



Job Description

Position: Director of Music Development
Reports to: Worship Arts Pastor
Type of Position: Full-Time, Salary

Position Purpose

The Director of Music Development **exists to develop musicians, worship leaders, and healthy teams** that help create Christ-centered, musically excellent worship environments across all campuses.

This role provides leadership to the musical development of the Worship Arts ministry through recruiting, training, coaching, discipling, and deploying musicians. The Director of Music Development builds systems that continually identify and develop people, **helping musicians grow spiritually, relationally, and musically** while creating a strong and sustainable pipeline of volunteers and future leaders.

The goal is not simply to fill positions for weekend services, but to **develop people for ministry**.

Primary Responsibilities:

Musician Development

- Recruit, audition, onboard, and develop new musicians.
- Identify musicians within the church who have potential for worship ministry.
- Create clear development pathways from initial interest to active team participation.
- Provide individual and group coaching for musicians.
- Help musicians grow in musical proficiency, preparation, tone, dynamics, worship sensitivity, and team awareness.
- Develop resources and training opportunities for instrumentalists and vocalists.
- Establish appropriate musical standards while creating an encouraging environment where people can grow.
- Help developing musicians determine appropriate next steps when they are not yet ready for weekend services.

Leadership Development

- Identify musicians with leadership potential and intentionally develop them.
- Coach worship leaders, music directors, band leaders, and other emerging leaders.
- Develop additional MDs and musical leaders who can serve across campuses.
- Create opportunities for developing leaders to lead under appropriate coaching and supervision.
- Help establish a leadership pipeline that supports the continued growth of the Worship Arts ministry.

Spiritual Development & Team Culture

- Help cultivate a worship culture centered on Jesus rather than musical performance.
- Encourage musicians to view their gifting as an opportunity to serve God, the congregation, and one another.
- Invest relationally and spiritually in Worship Arts volunteers.
- Reinforce humility, preparation, excellence, teachability, unity, and servant leadership.
- Participate in team devotionals, gatherings, worship nights, and other opportunities for spiritual development.
- Partner with the Worship Arts Pastor in shepherding and caring for team members.

Recruiting and On-Ramp

- Maintain an active strategy for discovering and recruiting musicians.
- Oversee or participate in auditions and evaluations.
- Coordinate with Worship Arts staff to move new volunteers through the ministry's on-ramp process.
- Maintain communication with developing musicians so individuals do not become lost in the onboarding process.
- Build relationships with musicians who need additional development before joining a weekend team.
- Work toward healthy depth at every musical position rather than simply filling immediate scheduling needs.

Multi-Campus Music Development

- Support consistent musical health across all campuses.
- Develop musicians who can serve effectively at multiple campuses when appropriate.
- Partner with campus worship leaders to identify musical needs and development priorities.
- Help establish common expectations for musicianship, preparation, arrangements, and team culture.
- Regularly evaluate areas where additional recruiting or development is needed.
- Assist campus worship leaders in developing their musicians rather than replacing their leadership of those teams.

Weekend Ministry

Weekend participation supports the development mission of the position; **it is not the primary purpose** of the position.

- Serve regularly as a musician, Music Director, or worship leader as appropriate.
- Provide musical leadership during rehearsals when needed.
- Help teams understand arrangements, transitions, dynamics, song forms, and musical expectations.
- Provide constructive feedback and coaching following rehearsals and services.
- Support weekend services when additional musical leadership is needed.

Training & Development Events

- Develop regular musician workshops and training opportunities.
- Coordinate instrument-specific training when beneficial.
- Facilitate rehearsals or development nights outside normal weekend preparation.
- Help organize Worship Arts Team Days, workshops, and other development environments.
- Develop relationships with experienced musicians who can mentor developing volunteers.
- Explore opportunities to develop songwriting, arranging, music directing, and other creative skills within the ministry.

Music Systems & Resources

- Maintain resources that help musicians prepare effectively.
- Help establish standards for chord charts, arrangements, tracks, keys, song forms, and musical communication.
- Partner with Worship Arts staff in Planning Center preparation and musical organization.
- Help maintain an organized and usable music library.
- Recommend instruments, software, training resources, and other tools that support musician development.
- Partner with production staff to help musicians understand stage volume, monitoring, equipment, and other technical practices that affect musical performance.

Success in This Role

Success should be measured primarily by the **development of people and teams**, not simply by the number of weekends personally led.

Indicators of success include:

- A growing number of equipped and engaged musicians.
- A healthy pipeline of new musicians entering the ministry.
- Developing musicians progressing toward active service.
- Increased depth at key instrumental and vocal positions.
- New Music Directors and musical leaders being developed.
- Stronger musicianship across campuses.
- Greater consistency in preparation and musical execution.
- Healthy volunteer retention and engagement.
- Musicians demonstrating spiritual, relational, and leadership growth.
- Campus worship leaders having the musicians and resources needed to build healthy teams.

Qualifications

The ideal candidate will:

- Demonstrate a growing relationship with Jesus Christ and alignment with the mission, beliefs, and values of the church.
- Have significant experience serving in contemporary worship ministry.
- Be a skilled musician with a strong understanding of modern worship music.
- Understand contemporary band arranging, dynamics, instrumentation, and musical direction.
- Demonstrate the ability to recognize and develop musical potential in others.
- Be an effective teacher and coach.
- Have experience leading musicians and volunteers.
- Possess strong relational and communication skills.
- Demonstrate humility, emotional maturity, flexibility, and a servant-hearted approach to leadership.
- Be highly organized and capable of managing multiple people through different stages of development.
- Be comfortable working in a multi-campus ministry environment.
- Value both spiritual formation and musical excellence.

Desired Musical Competencies

Experience in several of the following areas is preferred:

- Music directing
- Contemporary worship arranging
- Acoustic and/or electric guitar
- Keys
- Bass
- Drums/percussion
- Vocal arranging
- Nashville Number System
- Click and track environments
- Ableton or similar playback systems
- Planning Center
- Songwriting and arranging
- Basic understanding of live audio and in-ear monitoring

Working Relationships:

The Director of Music Development works closely with the Worship Arts Pastor, Worship Leaders, Worship Arts administrative staff, production staff, team leaders, musicians, and vocalists.

The role serves as a **ministry-wide developer and resource**, partnering with campus leaders rather than replacing their responsibility for leading their individual campus teams.

Ministry Core Philosophy:

Recruit. Develop. Disciple. Deploy. Multiply.

- The Director of Music Development continually asks: Who are we developing next?
- The health of the ministry is demonstrated not only by the quality of today's worship team, but by the people being prepared to lead and serve tomorrow.