

Park Ave Production Director

Position Description

Crossroads is a contemporary church of approximately 3,500+. We are experiencing a season of growth and development as we have launched an initiative to start new campuses throughout our region. In the Fall of 2018, Crossroads was listed by Outreach Magazine as the 31st fastest growing church in America. Crossroads is located in Mansfield, Ohio, a city of 50,000 people in a region of 225,000. The Mansfield area is conveniently located on two major highways, and sits between two major cities, Columbus and Cleveland. There are many family-friendly attractions in the area, and many outdoor activities year-round. For more information on all that the area has to offer visit <http://www.mansfieldtourism.com>.

The mission of Crossroads Community Church is to “Lead People to Gospel transformation in our communities and around the world.” Crossroads strives to accomplish this mission through three distinct core values: 1. Know Christ 2. Grow Together and 3. Go Boldly. Crossroads is a dynamic church with people eager for the effective work of God’s Word to transform them. We want to continue to grow in our use of cutting-edge worship technologies as well as our information technology capabilities and are looking for a campus Production Director to help lead in these vital areas.

The Park Ave Production Director will lead, align, and grow assigned staff and departments to fulfill the mission of Crossroads and support our core values. Specifically, this role oversees Park Ave Production, technical teams, and maintenance of our AVL systems, and other uses of technologies. The Park Ave Production Director will champion Crossroads DNA by dynamically and effectively supporting the vision for the church-wide approach to technology that will maximize the effectiveness of the weekend experience by providing excellent audiovisual elements and effective IT systems to best help our leaders connect the hearts of people to the person of Christ.

This position requires a strong and proven visionary leader with excellent organizational skills, who is passionate about leading leaders and building high-capacity teams. This candidate should be one who thrives in a fast-paced environment, who is creative and on the cutting edge of artistic technology and innovation. Experience with multi-site churches and video broadcast delivery is ideal. For this role, you will need a heart for technical excellence as well as for leadership and team development. The Park Ave Production Director is responsible for providing management and oversight for the tech at the Park Ave Campus. Reporting directly to the Global Production Director, this position works with pastors, staff and volunteers to make sure our weekend services and special events are excellent and impactful.

This is a full-time, FLSA exempt position. This position involves working some hours on Saturday and Sunday; a mutually agreed upon day off during the week will be provided (staff usually take Mondays off). This leader should lead the Production Arts team to serve as a Gospel-minded force of hospitable excellence and creativity.

Park Ave Production Director | Job Description

POSITION: Park Ave Production Director

REPORTS TO: Global Production Director

HOURS: Full-Time

POSITION SUMMARY:

Responsible for

- Facilitating the use of excellent, dynamic, and innovative technologies to support Crossroads worship gatherings and special events.
- Providing technical and leadership support in collaboration with Global Production Director for production team members.
- Assisting with Technology / IT resources and strategies across all Crossroads campuses.

KEY RESPONSIBILITIES:

- Support vision and manage priorities for weekend production staff, leaders and volunteer teams.
- Assist with the implementation, maintenance, and growth of technology in various ministry areas.
- Cultivate and foster a commitment to excellence by keeping systems and equipment current and growing.
- Provide leadership and genuine care for the well-being of teams along with Global Production Director.
- Help continually produce dynamic audiovisual elements for weekend services, livestream, and special events.
- Provide ongoing training systems / support at your campus (give away leadership and empower volunteers)
- Implement/monitor systems for equipment purchases, inventory logs, and equipment maintenance.
- Oversee network infrastructures.
- Develop, train and empower interns to serve and grow in different production areas throughout the church.
- Create an infectious positive tone in the production environment that leads to excitement and expectation.
- Model and hold the standard for clean and neat production spaces.
- Actively participate in the life of Crossroads and life of the production team.
- Help oversee IT systems and infrastructures.
- All other duties as assigned.

WEEKEND SERVICES

- Implement systems for Production Arts recruitment and onboarding at all campuses.
- Secure that teams are in scheduled and that substitute team members are scheduled as needed.
- Ensure that all production elements are in place and volunteers are fully engaged and communicated with.
- Assist the team in coordinating service elements on a technical level & brainstorming creative ideas.
- Produce high-capacity teams and high excellence in all the production aspects of the weekend experience.
- Be present at rehearsals to coach/train volunteers.
- Operate in different positions on the Tech Team *when necessary*.
- Assist with the creation of set designs across all campuses and provide volunteers and technical support.
- Build teams to engineer, build, and test multimedia presentations and set designs.

