

## Job Opportunity



## Competitive

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**Position:** Executive Pastor

**Job Vacancy Notice#:** RC-16-05

**Location:** The Rock Church

**Salary Range:** Negotiable Depending on Experience

**Employment Category:** Regular Full-Time, Exempt

**Opening Date:** 13 May 2005

**Closing Date:** Open Until Filled

**Area of Consideration:** All Sources

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**Brief Description of Major Duties:** To ensure the effective operation of the church's ministries — by providing leadership that results in the meaningful and fruitful contribution of all church staff, and to create an environment conducive to the fulfillment of the church's mission. Further, and not less important, to free the Senior Pastor to focus on the increasingly intensive responsibilities of vision-casting and overall church leadership, fresh and creative communication from the pulpit, entrepreneurial relationships in the community, raising significant dollars and keeping his connection with God alive and white hot. The day-to-day leadership, management and decision making of all church ministries, and related policies, including all pastoral staff and related personnel issues, as the primary representative and ministry partner of the Senior Pastor.

**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. Regular involvement in the Rock Church activities and events. Signed acknowledgement of the Rock Church Statement of Faith. Adheres to policies and procedures as stated in the Rock Church employee handbook. Member of The Rock Church (or willing to transfer membership to The Rock Church).

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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: visit the website at [www.therocksandiego.org](http://www.therocksandiego.org) to download the application; 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.***