



## THE ORCHARD

### Job Description

**Job Title:** Technical Director – Barrington  
Full Time (40 hours) – Exempt – Non-Ministerial

**Reports To:** Worship Pastor

**Purpose:** The Technical Director is a campus staff position responsible for leadership and oversight for all technical production that supports weekend services, ministry programs, and special events. The role ensures excellent audio, video, lighting, and livestream environments across the campus. This position focuses on the operational and technical excellence and supports the church's mission to help people "grow in faith, hope and love through the gospel of Jesus Christ" by creating clear, distraction-free worship environments.

### Responsibilities:

#### 1. Technical Production Leadership

- Lead the execution of all technical elements for Saturday and Sunday worship services, special services (Christmas, Easter, baptisms, etc.), and campus events.
- Oversee audio mixing, lighting design, video systems, livestream workflows, and presentation technology.
- Serve as the primary technical operator for key services and events as needed.
- Manage the media budget, including long-term planning, projects, repairs, and maintenance of all equipment.
- Establish and maintain relationships with outside vendors to address needs beyond staff or volunteer capabilities

#### 2. System & Equipment Management

- Maintain, troubleshoot, and upgrade AVL systems across worship spaces and ministry environments.
- Work with Worship & Production leadership to plan and implement equipment purchases or system improvements.
- Coordinate vendor relationships and ensure proper stewardship of technology assets.

#### 3. Volunteer Team Leadership (Operational Focus)

- Recruit, train, schedule, and operationally lead volunteers for audio, video, lighting, camera, and presentation roles.
- Provide clear, practical instruction—not pastoral oversight—focusing on technical skill and excellence.
- Cultivate a positive, supportive team environment that reflects The Orchard's values and ethos.

#### 4. Service & Ministry Collaboration

- Partner closely with the Worship Pastor, Campus Pastor, and Associate Pastor to execute well-planned and well-supported services.
- Prepare run sheets, production plans, and technical notes for rehearsals and services.
- Support midweek ministry programming (Student Ministries, Women's Ministries, special events, funerals, weddings) through appropriate technical staffing and setup.

## 5. Content & Broadcast Support

- Oversee livestream quality and ensure reliable broadcast audio and video for online worship.
- Support recording needs for sermons, testimonies, and campus-specific content in coordination with Communications and Worship & Production teams.

## 6. Safety & Compliance

- Maintain safe working practices for volunteers and staff.
- Ensure proper use of rigging, electrical, and lighting equipment in accordance with safety standards.

## **Qualifications:**

### Required

- Experience in church production environments or professional AVL settings.
- Proficiency with digital audio consoles, video switching, lighting control systems, and presentation software (e.g., ProPresenter, Planning Center Online).
- Ability to calmly troubleshoot technical issues during live services.
- Strong leadership skills with volunteers of various experience levels.
- Excellent communication, organization, and time management.
- Flexibility to work Saturdays, Sundays, major church holidays, and occasional evenings.

### Preferred

- Familiarity with The Orchard's worship culture, planning rhythms, and production standards.
- Ability to assist with long-term technical planning, system design, and campus-specific upgrades.

### Personal Characteristics

- Must seek to walk closely in devotion to God and have a solid understanding of the gospel.
- Theologically aligned and in agreement with EFCA Statement of Faith and The Orchard's Statement on Human Life and Marriage.
- Joyful, humble, and collaborative—able to work well with pastors/ministry leaders, congregants, volunteers and vendor associates.
- Solution-oriented and steady under pressure.
- Committed to The Orchard's mission and ministry philosophy while serving in a non-ministerial capacity.
- Eager to grow in technical skill and support the church's vision for gospel-centered worship.

**Physical Requirements:**

- Ability to lift/move 40–50 lbs.
- Ability to climb ladders or operate lifts for lighting and rigging adjustments.
- Ability to stand for extended periods during rehearsals and services.

**Salary Range \$60,000 - \$75,000 based on skills and experience**

**To apply for this position, please send your resume and a cover letter to  
[employment@theorchard.church](mailto:employment@theorchard.church).**