

Job Description for Music Director

Position Title: Music Director

Reports To: Music Pastor

Employment Status: Part Time or Full Time

Revised: June 2026

Position Overview

The Music Director serves under the leadership of the Music Pastor and is responsible for assisting in the development, planning, administration, and execution of the music ministries of Discovery Church. This role provides leadership to worship volunteers and technical teams while helping create worship experiences that glorify God, engage the congregation, and clearly communicate the Gospel.

The Music Director primarily serves at the Vero Beach campus while supporting the overall vision, mission, and worship culture of Discovery Church. This individual works closely with the Music Pastor to ensure worship services and special events are spiritually impactful, musically excellent, and aligned with the theological convictions of the church.

The Music Director is expected to be both a spiritual leader and a ministry practitioner, investing in discipleship, outreach, leadership development, and the pastoral care of worship ministry volunteers.

Scope of Responsibility

The Music Director holds direct responsibility for:

- * Music team leadership and development
- * Music ministry planning and coordination
- * Volunteer recruitment and training
- * Worship gathering preparation and execution
- * Music rehearsal leadership
- * Tech team coordination
- * Music ministry discipleship initiatives
- * Music and lyric review
- * Worship-related technology systems
- * Special events and services
- * Volunteer scheduling and communication

Core Responsibilities

1. Music Leadership and Oversight

- * Assist the Music Pastor in planning, coordinating, operating, and evaluating a comprehensive music ministry.
- * Plan and prepare music content for worship gatherings and special events in partnership with the Music Pastor.
- * Lead music primarily at the Vero Beach campus.
- * Create worship environments that glorify God, recognize His presence, and point people to the Gospel.
- * Ensure all songs, lyrics, and creative elements are biblically sound, theologically accurate, and Gospel-centered.
- * Maintain a high standard of musical and spiritual excellence.
- * Assist in developing music sets that align with sermon themes and church-wide initiatives.
- * Support music ministry goals and strategic direction established by the Music Pastor.

2. Discipleship and Spiritual Leadership

- * Personally disciple at least one individual of the same sex through a structured discipleship plan.
- * Model a growing and vibrant relationship with Jesus Christ.
- * Lead by example through prayer, worship, Scripture study, and servant leadership.
- * Encourage spiritual growth among music and technical team members.
- * Foster a ministry culture centered on discipleship and spiritual maturity.
- * Participate in church-wide discipleship initiatives and leadership development opportunities.

3. Outreach and Mission Engagement

- * Personally share the Gospel and engage in evangelistic opportunities on a regular basis.
- * Support the outreach mission of Discovery Church.
- * Participate in local mission initiatives and community engagement opportunities.
- * Encourage music ministry volunteers to live missionally and serve beyond the church walls.
- * Utilize music ministry opportunities to connect with people who are far from God.

4. Congregational Care and Ministry Support

- * Minister to music ministry volunteers who are sick, hospitalized, grieving, or experiencing crisis.
- * Provide prayer, encouragement, support, and pastoral care to music team members and their families.
- * Assist in creating a healthy and supportive ministry culture.
- * Provide music leadership for church funerals, weddings, memorial services, and other special events as needed.
- * Support ministry events including:
 - * Men's Ministry Events
 - * Women's Ministry Events
 - * Conferences
 - * Prayer Gatherings
 - * Special Worship Services
 - * Church-wide Celebrations
 - * Recovery Church

5. Leadership Development

- * Recruit individuals with the gifts, talents, and spiritual maturity to serve in music ministry.
- * Train and develop vocalists, musicians, and technical team members.
- * Create pathways for leadership growth within the music ministry.
- * Mentor emerging worship leaders and ministry volunteers.
- * Delegate responsibilities appropriately while maintaining accountability.
- * Conduct regular communication, coaching, and encouragement with ministry volunteers.
- * Build a culture of excellence, humility, teamwork, and servant leadership.

6. Music Technology and Production

- * Assist with the administration and operation of music technology systems.
- * Coordinate with technical volunteers and ministry leaders to ensure smooth service execution.
- * Maintain proficiency in church music ministry technologies.
- * Assist with worship gathering planning software, scheduling systems, and music resources.
- * Work collaboratively with production volunteers to improve service quality and consistency.

7. Service Planning and Administration

- * Participate in weekly worship gathering planning meetings.
- * Coordinate rehearsals and music team scheduling.
- * Ensure music team members receive necessary resources and communication.
- * Assist with organizing music ministry calendars and events.
- * Maintain music libraries, charts, arrangements, and music resources.
- * Ensure ministry preparation is completed in a timely and organized manner.
- * Support budget stewardship and resource management within the music ministry.

8. Personal Growth and Professional Development

- * Grow in personal spiritual disciplines and Christlike character.
- * Pursue opportunities for music leadership development and ministry training.
- * Stay informed regarding current music ministry trends, resources, and best practices.
- * Participate in conferences, workshops, and continuing education opportunities when available.
- * Maintain a teachable spirit and commitment to continual growth.

9. Additional Responsibilities

- * Perform other ministry-related duties as assigned by the Music Pastor or church leadership.
- * Support church-wide initiatives and events as needed.
- * Demonstrate flexibility and willingness to serve wherever needed to advance the mission of Discovery Church.

Qualifications

Spiritual Qualifications

- * A born-again believer in Jesus Christ who has publicly professed faith through believer's baptism.
- * Demonstrates a vibrant and growing relationship with Jesus Christ.
- * Adheres to and supports the Discovery Church Statement of Faith.
- * Exhibits Christian character, integrity, humility, and servant leadership.
- * Models a lifestyle consistent with biblical standards.

Education and Experience

- * Minimum of two (2) years of worship or music ministry leadership experience.
- * Experience leading music teams and coordinating volunteers.
- * Experience planning and executing worship gatherings preferred.
- * Formal musical training is beneficial but not required.

Skills and Competencies

- * Strong vocal and musical leadership abilities.
- * Ability to oversee and develop vocalists, musicians, and technical volunteers.
- * Strong organizational and communication skills.
- * Ability to recruit, train, and lead volunteers effectively.
- * Ability to work collaboratively with staff and ministry leaders.
- * Ability to lead worship while playing an instrument preferred.
- * Preferred proficiency with:
 - * Piano
 - * Guitar
 - * Other lead worship instruments
- * Experience with Playback, Ableton, and ProPresenter preferred.
- * Ability to maintain composure and flexibility in dynamic ministry environments.

Final Expectations

Your relationship with Jesus Christ must remain the highest priority in your life and ministry. In accepting this role, you commit to cultivating daily spiritual disciplines through prayer, worship, Scripture reading, and personal devotion.

This role requires:

- * Faithful participation in Discovery Church worship gatherings.
- * Consistent availability for rehearsals, worship gatherings, and special events.
- * A commitment to discipleship and leadership development.
- * A willingness to support church-wide ministry initiatives.
- * Flexibility to serve in various capacities as ministry needs arise.
- * A commitment to protecting the mission, values and culture of Discovery Church.

The Music Director serves a vital role in helping people encounter God through worship while developing leaders and fostering a Christ-centered worship culture that advances the mission of Discovery Church.