

WORSHIP DIRECTOR

Flatirons Community Church | Worship

REPORTS TO: Director of Worship and Production

CLASSIFICATION: Full-Time//Salary//Pastoral//On-Site - Campus or Lafayette, CO//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.

We are looking for a high-caliber leader to oversee our entire worship department across every campus. The ideal candidate is passionate about investing in worship staff and leads with influence more than authority - someone whose greatest impact happens off-stage, in the relationships and rooms where vision gets built.

The Worship Director carries real influence across departments - sitting at the table with other ministry and creative leaders, translating the vision from leadership to the worship staff, and making sure worship planning stays tightly connected to the broader vision of the church rather than operating in a silo. They are the keeper and protector of the worship culture at Flatirons across all campuses.

PERSONAL QUALIFICATIONS:

- Submits life to God and the authority of His Word.
- Models a commitment to developing the character of Christ.
- Understands and supports Flatirons' vision and values; filters decisions through that lens.
- Embraces key values integral to Flatirons staff culture: integrity, honor, mission.
- Exemplifies qualities core to Flatirons DNA: humility, vulnerability, authenticity, humor.
- Willingness to take calculated risks or try unconventional ideas to yield impactful results.
- Committed to ongoing 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 Statement of Faith and Staff Lifestyle Covenant.

PROFESSIONAL QUALIFICATIONS:

- 7+ years of worship leadership experience.
- Strong vocal ability and preferably able to lead with an instrument.
- Experience leading worship teams and volunteers preferred.
- Bachelor's degree or equivalent experience in a related field preferred.
- Multi-campus experience preferred.
- Strong interpersonal and communication skills with the ability to build effective ministry partnerships.
- Ability to manage stress, prioritize competing demands, and work efficiently within allotted hours.
- Proficiency in Planning Center, Microsoft Office Suite, and familiarity with DAWs (ProTools, Logic, Ableton, or similar).

PRIMARY RESPONSIBILITIES:

- Communicate organizational priorities to the worship team and provide ministry-specific input to church leadership.
- Partner with Production, Creative, and Marketing teams to support weekend worship experiences.
- Foster healthy relationships and collaboration between worship teams and other ministries.
- Provide direct leadership to S&D Worship staff and coaching/support to Campus Worship leaders.
- Regularly lead worship, primarily at the broadcast location, and occasionally at other campuses.
- Meet weekly with worship staff and hold regular one-on-ones with direct reports.



- Support alignment of worship ministry culture across campuses.
- Support volunteer engagement and leadership development within the worship ministry.
- Manage worship ministry budgets, scheduling systems, and administrative processes.
- Participate in Support & Development Worship meetings, retreats, and initiatives.
- Other duties as assigned.

COMPENSATION & BENEFITS:

- Starting Salary Range \$110,000 – \$115,000 - We recognize the value of your skills and dedication. This salary range is designed to reflect national benchmarks for comparative roles with previous experience.
- Health Coverage –We offer competitive Health, Dental, and Vision Insurance for you and your family through Flatirons' Group plan. You can also customize your coverage with optional buy-up options, including voluntary insurance coverages.
- Paid Time Off – To start, you will receive 3 weeks of Paid Time Off (PTO) each year (pro-rated for mid-year start dates), plus an extra week after Christmas services so you can spend time with loved ones.
- Retirement – We offer a 403(b) retirement plan with a matching contribution of up to 10% of your salary.
- Flatirons Academy Discount – We're committed to your growth and the growth of your family. That's why we offer a tuition discount at Flatirons Academy to develop your kids' faith and knowledge.