

Director of Worship

Our Vision

The Kirk of the Hills strives to develop mature, joyful disciples of Jesus Christ by helping the people in our orbit Know God and Make Him Known.

Position Purpose

The Director of Worship will serve our vision by assuming primary responsibility for leading the musical and production aspects of all Kirk worship events, to include Sunday morning worship, seasonal events, special events (e.g. weddings and funerals), occasional Kirk Day School events, and other responsibilities that arise.

Direct Report

Senior Pastor (with HR oversight from Executive Administrator)

Oversight

Music & Media Teams; Media Coordinator; Choir Coordinator; Worship Ministry Administrative Assistant

Position Outcomes & Expectations

I. Planning, vision, and philosophy

- a. Assist the Senior Pastor in implementing weekly and long-range worship planning. Serve on the Senior Staff leadership team as co-advocate and standard-bearer for the vision and impact of the worship ministry.
- b. Partner with pastoral staff and Session to obtain ongoing feedback from the congregation, identifying successes and evaluating critiques/needs.

II. Implementation

- a. Music—Recruit, audition, train, and direct group members; select repertoire, compose or arrange as needed; rehearse with and conduct groups. Set and maintain standards for participation and performance among musicians and support staff, while also shepherding and caring for participants.
- b. Media—Partner with Media Coordinator to ensure media support is planned, scheduled, rehearsed, and prepared, to include lights, sound, video, stage layout, and live and recorded distribution.
- c. Production—Oversee logistical and creative aspects of worship services. Collaborate with the preacher and liturgist to create the order of worship.

III. Administration

a. Oversee all necessary operational functions, such as ensuring facilities, equipment, and other physical resources are maintained, repaired, tuned, and ready for use.

b. Create and manage a viable annual budget. Purchase music, supplies, and equipment as needed. Hire contract musicians within budget parameters. Monitor and influence ongoing financial results.

Qualifications & Requirements



Requirements

- The ideal candidate will combine sound theology, spiritual maturity, professional excellence, and a joyful, gracious temperament.
- Must be people-oriented. The right candidate will have a hunger to know, converse with, and appreciate people.
- Must have organizational, multi-tasking, and planning skills with ability to thrive in a fast-paced, dynamic environment.
- Must be willing and able to work occasional evenings and most weekends.
- Must delegate Sunday morning leadership responsibilities to others 4-6 weeks per year (2-4 for vacation and 2-3 for worshipping among the congregation).
- Must commit to performing duties in accordance with the stated mission and purpose of The Kirk of the Hills PCA, Kirk Policies and Procedures Manual, and the Westminster Confession of Faith.

Education

- Bachelor's degree
- Master's degree in music and/or theology preferable

Experience

- A minimum of 3 years of worship leadership in a church or parachurch environment with increasing responsibility.

All of the above duties and responsibilities are desired job functions for which reasonable accommodation will be made. The position description is not to be construed as an exhaustive statement of duties, responsibilities, or requirements.

In order to apply for this position, please email the Search Team at applications@thekirk.org with a copy of your resume/CV and musical leadership samples if available.