



Lifepoint Church is hiring an experienced, high performing individual to serve as the full-time Production Technical Director at our broadcast campus.

PRODUCTION TECHNICAL DIRECTOR

QUALIFICATIONS

EXPERIENCE

- 5+ years of experience in large church, touring, live event, or broadcast production environments.
- Experience supporting multi-campus production structures.
- Demonstrated success leading teams (staff and volunteers).
- Strong troubleshooting ability under pressure.
- Highly organized with strong documentation habits.
- Committed to Lifepoint Church's mission and culture

TECHNICAL

- Video & Broadcast: Proficiency with professional switchers (Blackmagic, Ross, Sony); cinema camera systems and CCU workflows; SDI/NDI routing; LED processors; streaming encoders.
- Audio: Expertise with digital consoles (DiGiCo, Yamaha Rivage, Allen & Heath dLive); advanced RF coordination; Dante certification preferred.
- Lighting: Programming proficiency in GrandMA2/GrandMA3; DMX, sACN, and Art-Net protocols.
- IT/Networking: Understanding of VLAN configuration, multicast management (IGMP Snooping), and production-focused network topology.

DUTIES & RESPONSIBILITIES

SYSTEMS ARCHITECTURE & ENGINEERING

- Oversee design, implementation, and lifecycle management of AVL and broadcast systems across all campuses.
- Maintain system documentation including signal flow diagrams, patch sheets, IP maps, and redundancy plans.
- Standardize equipment platforms and workflows to ensure scalability and consistency.
- Lead capital improvement planning and multi-year equipment replacement strategy.
- Oversee LED wall integration, networked audio (Dante/MADI), video-over-IP workflows, and campus transmission systems. Implement appropriate system redundancy to minimize service interruption.

BROADCAST & DIGITAL PRODUCTION OVERSIGHT

- Lead the technical execution of weekly live broadcast and campus distribution.
- Establish broadcast quality standards for color calibration, audio fidelity, and stream optimization.
- Oversee switching workflows, camera shading, playback systems, and transmission paths.
- Maintain alignment between in-room and online experiences.
- Develop contingency plans for stream failure or transmission interruptions.

WEEKEND TECHNICAL DIRECTION (HANDS-ON)

- Serve in a primary weekend technical role (e.g., switching, calling cues, or overseeing execution).
- Program and manage show files for lighting, playback, and switching environments.
- Implement rehearsal workflows and pre-service checklists.
- Conduct post-service reviews to improve quality and reliability.
- Ensure all services and major events meet established excellence benchmarks.

MULTI-SITE TECHNICAL ALIGNMENT

- Ensure consistent production standards across campuses.
- Develop campus technical playbooks and SOPs.
- Partner with campus production leads to maintain equipment and execution alignment.
- Oversee centralized content distribution systems and playback environments.

TEAM LEADERSHIP & DEVELOPMENT

- Recruit, train, and develop staff and volunteer technicians.
- Build a leadership pipeline within audio, lighting, video, and broadcast teams.
- Create onboarding processes and skill development pathways.
- Establish a culture of ownership, preparedness, and technical excellence.
- Provide regular coaching, feedback, and performance evaluation.

VENDER & BUDGET MANAGEMENT

- Manage production budgets in collaboration with the Director of Production.
- Lead capital expenditure projects from design through installation.
- Maintain relationships with integrators, manufacturers, and service providers.
- Track asset inventory and maintenance schedules.

LIFEPOINT

ATTRIBUTES OF THE IDEAL CANDIDATE

- High-level networking and relational strengths.
- Ability to make sound, critical decisions under pressure.
- Ability to train and develop teams with an emphasis on team health and growth.
- Ability to self-evaluate, as well as receive & respond positively to feedback.
- Ability to thrive in a fast-paced, results-driven, & high-accountability environment.
- Ability to plan in advance as well as adapt quickly to changes.

EMPLOYMENT STATUS

- Full-Time
- Exempt
- 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](#)