



CROSSROADS CHURCH

JOB DESCRIPTION | MUSIC DIRECTOR

Position Description

Crossroads Church is a contemporary non-denominational church of approximately 3,500+. We are experiencing much growth and development as we have launched an initiative to start new campuses throughout our region. Crossroads has been identified by Outreach Magazine as one of the fastest-growing churches in America several times in recent years.

Crossroads is 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>.

Crossroads' mission is to "Lead people to Gospel transformation in our communities and around the world." We accomplish this mission through three distinct core values: *1. Know Christ, 2. Grow Together, 3. Go Boldly.*

The Music Director will lead, align, and grow the Music Ministry to fulfill the mission of Crossroads and support our core values. Specifically, this role oversees all campus band leaders and instrumental teams and helps with the development of our weekend services. The Music Director will champion Crossroads DNA by dynamically and effectively casting vision for the church-wide approach to music and music technology that will maximize the effectiveness of the weekend experience by providing excellent musical elements that help 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 leader should be one who thrives in a fast-paced environment, who is creative and on the cutting edge of music and innovation. Experience with multi-site churches and video broadcasts is ideal. For this role, the leader will need a passion for musical excellence as well as for leadership and team development. The Music Director is responsible for providing management and oversight to the musical teams across all campuses. Reporting directly to the Worship Arts Pastor, this position works with pastors, staff, and volunteers to make sure our weekend services, special events, and music productions are excellent and impactful. This leader should lead the music teams to serve as a Gospel-minded force of hospitable excellence and creativity.

This is a full-time, FLSA-exempt position. This position involves working some weekend hours; mutually agreed upon days off during the week will be provided (staff usually take Mondays off). Vacation and other benefits are described in the employee handbook.

POSITION: Music Director

REPORTS TO: Worship Arts Pastor

HOURS: Full-Time

POSITION SUMMARY:

Responsible for leading the Crossroads Music Ministry across all campuses in producing dynamic, creative and worshipful music experiences for:

- 1) Weekend Services / Special Events
- 2) Online Experiences
- 3) Recording Projects

KEY LEADERSHIP RESPONSIBILITIES:

- Collaborate with leadership to cast vision and for music direction and "sound-brand" development.
- Maintain a growing understanding / personal lifestyle of Biblical worship. Help promote integrity and authentic worship amongst musical leaders and team members.
- Recruit, train, oversee, and inspire dynamic teams of musicians, producers, and band leaders across all current and future campuses.
- Work to keep musical sound/technology current, including the use of multi-tracks.
- Cultivate a positive, exciting, and worshipful tone in musical environments.
- Provide spiritual leadership and genuine care for the well-being of your leaders and volunteers.
- Network with other musicians, singers, and worship leaders outside of Crossroads.
- Coordinate guest serving opportunities and special event hires.
- Maintain a multi-faceted knowledge of music (Christian and secular), music production, recording techniques, music equipment, and the latest trends used in worship environments.
- Maintain working knowledge of Crossroads ministries and their musical needs.
- Meet regularly with leadership for oversight, discipleship, and professional development.
- Collaborate with Student Ministry to provide musical leadership and mentorship for Student Worship.
- All other duties as assigned by the Worship Arts Pastor.

ADMINISTRATION

- Manage day-to-day music resourcing, production scheduling, and rehearsal scheduling as needed.
- Secure that substitute team members are scheduled as needed.
- Attend/participate in all departmental events (ex. auditions/orientations, workshops, etc.).
- Provide formal assessments as well as continual feedback for worship team members.
- Maintain project and event calendar.
- Manage music department budget.
- Oversee worship apps and software (i.e., Loop Community, Multitrack, Ableton, Finale, Logic, etc.).
- Maintain effective storage, organization/filing, and archiving systems.
- Advise on the procurement, strategy, and financial planning of new music/production equipment.
- Work with Production Arts / IT Director to maintain equipment repair logs and accurate inventory, manage subscriptions and licenses, and keep equipment, apps, and software up to date.

WEEKEND SERVICES & EVENTS

- Contribute to worship planning / creative meetings and help coordinate musical elements.
- Help organize and lead sectional and full team rehearsals.
- Produce high-capacity teams for all musical aspects of Crossroads services/events.
- Ensure musical elements are ready and volunteers are fully engaged and communicated with.
- Supply PCO with musical resources (ex., mp3, chord chart, score, multi-tracks, vocal tracks, etc.).
- Prepare, manage, and operate pertinent technology/software (ex., multi-tracks, music stand, etc.).
- Provide ongoing musical support, training, and leadership.

RECORDING

- Work with the team to record high-impact YouTube covers on a regular basis.
- Schedule and run recording sessions for multi-track stems.
- Schedule and run recording sessions for original music and arrangements.
- Lead our team in producing yearly EPs with the goal of ultimately producing yearly albums.

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 Church as a member.
 - Agree with overall ministry philosophy / 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 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 team player able to serve collaboratively with multiple leaders.
 - An adventurous spirit, willing to take appropriate risks.
 - A desire to remain current and up to date on fresh, exciting technologies as they become available.
 - A multi-faceted knowledge of worship, music, music technology and recording including multi-tracks, in-ear systems, recording software, planning center, 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 musical and or production experience, preferably at a church of 1,000 or more.
 - Bachelor's degree in related field is a plus.
 - Musical ability in more than one instrument is a plus.
 - Singing ability is a plus.
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PREFERRED PROFESSIONAL KNOWLEDGE AND EXPERIENCE:

Music & Production

Multifaceted knowledge of:

- Professional grade recording microphones:
- Beginner to advanced recording software: *Ableton, Logic, ProTools, etc.*
- Recording software, apps, and plugins.
- Track mixing and basic mastering.
- Helpful gear and technological aids.
- Keyboards: Sounds, MIDI controllers, playing techniques and dynamics.
- Drums: Head replacements, cymbal use, tuning, stick use, playing techniques, and dynamics.
- Bass, acoustic, and electric guitars: tuning, capo, sounds, pedals, amps, playing techniques and dynamics.
- Vocals Is a Plus: Vocal health, harmonies, blending, singing techniques, and dynamics.

Experience with:

- Leading contemporary bands in church settings.
- Multiple weekend services.
- Planning Center Online.
- In-ear monitors.
- Multitrack: Ableton, Prime, Playback, etc.
- Instrumental care and proper storage.
- Music production in various genres.
- Songwriting and or musical arranging.
- Networking with other field professionals
- Working with large teams who play by ear, chord charts, and sheet music.
- Microsoft Suite / iWork Productivity Suite