

PASTOR OF PRODUCTION

Position Summary

The Pastor of Production has the daily responsibility for leading, recruiting, training and coaching the production teams that are responsible for the technical operation at Victory Church. This is a significantly collaborative role, working alongside the other pastors in the creative department to execute the vision of Victory Church and advance our creative goals. The ideal candidate is a pastor with a passion for leading people and creative technology.

Roles and Responsibilities

- **Model Biblical priorities**
 - a. Commit to a daily quiet-time with God.
 - b. Lead in a Victory Church LifeGroup on a regular basis.
 - c. Develop personal evangelism opportunities within and outside the church.
 - d. Set appropriate boundaries to protect character and integrity.
 - e. Provide pastoral care for people in your ministry with regular phone calls and visitations as needed and communicate updates on life events to the rest of pastoral staff.
 - f. Live an invitational lifestyle, inviting others to worship, serve and be a part of the teams you are forming.
- **Lead teams of production volunteers (live and live stream production teams) to operate the Audio/Visual systems for live and online services, events, and creative projects.**
 - a. Casts vision for team to create an environment where the people of Victory Church can experience God
 - b. Recruits, trains, coaches, cares for and assigns volunteer/paid technical staff/contractors
 - c. Supervises and assists in the technical aspects of the services/technical rehearsals.
 - d. Regularly communicates with A/V teams.
 - e. Works with other departments to fill A/V needs through regular scheduling of A/V volunteer teams.
- **Manages the dynamic of both in-person and online services to achieve the mission of Victory Church.**
- **Committed to innovation, creativity, and continued learning in technology by finding regular opportunities to be trained and equipped to design, set-up, maintain and operate technical assets.**
- **Develops plans and procedures for operation of technical equipment. Designs, sets-up,**

maintains and safeguards the technical assets of the church, including supervising the use of lighting, sound, video systems (LED screens, cameras, production equipment), communications equipment, and data storage, etc., within the spaces at Victory Church. The technical assets include the ability to produce in-person services, record services, and produce live video for outside sources.

- a. Advises creative department, lighting, video and sound designers on the technical specifications, costs and usage of technical equipment required for the ministries, and supervises the implementation of approved technical designs.
 - b. Assists with set and stage construction and management.
 - c. Responsible for the storage, inventory/organization, and purchasing of technical assets.
- o **Manage technical projects with the Creative Team and the Facilities Team.**
 - o **Partners with Victory Church team to design potential new church/auditorium with more seating**
 - o **Other duties as assigned by the Pastor of Creative Arts.**

Three Key Wins for the Pastor of Production

1. Creating an environment within the Audio/Visual teams at Victory Church that fosters life transformation, equipping, and spiritual growth.
2. Delivering excellent, creative presentations both in-person and online, helping people experience God's presence and hear His Word more clearly.
3. Empowering the production team members to discover and live out their Kingdom purposes.

Qualifications

- o Pastoral and leadership gifting and experience.
- o Demonstrated leadership with a large volunteer team and demonstrated ability to develop leaders within a volunteer team.
- o Familiarity with computer software like ProPresenter, Resi, Logic, WAVE audio system, PVP, Lightkey, Audio recording software, Ableton, Church Community Builder (database) and Planning Center etc. is needed.
- o The ability to operate a medium/large-sized sound reinforcement system with sensitivity to both musical and ministry excellence.
- o A musical background is preferred, with an added benefit of having experience in multi-track audio recording or professional audio systems installation.
- o Ability to troubleshoot and problem-solve efficiently.
- o Ability to function at a high level of effectiveness and calm in stressful situations.
- o Demonstrate professionalism and poise when communicating with teams.
- o Excellent verbal and interpersonal skills, time management skills, attention to detail, and ability to multitask.
- o Highly skilled with web-based productivity applications (Asana, Planning Center) and Google Suite.

Education

A bachelor's degree is preferred. Professional training in the field of (one or more) Production (live and broadcast), Media, Recording, Music, and Pastoral Ministry. An adequate combination of experience and education will be considered.

Experience

Minimum of 5 years experience in sound reinforcement, broadcast, production or recording. Experience in a large church with an excellent livestream production is preferred.

Next Steps

- o If interested in applying, you can submit your resume and cover letter to jason@getvictory.net.



VICTORY CHURCH

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