TECHNICAL DIRECTOR JOB DESCRIPTION

A. Build, lead, and develop technical and production teams so that the campus can reach and retain more people

- Build – recruit, train, grow, and remove when necessary technical team leaders and members at the campus
- Lead – 3 Live Production Teams, each consisting of 1 audio, 1 lighting, 1 stage management, and 1 team leader/producers. Each team serves one entire weekend every three weeks.
- Lead – 3 Live Video Teams, each consisting of 2-3 camera operators, 1 graphics operator, 1 assistant, and 1 leader/director. Each team serves one entire weekend every three weeks.
- Develop – assess, teach, train, and disciple the technical team at the campus
- Reach – be active in adding more 1st timers at: buzz events and on the weekends
- Retain – be active in moving 1st timers to 4th, 4th to Groups, Groups to Serve, and Serve to Legacy Builder (Generosity)

B. Execute the Community Church Technical Team process

The **PRIMARY** purpose of the campus technical team is to facilitate an excellent worship experience at the campus on the weekend. This is achieved by:

- Serving the congregation with high quality sound mixing, lighting programming, stage management, and video directing
- Building full and strong technical teams.
- Having 100% attendance at Thursday night rehearsal and leaving 100% prepared for Sunday morning
- Providing the highest quality broadcast to the online attendees when required
- Spiritually growing and maturing the technical team by:
  - Modeling spiritual disciplines for the technical team
  - Being a strong private and public worshipper
  - Meeting with 1-2 member of the technical team each week
  - Connecting weekly with the team leaders
  - Leading the team leaders to connect weekly with their members, add and multiply their teams, make it great, and shepherd their members to their next step.

The **SECOND** purpose of the campus technical team is to provide high quality technical experiences throughout the campus. This is achieved by:

- Ensuring equipment is working and well maintained in every area of the campus
- Assisting the Community Kids and Community Students ministries with their technical needs and teams
- Additional skills preferred: Video Editing, Graphic Design, Working knowledge of Sound and Light Engineering.

The **THIRD** purpose of the campus technical team is to facilitate an excellent worship experience at campus Buzz events and other non-weekend programs. This is achieved by:

- Serving the congregation with high quality sound mixing, lighting programming, stage management, and video directing
- Building full and strong technical teams.
- Providing the highest quality broadcast to the online attendees when required

C. Reach Technical Director goals

- Build 3 full-sized technical teams. This is achieved by recruiting at least 4-6 people per month until the teams are at full-size and then 2 people per month thereafter.
- Achieving a High-quality experience for each worship service, as determined by the Lead Pastors and tracked by the Technical Director. Each worship service will be assessed for quality according to the following criteria:
  o Sound mix
  o Lighting design
  o Video execution
- Services will be evaluated in the weekly Creative team meeting
- 100% attendance at rehearsal and on Sunday morning
- Meeting with 1-2 technical team members each week
- Connecting weekly with Team leaders
- Adding and multiplying the teams
- Helping the leaders and members experience Joy and Purpose in using their talents for God.
- Shepherding the team leaders to their next step in their growth
- Leading the leaders to connect weekly with their members, adding and multiplying, making it great, and shepherding their members to their next step.

- 100% equipment performance and maintenance
- Improving kids and students worship experiences each month
- Achieving a High quality experience for each broadcast (where appropriate), as determined by the Lead Pastors and tracked by the Technical Director. Each broadcast will be assessed for quality according to the following criteria:
  o Sound quality
  o Lighting for video quality
  o Camera work
  o Video switching quality
  o Graphics quality and execution

D. Create the Structure

· Reports to and is managed by the Executive Pastor
· Assists the Worship Leader
· Serves the vision of the Lead Pastors
· Meet 1 time per month at Leader + along with your leaders.

E. Infuse the campus with the Community Church Vision, Values, and Culture

· **Our Vision**
  o Inspire People to Live a Fully Surrendered Life for Jesus Christ
· **Our Values**
  o Every Story Matters Here
  o We are all about More Changed Lives
  o We are Family
  o It's okay not to be okay
  o This is the perfect place for imperfect people

· **Our Church Culture**
  o People are our Heart
  o Generosity is our Privilege
  o Excellence is our Spirit
  o Servant Leadership is our identity
  o Honor is our calling
  o Passion is our Pursuit
· **Model Leadership**
  o Connect Weekly- Everything flows out of relationships
  o Make it Bigger - Grow your teams and raise up leaders

- Make it Better - We are committed to continuous improvement
- Shepherd People - Help people take their next spiritual step
- Take it personally - Believe in what we do so much it infuses all areas of your life
- Collaborate - Not too proud to ask for help and not too busy to give help
- Replace yourself - Leaders who attract leaders are the most impactful on the organization
- Be whole - How I care for myself spiritually, physically, relationally, emotionally, and financially
- Remain open-handed - If you are given responsibility, own it. If your responsibility is given to someone else, let it go.