

Production Director

High Desert Church

About this Job

Position Summary: As the frontline leader of the Productions team at High Desert Church (HDC), the Productions Director provides strategic vision for productions at each of our multisite environments. Based at HDC's Victorville Campus, this role will develop leaders of teams, manage the teams responsible for the execution and delivery of Productions support at all of HDC's ministry sites, manage the Productions budget, prioritize and lead productions related improvements, and support weekday and weekend events across all of our ministry sites.

Principal Working Relationships: This role reports to the Creative Team Manager and includes responsibility of supporting and overseeing and developing Production staff.

Duties and Responsibilities include, but not limited to:

- Lead with a servant's heart, demonstrate genuine care and concern, while acting with humility and integrity, when encouraging the efforts of all team members (1 Peter 5:1-4).
 - Supports the vision and oikocentric mission of HDC.
 - Recruit, train, develop, manage and evaluate the Productions staff consisting of Technical Director, Production Assistant Director, and part-time Techs. Hold regular 1:1 meetings with team members to develop, equip, prepare and execute performance standards while striving to increase capacity and excellence.
 - Responsible for the people, work product, and results of the Productions team.
 - Assist with the creation of policies, procedures, systems, and processes that serve as a conduit for efficient and effective support of the weekend services across all of our ministry sites.
 - Guide productions to maintain effective partnership between campus leads and client groups while delivering production excellence.
 - Think strategically about the future direction of Productions and lead transitions into new practices.
 - Create buy in with senior leaders.
 - Support Productions Technical Director and Assistant Directors as they strive to implement individualized solutions for each ministry site.
 - Develop and lead staff teams, projects and processes.
 - Develop and lead strategies that allow for localized ministry to grow.
 - Identify areas of opportunity for team members and design individual development plans to improve competency.
 - Oversee Assistant Directors in the onboarding, training, scheduling, and encouragement of Production volunteers.
 - Maintain productive and healthy relationships with campus leads, campus worship leaders, and Pastor to Campuses.
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- Participate in service/event planning when appropriate.
 - Lead or participate in all-church projects including but not limited to:
 - Event Leadership and Coordination
 - Equipment Maintenance and Organization
 - Training Program Development/Delivery
 - Special Services
 - Stage Design
 - System Design/Installation/Maintenance
 - A/V/L Leadership

- Broadcast Leadership
- Participate in prayer time & meetings as required

Position Qualifications:

- Bachelor's degree is preferred
- 5+ years of experience in Production field (church production preferred)
- Experience managing people
- Strong knowledge of A/V/L systems
- A team player that thrives in a collaborative team environment, exemplifies a positive "can do" attitude and fosters an attitude of professional excellence
- Must adhere to HDC's Statement of Faith, Constitution, and Policies

Physical Demands: While performing the duties of this job, the Productions Director is regularly required to stand, walk, sit, reach with hands and arms, stoop, kneel, crouch, and crawl. The Productions Director must frequently lift and/or move objects up to 50lbs unassisted, participate in the set-up/tear-down process of HDC sites located at schools, participate in the construction of physical sets which may involve soldering, working with wood, fabrics, plastics, various metals and chemicals including paint, glues, etc.