



EMPLOYEE JOB DESCRIPTION

Job Title: Rock Students Director

Reports to:

Direct Reports: None

Position Details: Full-Time (salary)

Position Overview: The Rock Students Director leads and cultivates dynamic, Christ-centered ministries for middle school and high school students at The Rock Church. This role exists to help the next generation encounter Jesus, grow in their faith, build meaningful relationships, and discover their God-given purpose. Through discipleship, pastoral care, leadership development, and engaging gatherings, the Student Director shepherds students toward a lifelong relationship with Christ while equipping them to live out their faith in everyday life.

Key Responsibilities

- **Leadership & Vision**
 - Provide vision, direction, and leadership for all students.
 - Create and maintain a culture of fun, safety, and spiritual growth.
- **Team Building & Volunteer Development**
 - Recruit, train, and equip volunteers to serve effectively across all Student ministry environments.
 - Coordinate volunteer schedules and ensure appropriate team coverage for weekly gatherings, events, and special activities.
 - Provide ongoing encouragement, support, appreciation, and regular check-ins with team members.
 - Identify and develop emerging leaders by creating intentional leadership growth opportunities and development plans
 - Lead and oversee annual Next Gen volunteer training related to safety policies, abuse prevention and response, and mandated reporting procedures
- **Programming & Curriculum**
 - Plan and lead engaging, Christ-centered Sunday morning Middle School ministry gatherings
 - Select, adapt, and develop age-appropriate, gospel-centered curriculum for Student environments
 - Prepare, organize, and distribute weekly teaching materials, lesson resources, and printed curriculum as needed

- Coordinate weekly activities, worship elements, games, and teaching components that foster connection and spiritual growth.
- Ensure all teaching content is biblically sound, engaging, and relevant to the developmental stage of students
- Plan and execute ministry events, retreats, camps, outreach opportunities, and special gatherings throughout the year.
- **Student's Family Engagement**
 - Partner with parents of students as the primary faith influencers in their student's lives
 - Develop healthy community among parents and provide resources, training, and encouragement for parents
 - Coordinate with Next Gen Director about internal and external communication to parents
 - Fulfill care duties for students including baptisms, hospital visitation, and general care
- **Administration**
 - Oversee yearly Student Ministry budget
 - Oversee Students ministry purchases
 - Coordinate with the Next Gen Director to manage Student ministry social media accounts and online presence
 - Plan and manage the Student calendar year
 - Coordinate with Communications department for all events and programming
 - Maintain accurate attendance records for attendees and volunteers
 - Oversee check-in/check-out procedures at student events
 - Help develop and maintain all security standards
 - Ensure followup steps are completed for new students
- **Other**
 - Attend ongoing, weekly staff meetings with leaders of other ministries
 - Meet with Rock Kids Director on a regular basis to ensure Next Gen alignment and coordination
 - Attend regular Next Gen team meetings

Qualifications

- A committed and growing follower of Jesus Christ
- Passion for ministry and seeing students grow in their faith
- Previous experience in ministry leadership (paid or volunteer)
- Strong leadership, communication, and organizational skills.
- Ability to recruit, develop, and lead volunteer teams
- High standards of integrity, accountability, and professionalism
- Must pass a background check and adhere to Next Gen protection policies
- Ability to articulate and implement the vision of The Rock Church
- Project Management experience
- Strong leadership and communication skills.

- Solid theological grounding and creativity in student ministry curriculum development
- Positive attitude and approach to problem solving and solution-oriented
- Computer competency in Planning Center, Microsoft Office, Google Suite, etc
- Strong organizational and time management skills