

AUDIO DIRECTOR

Flatirons Church | Support and Development

REPORTS TO:

Production Director

CLASSIFICATION:

FULL-TIME//SALARY//NON PASTORAL//ON-SITE//SAT-WED//INCLUDES HOLIDAY, WEEKEND, AND EVENING HOURS.

WHY THIS ROLE MATTERS

Flatirons isn't just another church, and this isn't just another job. We're building something that demands attention and drives action. If you have a desire to help build a "No Matter What, No Matter Where" culture that inspires others to follow Jesus, we want to hear from you.

RAW AND REAL. FUN. INNOVATIVE

The Audio Director leads the development and execution of all live and broadcast audio across Flatirons campuses. This role ensures that every room—from broadcast to lobby—reflects the same clarity, excellence, and intentionality.

You'll oversee a multi-campus ecosystem of Yamaha-based consoles, Dante infrastructure, and integrated systems, while developing volunteers and staff to thrive within those frameworks. You'll champion consistency, create training pipelines, and drive innovation that supports the Flatirons experience both in-room and online.

This role blends technical mastery with relational leadership—building systems that work and people who grow.

WHAT YOU BRING

PERSONAL QUALIFICATIONS:

- Submits your life to God and the authority of His Word.
- Model a commitment to developing the character of Christ.
- Understand and support Flatirons' vision and values; filters decisions through that lens.
- Embrace key values integral to Flatirons staff culture: integrity, honor, mission.
- Exemplify qualities core to Flatirons DNA: humility, vulnerability, authenticity, humor.
- Willingness to take calculated risks or try unconventional ideas to yield impactful results.
- Committed to continual growth—spiritual, personal, and professional—and invests in the growth of others.
- Uses humor and relational connection to lead well and build a strong team culture.
- Agreement with the Flatirons Community Church Staff Lifestyle Covenant.

PROFESSIONAL QUALIFICATIONS:

- 5+ years of experience in high-level live sound or production environments, preferably in large-scale worship or touring contexts.
 - Expert-level understanding of Dante audio networking and RF coordination.
 - Advanced proficiency with Yamaha CL/QL/DM7 series, Ableton, Smaart, and Shure Wireless Workbench.
 - Demonstrated ability to manage and develop teams—staff and volunteers—toward consistent outcomes.
 - Strong project management skills with experience navigating complex systems and timelines.
 - Familiarity with multi-campus workflows, system deployment, and standardization of audio templates/showfiles.
 - Post-production mixing and/or broadcast experience preferred.
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WHAT YOU'LL DO

- Oversee all live audio systems and workflows across every Flatirons campus, ensuring technical and tonal consistency.
 - Lead the design, maintenance, and advancement of audio infrastructure—from consoles and DSPs to wireless and Dante networks.
 - Partner with Production Managers and Systems Lead to plan upgrades, manage vendor relationships, and execute installations.
 - Develop and implement clear, repeatable processes for soundcheck, weekend setup, and service execution.
 - Create and maintain a unified showfile and mix philosophy across all campuses.
 - Invest in and train staff and volunteers—hosting training nights, developing educational content, and building a healthy culture of growth and ownership.
 - Support the broadcast mix team and ensure alignment between in-room and online audio experience.
 - Collaborate closely with Worship and Creative teams to support artistic goals while maintaining technical excellence.
 - Provide direct mixing leadership during high-impact events, conferences, and holidays.
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COMPENSATION & BENEFITS:

- **STARTING SALARY** \$65,000 - \$75,000 – We recognize the value of your skills and dedication as we work together to bring the awesome life of Christ to a lost and broken world. Our salary range is designed to reflect your expertise and commitment to our mission.
- **HEALTH COVERAGE** – Enjoy peace of mind knowing you're covered. We offer 100% paid Health, Dental, and Disability Insurance for you and your family through Flatirons. You can also customize your coverage with optional buy-up options, including voluntary insurance coverages, ensuring you're supported in every aspect of life.
- **TIME OFF** – We believe in the importance of rest and renewal. You'll receive 3 weeks of Paid Time Off (PTO) each year to recharge, plus an extra week after Christmas services so you can truly unwind and spend time with loved ones.
- **RETIREMENT** – Your future matters as we work together to share Christ's love. Take advantage of our 403(b)-retirement plan with a generous matching contribution of up to 10% of your salary, so you can plan for tomorrow, today.

- **ACADEMY DISCOUNT** – We're committed to your growth of and the growth of your family. That's why we offer a tuition discount at Flatirons Academy to develop your kids' faith and knowledge.