Technical Director
Salem Covenant Church
Job Description

Reports to: Executive Pastor
Status: Part-time
FLSA: Non-Exempt

Position Summary: The Technical Director will partner with the Senior Pastor and other ministry team leaders to develop long range plans and implement ministry strategies to support the technical aspects of Salem's overall ministry. This person will be responsible for leading a team of people in the technical production pertaining to worship services, ministries, and special events.

Essential Functions:

- Provide leadership to audio, lighting, and video needs of the worship experiences. Be present and actively participate in the technical aspects of the worship services or ministry events.
- Develop, recruit, train, schedule, and spiritually lead a team of people to execute the technology aspects of worship services and other ministries.
- Be responsible for oversight of digital content management for worship services and other ministries.
- Provide direction in the purchase and maintenance of all technical equipment, giving oversight of the annual budget for technology.

Other Responsibilities:

- Support Salem's mission, ministries, policies, and procedures.
- Represent Christ's love and care in contacts and relationships with church members, co-workers, guests, and the community beyond.
- Function collaboratively with worship and music staff and teams.
- Other responsibilities as requested.

Minimum Qualifications:

- Deep commitment to Christ and the ministry of the church.
- Ability to organize, prioritize, and lead multiple projects and maintain a production schedule.
- The requisite education, training and/or experience in lighting, sound, and video production to meet current needs and future development of the ministry.
- Strong organizational skills with the ability to work independently and in a team setting.

Core Competencies:

- **Spiritual and emotional maturity:** Loves Christ, the Church, and people wholeheartedly and well, and leads others to do so, too, by word, action, and example. Exhibits and nurtures a deep and growing spiritual life, emotional self-awareness and health, and strong, mutually supportive relationships at home, with friends, with colleagues, at church, and beyond.
- **Humble:** Exhibits humility, shares credit, quick to point out the contributions of others and slow to seek attention for his/her own, emphasizes team over self, and defines success collectively rather than individually. Humble team players neither think too highly of themselves nor too little; their focus is not on themselves, but on helping the team, team members, and the church as a whole succeed in fulfilling God's call.
- **Hungry:** Continually seeking to learn, grow, and serve better, showing a manageable and sustainable commitment to doing the job well, inviting and integrating feedback, graciously accepting direction from supervisors, eager to go above and beyond the minimum required to accomplish vision and goals. Willing and able to work autonomously and with others to pursue Salem's vision.
- **Smart:** Emotionally and relationally intelligent; skilled at being inter-personally aware, appropriate, and effective. Able to listen to the words and read the body language of people and groups, to consider the potential impact of his/her own words, body language, and actions , and to intentionally speak and act in ways that are most effective in helping all move forward in healthy, productive, positive ways.
- **Team Development:** Encourages and supports people in discovering, developing, and engaging their gifts and skills in service; invites people onto teams; leads teams successfully by creating strong morale and spirit in the team; leads courageously through challenges; shares wins and successes; defines success in terms of the whole team; creates a sense of belonging and pride in the team.
- **Leadership Development:** Is a leader of leaders, multiplying ministry by developing and supporting others to serve as ministry leaders; thinks and acts strategically to build the ministry leadership base and to develop the next generation of leaders.
- **Project Management:** Identifies the key objectives and scope of a proposed project; secures needed resources and project support; develops a realistic and thorough plan for achieving key objectives; communicates clearly with team members; implements action plans, identifies and resolves barriers and problems.