



We are seeking a highly motivated, mission-driven Lead Lighting Engineer to design and execute the visual atmosphere of our church. Lighting is the brush we use to paint the canvas of our worship environments. At our broadcast campus, your work serves as the visual anchor for thousands, ensuring that every transition, moment of worship, and spoken word is framed with excellence and intentionality—all to the glory of Jesus

LEAD LIGHTING ENGINEER

QUALIFICATIONS

- Console Mastery: Advanced proficiency in GrandMA3 (or MA2) or High End Systems Hog 4. You should be comfortable with complex programming, macros, and 3D visualization.
- System Knowledge: Deep understanding of DMX/RDM protocols, sACN/Art-Net networking, and power distribution for large-scale rigs.
- Fixtures & Media: Experience with professional-grade fixtures (e.g., Martin, Robe, GLP, or Chauvet Professional) and integrating lighting with media servers or LED wall processors.
- Video Integration: Proven ability to balance a room for high-definition cameras, including knowledge of CRI, flicker rates, and shutter synchronization.
- CAD Software: Proficiency in Vectorworks Spotlight or Capture for plot design and pre-visualization
- Strong understanding of proper time and project management
- Ability to plan and organize multiple projects at one time
- Good verbal and written communication skills

ATTRIBUTES OF THE IDEAL CANDIDATE

- A "visual architect" who understands that lighting is pastoral—it helps direct the focus of the congregation toward the heart of God.
- Pastoral Heart: A mature follower of Jesus with a heart for shepherding volunteers.
- Mission Driven: A desire to reach the community and a commitment to the vision of a multi-site church.
- Attention to Detail: An uncompromising eye for symmetry, timing, and aesthetic balance and a proven track record of designing for both the live room and the camera. Possesses high standards of quality & excellence
- Maintains a positive attitude in a fast-paced environment
- Thrives in a results-driven & high-accountability environment
- Plans and organizes in advance, as well as adapt to changes in real time
- Ability to perform strategic planning and to execute events successfully
- Ability to make sound, critical decisions under pressure
- Ability to self-evaluate, seek & respond to constructive feedback, and maintain self-awareness

DUTIES & RESPONSIBILITIES

- Visual Excellence: Design, program, and execute lighting for all weekend services and special events, ensuring a high-end look that translates perfectly to both the live audience and the broadcast feed.
- Camera-First Mentality: Expertly manage key lighting, color temperatures, and contrast ratios to ensure skin tones are natural and the broadcast image is professional and "high-end."



- Interdepartmental Collaboration: Partner with the Creative Arts and Video teams to ensure lighting cues are synchronized with visual media and musical arrangements.
- Team Leadership: Recruit, train, and mentor a team of lighting volunteers and support staff, fostering a culture of technical growth and spiritual vitality.
- Maintenance & Stewardship: Oversee the upkeep, rigging, and inventory of the broadcast campus lighting rig, including moving heads, LED fixtures, and haze systems.
- Create and assist execution of new stage designs
- Download, convert, and prepare graphic and video files for testing during asset review
- Lead Asset Review and Runthrough for the production team
- Write and edit SOPs and other documents

EMPLOYMENT STATUS

- Full Time, Sunday – Thursday

WORK LOCATION

- Fredericksburg, VA

REPORTING RELATIONSHIPS

- Direct-Line Reports to Director of Production

To apply for this position, please complete an [online application](#)