to vision of Redeemer.

POSITION REQUIREMENTS

- An active participant in the ministry of Redeemer Presbyterian Church.
- An ability to recognize and maintain confidentiality.
- Demonstrate Christ-centered behavior by treating people with dignity, respect, and compassion.
- Attendance at all mandatory meetings and events, including Sunday services.
- Computer literate, including website and social media platforms.
- Must be able to lift 25+ pounds and get up and down off the ground without too much discomfort.
- This position requires some travel, overnights and a flexible schedule to respond to ministry needs.