



**ROCK**  
C H U R C H

**JOB DESCRIPTION**

Position: **North County Worship Arts Director**  
Reports to: **North County Campus Pastor**  
Position Status: **Part-time; Non-Exempt**

Department : **Satellite**  
Effective: **November 2011**  
Replaces: **New Position**  
Position Number: **RC-41-11**  
Posting Date: **November 14, 2011**  
1<sup>st</sup> Closing Date: **November 21, 2011**

**Position Summary:**

The North County Worship Arts Director will be responsible for leading the congregation of the Rock North County Campus through creative and contemporary worship, integrating various styles to support the teaching of the Senior Pastor. The Worship Arts Director will develop, lead, and manage the worship department at the Rock North County Campus. The Worship Arts Director will assist in the recruitment and training of qualified musicians, singers, and leaders for the weekend services and special events. The Worship Arts Director reports to the North County Campus Pastor.

**Job Responsibilities and Duties:**

1. Leads congregation in worship for all services on Sundays.
2. Leads sound and IT teams to ensure video venue campus runs flawless on Sundays.
3. Gives direction to multiple worship teams and choirs, including ensembles and soloists.
4. Coordinates with Campus Pastor the continuity of music with message content.
5. Develops a long-range worship model in collaboration with Campus Pastor.
6. Establishes goals and standards for music, sound, video, and worship activities.
7. Oversees the administrative duties of the music, video, and worship ministries.
8. Schedules and leads rehearsals for choir, musicians and singers. Lead additional rehearsals for events as needed.
9. Creates a worship culture with opportunities for children and youth to get involved and participate in worship.
10. Coordinates music for the production of special events.
11. Recruits and equips individuals for leadership in worship and production including non-musical roles.
12. Recruits and equips those gifted and called to serve through the ministry of music, IT, sound, and creative arts, enabling a broad participation from the church body.

The above summary of duties represents the major tasks and duties. This is not intended to be an exhaustive list of all responsibilities. Therefore, the individual may perform other related tasks under the direction of the North County Campus Pastor.

**Job Skills and Requirements:**

1. Christ-centered behavior.
2. Bachelor's degree in a related field is preferred by not required.

3. At least three years of experience in leading worship in a paid or volunteer position.
4. Knowledge of sound, video, and IT to ensure quality video venue Sunday experience.
5. Has a strong knowledge of a wide variety of music and worship styles including Rock, Jazz, R&B, Global, and Gospel.
6. Must be visionary, progressive, and creative in providing leadership, to be certain that the worship meets the vision of the Rock Church North County.
7. Ability to communicate and establish effective working relationships with all levels of people.
8. Must possess solid management skills and work efficiently and effectively in team situations, as well as the ability to work independently.
9. Should be creative, detail oriented, flexible, and decisive with ability to organize and coordinate work, set priorities and motivate others.
10. Be able to analyze and resolve specific problems in relation to music, sound, and video.
11. Must have experience in conflict resolution

### **Expectations of Staff:**

1. Christ-centered behavior at all times. i.e. treating people with dignity, respect, compassion and integrity.
2. For all grievances, follow Matthew 18 and Ephesians 4:15.
3. Proactive participation in the Strategic Ministry Model.
4. Successful completion of a background check.
5. Pleasant and professional personality and appearance.
6. Regular attendee of a North County Rock Weekend service.
7. Regular involvement in North County Rock Church activities, ministries and events.
8. Attendance at all mandatory meetings (and events, as needed).
9. A tithe of 10% to the Rock.
10. Signed acknowledgement of the Rock Church Statement of Faith.
11. Adheres to policies and procedures as stated in the Rock Church employee handbook.
12. Registered and active in the Rock A.R.M.Y.

### **Physical Requirements**

Ability to function independently and ability to speak. Physically able to lift up to 25 lbs (with or without assistance). This position also may require long periods of standing up and walking.

### **Employment At-Will:**

All employees of the Rock Church are at-will, and as such, are free to resign any time without reason. The Rock Church likewise, retains the right to terminate and employee's employment at any time with or without reason or notice.

Nothing contained in this job description or any other document provided to the employee is intended to be, nor should it be, construed as a guarantee that employment or any benefit will be continued for any period of time. Any salary figures provided to an employee in annual or monthly terms are stated for the sake of convenience or to facilitate comparisons that are not intended and do not create an employment contract for any specific period of time.

No manager, supervisor or employee of the Rock Church has any authority to enter into any agreement for employment for any specified period of time or to make any agreement for employment other than at-will.