

RESIDENCY AND INTERNSHIP DIRECTOR

Job Description



Primary Purpose

A developer of leaders who thrives in a challenging, entrepreneurial environment and enjoys working with a broad range of people. This proven leader will provide point leadership to the development of the Summer Internship and Residency programs at Rockharbor. This person must be self-led, relationally savvy, and capable of communicating vision, recruiting, developing, teaching, inspiring and strategic planning toward the vision of internship and residency.

Position Requirements

- College degree in relevant field (master's degree preferred).
- 10-15 years of successful ministry experience.
- Proficient in cultivating a wide range of varied and productive relationships, including executive church leadership.
- Ability to design and execute strategic plans, engage stakeholders and launch initiatives that support the Residency and Intern program.
- Leadership development experience, in addition, ability to identify talent and execute recruitment strategies.
- Proficient in developing and executing marketing strategies to drive brand growth and ensuring consistent messaging.
- Ability to promote a positive attitude and working environment, with the desire to have fun, be positive and flexible.

Position Responsibilities

- Provide leadership to the Residency & Internship Coordinator, residents and interns.
- Design and execute strategic plans for continued growth of the program, engaging stakeholders and launching initiatives that support the Residency and Intern program.

Ministry Department:

Residency

Reports To:

Pastor of Equipping

Status:

Full Time, Exempt

(incl Sundays)

Revised:

May 2026

Rockharbor Church exists to love and lead one another to be devoted followers of Jesus.

We encourage each member of our staff team to live this mission through their personal lives and in their work. We value striving for excellence and working together as a team. We believe

God has gifted each individual with specific and unique gifts and talents, which He brings together to reach our community and world with the love and message of Jesus!

- Primary teacher within Residency program; coordinating additional staff and volunteers to teach courses according to gifting and availability.
- Cultivate a culture of excellence, teamwork, and spiritual growth within the program.
- Partner with ministry directors to develop and train the residents and/or intern assigned to their ministry.
- Implement consistent processes for scheduling, communication, and coordination for the program.
- Recruit strong candidates for both Residency and Internship program with a focus on obtaining solid quality candidates.
- Empower, develop and nurture residents and interns in both skills and ownership of their areas of ministry.
- Develop the alumni care program ensuring increased engagement. Provide support for alumni who have graduated and are currently in or are searching for future ministry opportunities.
- Maintain the RH Institute presence on Rockharbor's website.

Personal and Spiritual Requirements

Has a growing relationship with Jesus, and a commitment to spending daily time with Him.

Commitment to spiritual, personal and professional growth

Models standards and expectations of Rockharbor Church leadership, including, but not limited to:

- Upholding Rockharbor's Core Values and mission
- Regular attendance at Rockharbor Church services
- Regular participation in a Community Group
- Partnership through tithing and serving
- Abstaining from smoking, vaping and illegal substances
- Models discretion and positivity in use of Social Media
- Setting of appropriate boundaries to protect character and integrity