



WESTGATE CHURCH

TECHNICAL DIRECTOR

REPORTS TO: EXECUTIVE WORSHIP PASTOR

RELATES CLOSELY WITH: WORSHIP & TECH TEAMS, CAMPUS PASTORS

DIRECT REPORTS: CAMPUS & CENTRAL TECH STAFF

CLASSIFICATION: FULL-TIME//SALARY

SALARY RANGE: 80K-100K

WestGate Church, a non-denominational, multisite church situated in one of the most diverse and influential regions of the world—the Silicon Valley—is seeking an energetic and skilled Tech Director to inspire and lead our tech team in effectively reaching those far from God to learn and live the way of Jesus together. This key role involves collaborating with the Executive Worship Pastor to execute outstanding services in alignment with our WG Weekend Playbook, across multiple locations. Typical work (Sunday - Thursday) may extend to occasional work on Fridays and Saturdays, along with evening hours.

PERSONAL QUALIFICATIONS

- Passionate Jesus follower, actively learning and living the way of Jesus: loving God, neighbor, and one another.
- Understanding of and alignment with WestGate's theology, vision, and values, using them as a filter for decisions.
- Embodiment of staff values: Holy, Humble, Hungry, (People-)Smart.
- Exemplification of essential competencies: oversight, strategy, team leadership, self-leadership, chemistry, communication, execution, stewardship, formation, proficiency.
- Commitment to continual growth: spiritual, personal, professional; invests in the growth of others.
- Demonstrates strong chemistry, connecting well with people as a relational team player.

PROFESSIONAL QUALIFICATIONS

- Possesses a deep calling and passion for serving others through the ministry of technical worship.
- 5 years minimum leading technical worship at a multisite church - leading staff and volunteer tech teams.
- Strong interpersonal skills, possessing the ability to articulate and cast a compelling vision, teach, and lead through teams.
- Expert knowledge of audio/video/streaming/lighting signal flows with strong ability to troubleshoot in all these environments.
- Proficient in software including Pro Presenter, Planning Center, and Ableton Live.
- Expert knowledge of audio systems and large format digital consoles including personal monitoring and Dante.
- Expert knowledge of theatrical, intelligent, LED lighting and DMX programming.
- Values teamwork, encouraging feedback, contributing to team morale, and fostering strong connections among team members.
- Exhibits personal and professional discernment and discretion.
- Demonstrates excellent time management skills, adept at balancing individual and team responsibilities while thriving in a dynamic and flexible environment.

PRIMARY RESPONSIBILITIES

- Provide technical leadership for worship services and events.
- Ensure tech is executed with excellence and consistency in line with our WestGate Weekend Playbook across all campuses.
- Oversee volunteer recruitment, training, scheduling, care, and appreciation.
- Empower volunteers to serve with excellence and consistency, while being prepared to fill in, train, and troubleshoot as needed.
- Oversee live streaming to video venues and campuses - capture, edit and upload preaching for online distribution.
- Oversee equipment maintenance, repairs, installations and purchases.
- Manage department budget.
- Analyze areas of improvement and foster personal growth within the tech team.
- Perform other duties as assigned.

PRIMARY LEADERSHIP COMPONENTS



Motivational Leadership - *"I lead through platform"*
Inspire action through platform leadership and motivational speaking

Low			High	
1	2	3	4	5



Strategic Leadership - *"I lead through systems"*
Advance our mission through data, planning, execution, and reporting

Low			High	
1	2	3	4	5



Directional Leadership - *"I lead through vision"*
Ensure progress by defining goals, key objectives and providing guidance

Low			High	
1	2	3	4	5



Relational Leadership - *"I lead through connection"*
Foster growth and well-being through personalized connection and care

Low			High	
1	2	3	4	5



Team Leadership - *"I lead through team"*
Build team by recruiting, training, scheduling, and celebrating contributors

Low			High	
1	2	3	4	5

PHYSICAL DEMANDS

- Stand for extended periods.
- Perform walking, bending, twisting, and kneeling.
- Navigate stairs.
- Demonstrate finger and hand dexterity for computer, instrument, and tool operation.
- Possess specific vision abilities, including close, distance, color, and peripheral vision, with the ability to adjust focus.
- Lift and carry up to 20 pounds with or without assistance.

WORK CONDITIONS

- Operate in a professional office or church environment with standard equipment like computers, printers, filing cabinets, and telephones.
- Lead in a worship service setting with various lightning equipment, cables, lighting consoles and lighting needs.
- Work typically occurs Sunday-Thursday, with occasional Fridays, Saturdays, or evenings as needed.

This job description is not designed to cover or comprehensively list all possible duties, activities, or responsibilities. These requirements may change at any time. The signature below constitutes the employee's understanding of the requirements, essential functions, and duties of the position.

Employee's Name: _____

Employee's Signature: _____ Date: _____