

PROVIDENCE

Position Description: Director of Worship & Liturgy

POSITION OVERVIEW

Providence is a growing, gospel-centered church in Austin, Texas. We are committed to Christ-centered worship and preaching, small group communities, covenant membership, leadership development, and planting churches.

As we launch a second Sunday service, we're looking for a Director of Worship & Liturgy who will help build healthy teams and strengthen the worship life of our church for years to come. The right candidate is a proven ministry leader with a passion for developing people and building healthy worship and production ministries. This includes recruiting, equipping, and shepherding volunteers, as well as possessing the musical competency to lead worship when needed. We're not primarily looking for someone to lead worship every Sunday—we're looking for someone who can build and sustain a team that does. We have a strong foundation of volunteers who serve with excellence and humility: capable worship leaders, talented musicians, and a faithful production team. This is not a "build it from scratch" situation. It is an opportunity to strengthen and multiply what God has already established.

We believe healthy ministry flows from healthy people, so we value spiritual maturity, humility, teamwork, and a servant-hearted approach to leadership. The right candidate will thrive as a collaborative member of our staff team, serving alongside pastors and ministry leaders to advance the mission of Providence Church.

POSITION RESPONSIBILITIES

The primary role is to oversee two of our core Sunday ministries: Worship and Production. You will also serve at-large to help strengthen the overall ministry and mission of Providence Church.

Worship & Liturgy

Our worship ministry exists to help our church gather around the gospel through congregational singing, Scripture, prayer, and the ordinances. We seek to do that by developing spiritually mature leaders and musicians who serve the church with theological depth, musical excellence, and humble leadership. Responsibilities include:

- Lead and oversee the worship ministry of Providence Church.
- Recruit, train, schedule, and shepherd worship team volunteers.
- Develop a leadership pipeline of future worship leaders and musicians.
- Provide regular coaching, feedback, and encouragement to worship leaders, musicians, and volunteers.
- Cultivate a culture of spiritual maturity, excellence, and servant leadership among worship volunteers.
- Plan and coordinate worship gatherings in partnership with the pastoral team.
- Select songs and ensure that all worship elements support the theme and goals of each service.
- Lead worship (as needed) and oversee other worship leaders.
- Coordinate necessary communication, scheduling, and planning through appropriate tools and systems.
- Gather and share stories of how God is at work through the worship ministry.

Production

Our production ministry exists to support gathered worship by removing distractions and creating environments that help people engage with God and one another. Responsibilities include:

- Oversee all Sunday production environments, including audio, video, lighting, presentation software, livestream, and stage management.
- Recruit, train, schedule, and shepherd production volunteers.
- Build and maintain systems that ensure consistency, excellence, and reliability across all services.
- Manage Planning Center, ProPresenter, and other production-related systems.
- Oversee equipment maintenance, upgrades, troubleshooting, and future technology planning.
- Develop documentation, training materials, and operating procedures for production teams.
- Manage production budgets and recommend equipment purchases as needed.
- Lead production planning for special services and events throughout the year.

At-Large Leadership

- Function as a member of the Providence staff team, helping advance the overall mission of the church.
- Participate in staff meetings, leadership development, and strategic planning.
- Be available for various kinds of discipleship, counseling, and pastoral care.
- Assist with special projects and ministry initiatives as needed.
- Help cultivate a healthy culture among volunteers and leaders across the church.

CORE QUALIFICATIONS

- *Gospel Fluency:* You can articulate the gospel clearly and apply it to real-life situations. You understand the centrality of the gospel in worship and ministry.
- *Theological Depth:* You possess sound biblical and theological convictions and can thoughtfully apply them to worship planning and leadership.
- *Emotional Health:* Your identity is rooted in Christ. You are humble, teachable, and able to receive feedback well.
- *Relational Warmth:* You genuinely enjoy people and can effectively shepherd volunteers and ministry leaders.
- *Leadership Development:* You have a demonstrated ability to recruit, train, develop, and empower others.
- *Musical Competency:* You possess strong musical skills and can lead congregational worship effectively.
- *Production Competency:* You understand audio, visual, and production systems and can build healthy volunteer teams around them.
- *Communication:* You communicate clearly and effectively in both written and verbal settings.
- *Project Management:* You can organize people, systems, and projects from conception to execution.
- *Teamwork:* You thrive in collaborative environments and work well alongside pastors, staff, and volunteers.

HOW WILL I BE EVALUATED?

Primarily on the following markers of health and fruitfulness of the ministries you oversee:

Worship & Liturgy

- On the health, multiplication, and spiritual maturity of worship leaders, musicians, and volunteers.
- On your ability to recruit, retain, and develop leaders and musicians.
- On the effectiveness of worship gatherings in fostering congregational participation and engagement.
- On your ability to create worship services that are gospel-centered, theologically rich, musically excellent, and aligned with the vision of Providence Church.
- On the quality, consistency, and sustainability of worship ministry systems and leadership development.

Production

- On the reliability and effectiveness of Sunday production environments.
- On the recruitment, training, and development of production volunteers.
- On the quality of systems, documentation, and operational processes.
- On your ability to anticipate needs, solve problems, and steward resources effectively.
- On the execution and excellence of Sunday services and special events.

Leadership

- On your contribution to the overall health, mission, and culture of Providence Church.
- On your ability to collaborate effectively with staff, elders, and ministry leaders.
- On your shepherding presence among members, volunteers, and leaders.

ESSENTIAL EDUCATION & EXPERIENCE:

- Bachelor's Degree
- Demonstrated theological alignment with the mission, doctrine, and values of Providence Church.
- Vocational ministry experience (3–5+ years preferred) in worship leadership, production leadership, or a related ministry role.
- Proven experience leading volunteers and developing teams.
- Demonstrated competency in both worship leadership and production systems.

COMPENSATION

- This is a full-time position with full health and dental benefits
- Competitive salary based on position group: Ministry Leadership
- Flexibility for outside ministry as approved by elders