

## Job Opportunity



## Competitive

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**Position:** Chief Operating Officer

**Job Vacancy Notice#:** RC 32-06

**Location:** The Rock Church

**Salary Range:** Negotiable Depending on Experience

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

**Opening Date:** August 21, 2006

**Closing Date:** August 25, 2006

**Area of Consideration:** All Sources

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**Brief Description of Major Duties:** This position will develop, plan and direct all aspects of all Rock Ministries operational policies, objectives and initiatives. It is responsible for setting and managing the short-term and long-range operational goals. This position is involved in all ministry development opportunities from the point of view of sound fiscal, structural and sustainable growth and operational strategies. A large part of this position will be to develop a support team of both paid and volunteer staff. The Chief Operating Officer, along with the Executive Director of Rock Ministries and the Executive Pastor of the Rock Church comprise the Executive Team. As a team they will direct the development and management of all Rock Ministries to ensure future growth. This position reports to the Executive Director of Rock Ministries. Responsible for Ministry Development over the following areas: Miles Ahead – includes expansion and business plan, Manage/coordinate the implementation of Miles' vision for using his personal ministries to help the Rock reach its vision of reaching the San Diego area. Develop a plan to use the following mediums to reach San Diego; crusades, television, radio, products and services. Evaluate the needs of hiring an agent to promote Miles and to schedule Miles' commitments. Multi-Site Development and launch: Develop and manage the plan that will use multi-site expansion as a tool in helping the Rock implement its vision of reaching the San Diego area. Determine possible locations for new sites and launch each new facility according to the Multi-Site Plan. Facilities Operational Plan Develop and manage facilities operational plans for each new Rock facility. Oversee the remodel of existing facilities. Sports Ministry Develop/create the plan to implement the Rock's vision of reaching the San Diego area through sports related opportunities. This would include at least the sports element of the Rock Academy, ministries related specifically to the gym and sports opportunities through the church. Cafeteria (Food Service) Plan Develop and implement a business plan for the cafeteria. Determine usage and staffing needs. Bookstore Expansion: Develop and manage a business plan for the bookstore. Determine the feasibility of opening retail shops at multi-site locations. Responsible for the overall management and leadership of the following ministry areas: Facilities and Maintenance, Retail Food/Hospitality, Ensure that the Ministry Leaders are maintaining departmental budgets and staying within the approved budgets.

**Qualifications & Requirements:** Christ-centered behavior, i.e., treating people with dignity, respect, compassion and integrity at all times. 10 to 15 years in ministry (para-ministry) with at least 6 years in a senior executive role or equivalent position. MBA is required. At least 3 to 4 years experience overseeing food service and/or retail operations is preferred but not required. Proven ability to provide directional leadership to multiple departments. Proven ability to work well under pressure and handle multiple tasks simultaneously – including the ability to resolve internal and external conflict. Ability to recognize and maintain confidentiality as appropriate. Well-developed motivational skill set and demonstrated servant

leadership qualities. Self motivated, flexible and goal oriented. Demonstrated ability to bid and negotiate contracts. Strong verbal and written communication skills. Legible writing skills. Strong organizational skills. Ability to work independently or in a team-oriented environment. Regular involvement in the Rock Church activities and events.

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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.*