

Production Leader / Technical Director

Role Summary

The Production Leader exists to provide technical leadership, systems thinking, and team development in service of Mount Pisgah's mission of taking the hope of the Gospel to our neighbors. This role is responsible for the health, execution, and long-term direction of all production systems that support weekend worship services and key ministry environments.

This role is not a facilities manager and not an event coordinator by default. The Production Leader exists to ensure that Sundays are prepared, repeatable, and calm, while building teams and systems that scale beyond any one individual. The Production Leader leads people first, systems second, and services third.

Department and Reporting

Department: Creative/Production

Reports To: Creative Director

Works Closely With: Creative, Worship & Ministry Leaders

Schedule and Work Rhythm

32 Hours Per Week, Inclusive of Sunday Services

- Sunday is a required workday and counts as one full day
- 2.5 Midweek Days on campus for meetings, preparation, training and systems work.
- Midweek schedule may flex based on season and leadership needs.
- Vacation time is flexible and encouraged once margin is created. Flexibility is earned through preparation, documentation and team coverage, not assumed by default.

Outside Work and Freelance Policy

Freelance or outside work is permitted and encouraged for professional growth, provided it does not create a conflict of interest. Outside work may not involve vendor kickbacks, purchasing influence, or financial benefit +ed to Mount Pisgah decisions. All outside work must comply with nonprofit regulations. Transparency is expected.

Primary Responsibilities

Weekend Worship Execution

- Own the technical execution of all Sunday worship services • Ensure services are prepared, rehearsed, staffed, and supported
- Lead calmly and decisively during live services
- Evaluate weekend services and drive continuous improvement
- Partner closely with worship and creative leadership

Technical Systems Leadership

- Oversee all production systems including audio, video, lightning, and infrastructure • Ensure systems are reliable, repeatable, and documented
- Create standards for files, patching, labeling, and workflows
- Identify technical risk and develop mitigation plans
- Develop long-term system and capital replacement roadmaps

Volunteer Development and Discipleship

- Recruit, train, and develop technical volunteers
- Build bench strength so services are not person-dependent
- Create clear onboarding and training pathways
- Engage students and young adults as part of the volunteer pipeline

Training and Multiplication

- Lead quarterly technical trainings open to all ministries
- Equip ministry teams to operate approved systems for their events
- Reduce unnecessary technical support requests through education

Staff and Contractor Oversight

- Lead and coordinate technical staff, volunteers, and contractors
- Use contractors strategically, not as a default staffing model
- Reduce contractor dependency over time through internal capacity building

Outside Events and Additional Staffing

When Mount Pisgah facilities are rented for outside events, this role may staff those events, including serving personally when appropriate. Staffing for outside events is compensated separately according to the established rate structure and is in addition to base salary.

Key Results Area: Volunteer Development

The Production Leader will steward an annual volunteer development and appreciation budget. This budget may be used at the discretion of the role for training, coaching, appreciation, and team building.

Volunteer growth targets:

- 25% growth in active technical volunteers by the end of Year 1
- 35% growth by the end of Year 2 The role will be evaluated on outcomes, not tactics, and will not be micromanaged.

Measures of Success

- Calm, prepared, and repeatable Sundays
- Growing and healthy volunteer teams
- Reduced reliance on contract labor over time
- Clear documentation and system standards
- Fewer last-minute emergencies and reactive decisions

Qualifications and Experience

Qualifications

- Bachelor's Degree in Audio Engineering, Production, Technical Arts, Media Production or a related field preferred.
- Equivalent professional experience may be considered in place of a degree.

Experience

- 3-5+ Years of experience in live production environments
- Proven experience leading or coordinating volunteer teams or staff
- Demonstrated ability to manage AVL systems in live setting
- Experience in service planning and execution in a worship/live event context is highly valued.

Compensation and Benefits

Target salary range: \$65,000 - \$72,500 annually and is commensurate with experience. 32 hours per week role inclusive of Sundays Full-Time benefits package per Mount Pisgah Church policy.

Mount Pisgah offers a variety of insurance and retirement benefits including medical, dental, vision, life, and disability insurance, and a 403B retirement savings plan. Mount Pisgah also provides ministry-related expense reimbursement and other benefits appropriate to a pastoral leadership role.