

Job Opportunity



Competitive

Position: Executive Pastor of Outreach Ministries

Job Vacancy Notice#: RC-14-06

Location: The Rock Church – Executive Department

Salary Range: Negotiable Depending on Experience

Employment Category: Regular Full-Time, Exempt

Opening Date: 18 April 2006

Closing Date: Closing Date April 25, 2006

Area of Consideration: All Sources

Brief Description of Major Duties: A Man or Woman of Faith, spiritually mature and obedient in all aspects of the Christian faith, understanding of his/her God given purpose and giftings (both spiritual and non-spiritual), with a brokenness for the lost apart from Jesus Christ. Executive Committee level position, with direct oversight of the Executive level managers over the outreach ministries). Implementer, policy and decision maker; provide overall direction and coaching for all assigned functioning departments. Ensures that all service and delivery levels are consistent with the Rock Church quality core standards. Ensures that all business practices are in compliance with all applicable Federal, State and local regulations. Assumes representation duties in ministry, civic, business, industry, community and local government concerns as directed. Design and deliver a comprehensive training and leadership development process for the volunteer leaders. Take direct responsibility for hiring and dismissal of all pastoral / ministry staff under their control, (in communication / coordination with the Senior Pastor and church board) and indirect supervision of all other full-time and part-time employees. Partner with the Senior Pastor in the preparation and implementation of strategic plans. Provide day-to-day leadership to the outreach ministry staff and the design and coordination of all outreach ministries. Design, develop and regularly monitor each pastoral staff member's personal M.A.P. (Ministry Action Plan) and related annual ministry evaluation. Design and present to the Senior Pastor / Church Board the Pastoral Staff salary reviews, and recommendations. Along with the other Executive Pastors coordinate and lead weekly staff meetings. Give input to the Administrative Executive Pastor in budget design, monitor all departmental budgets, and overall church budget, as prepared by the Administrative Executive Pastor, and approved by the Local Board. Provide the Senior Pastor, on a regular basis, with written reports accurately reflecting the status of all key ministry areas and personnel issues. Serve as the first representative for the Senior Pastor in his absence in matters under their control.

Qualifications & Requirements: Previous experience in upper level business management, preferably in a ministerial capacity or with a Christian Non-Profit or para-church organization. Masters degree, MDiv or MBA preferred but not required. Exceptional leadership and people skills with the ability to recognize and manage employee expectations and morale; interacting with and providing credible leadership to all levels of employees, church members and visitors. Proven ability to work well under pressure and handle multiple tasks simultaneously including the ability to resolve internal (employee) and external (visitor/guest) conflict. Well-developed motivational skill set and demonstrated servant leadership qualities. Must possess a desire and ability to listen and possess the knowledge to provide Biblical counsel. Self motivated and goal oriented with a desire to continue learning and growing. Reading, writing and oral proficiency in the English language with excellent written and verbal communication skills. Must have excellent organizational and time management skills. Must understand how to maximize human resources and develop employees through the use of effective delegation. Computer skills to include word processing, basic spreadsheets, Outlook, Lotus Notes, and other industry-specific programs. Member of the Rock Church.

To be considered for this position, outside applicants are required to complete Application for Employment; in-house applicants are to submit an updated resume. Employee's performance and attendance record will be taken into consideration at the time of the selection process. Selection for an interview does not guarantee promotion or appointment to the position. As part of the employment process, The Rock Church may obtain a Criminal Record Check.

The Rock Church provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify Human Resources. The decision on granting reasonable accommodation will be on a case-by-case basis.

Full consideration will be given to all qualified applicants without regard to race, sex, color, age, physical handicap, or national origin. As a Christ-oriented, Bible-believing organization, The Rock Church does reserve the right to exercise preference on the basis of religion in all of its employment decisions.

To apply please visit the website at www.therocksandiego.org and fill out the application and email application and resume to hr@therocksandiego.org . Or mail application and resume to Human Resources, 2448 Historic Decatur Road #105, San Diego CA 92106. All mailed applications must be received by the closing date to be considered for the position.