



HIGHLANDS C H U R C H

DATABASE SYSTEMS DEVELOPER & STRATEGIST

The Database Systems Developer and Strategist provides technical leadership for Highlands database and broader technology ecosystem. This position establishes the technical foundation for the database and related systems, guides long-term strategy and leads the design and development of tools and solutions that support ministry operations. The role collaborates closely with church leadership to understand strategic priorities and ensure technical solutions align with Highlands vision and mission.

Primary Responsibilities:

- **Systems Architecture & Platform Development**
 - Design, develop and maintain reliable and scalable technology systems, including workflows, automation and reporting
 - Implement standards for data structures, naming conventions and reporting practices
 - Develop and maintain custom plugins, APIs and system integrations
 - Perform technically complex tasks such as version upgrades, system optimization, server maintenance and troubleshooting
 - Establish and promote best practices for data management, system configuration and new development
 - Ensure systems are intuitive, efficient and aligned with ministry needs
- **Technical Leadership**
 - Lead and manage long-term technical projects from planning through implementation
 - Collaborate with ministry and leadership teams to design systems supporting ministry strategy
 - Provide comprehensive training and guidance to staff on new systems and tools
 - Mentor and develop skills of the Database Administrator
- **Reporting Strategy**
 - Define and maintain data reporting structures and standards focused on accuracy, consistency and reliability
 - Develop advanced reports, dashboards and analytics tools providing actionable insights
 - Review how reporting is used across ministries to identify gaps, opportunities and improvements in decision support

- **Integrations**
 - Design and implement integrations between the database and other systems (website, app, room management, HR or finance systems)
 - Manage APIs and data synchronization processes
 - Ensure integrations are reliable, secure, maintainable and scalable
 - Identify opportunities to streamline and consolidate the church's technology stack for greater efficiency and simplicity
- **Advanced Technical Operations**
 - Plan and execute platform version upgrades, migrations and other major technical changes
 - Diagnose and resolve complex technical issues related to servers, integrations and platform behavior
 - Analyze source code and underlying system design to understand and identify the root cause of problems

Requirements:

- Strong proficiency with Rock RMS platform administration and development
- Professional experience in C#, .NET, SQL and web programming languages such as HTML and JavaScript
- Systems architecture and database design experience
- Ability to interpret high-level requests and translate them into actionable plans; lead these projects from conception to completion
- Excellent communication, project management, collaboration and mentoring skills

Spiritual Requirements:

- Is a committed follower of Jesus Christ.
- Agrees and abides by Highlands Church:
 - Statement of Faith
 - Statement on Marriage and Sexuality
 - Bylaws, Article 7.5 – Church Discipline
 - Policies and Procedures
- Strives to uphold the values of L.I.F.E.
 - Love (1 Corinthians 13:4-8)
 - Integrity (Hebrews 12:1-2)
 - Fun (Ecclesiastes 2:24-25)
 - Excellence (Colossians 3:23)