OTHER

- Meet regularly with Global Production Director for oversight, discipleship, and leadership development.
- Attend staff meetings, creative meetings and others as determined by Global Production Director.
- Review and advise staff on all event contracts for concerts, conferences, and events.
- Provide volunteers and technical support for meetings and events (*i.e. classes, funerals, weddings, conferences, concerts, etc.*) and coordinate assistance for video production of special events, as needed.
- All other duties as assigned.

PERSONAL PROFILE

- Self-starter with the ability to prioritize projects and able to utilize creative problem-solving skills.
- Mobilizer and multiplier. Not only attracts followers but can turn them into teams of leaders.
- Aesthetic Eye. Able to add beauty and dynamic expression to our technical production elements.
- Teachable leader who diligently grows craft, knowledge, leadership, and helps others to grow.
- A refiner. Actively pursues growth in character, chemistry (team) and competence (expertise in technical role).
- Not a lone ranger maverick, but someone who enjoys creating teamwork and community.
- Passionate vision for implementing technology to enhance Crossroad's existing ministries.

- Remains calm and works well under pressure.
- Someone who serves with a positive attitude and a 'can-do' spirit.
- Humble and servant-hearted listener. Enthusiastic about improvement.
- Innovative, progressive and future-minded.
- Strong Communicator. Able to teach and maintain systems/processes.
- Passionate about the seamless execution of details.

QUALIFICATIONS:

- Have an intimate and growing personal relationship with Jesus Christ.
- Be fully committed to living a godly life both in public and private. A person of character and demonstrated lifestyle of integrity consistent with Biblical principles (1 Tim. 3:1-7).
- Be fully committed to his/her family by lovingly leading his/her spouse and children in life and ministry.
- Be willing to join the family of Crossroads Community Church as a member.
- Agree with overall ministry philosophy and direction of Crossroads. Demonstrate enthusiasm for the mission and vision of Crossroads and actively engage in church and personal efforts to live out and further them.
- Be committed to the ministry of Crossroads Community Church and see his/her role as one of shepherding and guiding Crossroads tech team members to be fully devoted followers of Jesus Christ.
- Sees himself/herself as leader of leaders as well as a team player who is willing to work within the boundaries of the pastoral staff, elder board, and leaders in the ministry.
- A multi-faceted knowledge of Information Technology systems and infrastructure.
- A multi-faceted knowledge of the latest technology in worship (i.e. lighting, digital audio, com systems, multi-tracks, in-ear systems, soundscapes, planning center, livestream technology, video projection, signal flow, etc.
- Able to learn and master new technology quickly and thoroughly.
- Excellent written and verbal communication skills required.
- Must be able to lift and/or move at least 35lbs. and stand for long stretches of time.
- 4+ years of technical/production experience, preferably at a church of 1,500 or more.
- Bachelor's degree in related field is a plus.

PREFERRED PROFESSIONAL KNOWLEDGE AND EXPERIENCE:

- JVC, Kramer, Ross & Systems video equipment
- Canon cameras, PTZ robotic cameras, Panasonic broadcast cameras.
- Audio consoles & systems (i.e. Allen & Heath)
- Dante and AVB networking protocols
- Jands / Chroma-Q lighting consoles/software
- Video switchers and Blackmagic interfaces
- Various professional intelligent and conventional lighting fixtures and hazers
- Professional audio processors, hearing assist systems, amplifiers, loudspeakers, wireless systems and RF coordination.
- 70V distributed audio

- Component level troubleshooting and repair for electronic equipment
- Clear-Com Intercom systems
- ProPresenter, Planning Center Online, Multitrack Systems
- Non-linear editing software and DAWs
- DSLR and ENG-style cameras
- Microsoft Suite
- Experience with 3D modeling software is a p

Job Type: Full-time

Pay: \$45,000.00 - \$50,000.00 per year

Benefits:

- 401(k) matching
- Flexible schedule
- Life insurance
- Paid time off