



ROCK
C H U R C H

JOB DESCRIPTION

Position: **Music Director**
Reports to: **Worship Pastor**
Position Status: **Regular; Full-Time Exempt**

Department: **Creative Department**
Effective: **November 2011**
Replaces: **All Previous**
Position Number: **RC-44-11**
Posting Date: **November 21, 2011**
1st Closing Date: **November 28, 2011**

Position Summary:

The Music Director will support the music, worship, and creative arts ministries of the Rock Church through excellent musicianship, leadership of volunteer and contractor musicians, organization and execution of rehearsals, as well as providing leadership and pastoral shepherding of the worship choir. The Music Director will report to the Worship Pastor.

Job Responsibilities and Duties:

1. Maintain and cultivate a strong knowledge of contemporary music & worship genres.
2. Give leadership and direction to multiple volunteer and contractor musicians.
3. In collaboration with Worship Pastor, develop a long-range worship model that upholds our values.
4. Build bridges to the congregation and external San Diego community by which talented musicians are identified, recruited, and mobilized.
5. Schedule and lead rehearsals for choir, musicians and singers. Lead additional rehearsals for events as needed.
6. Coordinate and/or perform music for certain key special events.
7. Work with Rock Films to provide minor film scoring on certain key projects.
8. Recruit and equip those gifted and called to serve through the ministry of music 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 Worship Pastor.

Job Skills and Requirements:

1. Bachelor's degree in a related field is preferred but not required.
2. At least three years of experience in leading worship in a paid or volunteer position.
3. A high level of instrumental skill and music theory required.
4. Has a strong knowledge of a wide variety of musical styles including Rock, Jazz, R&B, Global, and Gospel.
5. Ability to communicate and establish effective working relationships with all levels of people.
6. Must possess solid management skills and work efficiently and effectively in team situations, as well as the ability to work independently.
7. Should be creative, detail orientated, flexible, and decisive with ability to organize and coordinate work, set priorities and motivate others.
8. Be able to analyze and resolve specific problems.

9. Maintains a Class C driver's license and an acceptable driving record (in accordance with the employee's auto insurance carrier and less than two DMV points on driving record).
10. Must be a member of the Rock Church (or willing to transfer membership).

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 Rock Weekend service.
7. Regular involvement in 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.