

**Joy Singers Director  
Salem Covenant Church  
Job Description**

**Reports to:** Organist and Music Coordinator  
**Status:** Part-Time  
**FLSA:** Non-Exempt

**Position Summary:** The Joy Singers Director is responsible for leading and directing the middle school choir (Grades 6 – 8).

**Essential Functions:**

- Lead weekly rehearsals and provide musical experiences for students that will encourage them to love, worship, and serve God.
- Teach students musical skills that help them to enjoy music and singing.
- Direct, recruit, integrate, and provide care for members of the choir.
- Develop music selections for the students to offer in worship services and additional presentations as planned with the Music Ministry team.
- In collaboration with other staff members, the Joy Singers Director will coordinate and schedule the choir in worship services and special programs to support the overall music ministry.
- Develop vocal abilities to enable students to progress to the next ensemble level as proficient participants.
- Provide direction to volunteer accompanists.
- Attend music staff meetings to coordinate rehearsals, worship schedules, and music themes.
- Communicate with parents of participants, informing them of schedules and expectations.
- Adhere to the allocated budget.

**Other Responsibilities:**

- Support Salem's mission, ministries, policies, and procedures.
- Represent Christ's love and care in contacts and relationships with students, church members, co-workers, visitors and the community beyond Salem.
- Function collaboratively with staff and ministry teams.
- Pursue continuing education as appropriate.

**Minimum Qualifications:**

- Deep commitment to Christ and the ministry of the church.
- Awareness and appreciation of Covenant theology and worship.
- Bachelors degree in music or music education with vocal or choral emphasis preferred.
- Two years experience in directing choral music; effective in teaching and working with middle school students.
- Knowledge of the singing voice of the intermediate middle school student and the maturing adolescent.
- Effective communicator with strong verbal and writing skills.
- 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 isn't 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 interpersonally 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.
- **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.