

JOB DESCRIPTION

Job Title: Pastor/Director of Student Ministries (RS)
Classification: Full-Time (Exempt)
Department: Student Ministry
Reports To: Director of Ministry Development
Effective Date: 08/04/2026



PURPOSE:

The role of the Student Ministry Pastor/Director is to provide Central-level leadership, development, and direction for the RS staff and volunteer teams related to the vision, mission, and strategy of all environments specific to RS Ministries. This involves leading Student Ministry at a specific campus while also partnering with RS Campus Pastors, providing direct oversight of their respective campus Student Ministry Pastors/Directors/Teams.

RIVERSIDE COMPETENCIES & EXPECTATIONS:

- Active and growing personal relationship with Jesus Christ, evidenced by action, attitude, and behavior
- Full commitment to the mission, vision, and values of Riverside Church
- Demonstrated reliability, initiative, and self-motivation
- Ability to embrace and adapt to growth, change, innovation and creativity
- Use of appropriate judgment in the areas of discretion, sensitivity, and confidentiality
- Cooperative, healthy, and motivating relationship with supervisors, co-workers, and volunteers
- Dedication to top quality production and an interest in enhancing communication and overall Central functions of Riverside Church

ESSENTIAL FUNCTIONS:

RS Leadership

- Provide vision, strategy, & development for all RS environments (6th – 12th Grade)
- Provide leadership, direction, and training for all RS staff (2 full-time Campus Directors, and part-time Operations & Administrative team members)
- Create and oversee annual ministry budget
- Partner with the Campus Pastors and their direct oversight of campus RS Pastors/Directors/Teams

RS Ministry

Weekly Program

- Provide oversight and direction for RS teaching series across all campuses
- Develop and guide the RS Teaching Team, including each person's rotating responsibilities of message preparation
- Primary teacher at Big Lake Campus and collaborator with RS team in programming and events
- Lead and maximize small group environments
- Recruit, train, and develop leaders that reflect the vision and mission of Riverside Church for all 6th-12th grade

RS Events

- Reflect the larger values of RC, including bridge-building events that bring new students to the campuses, and other events that connect the church into the community
- Lead and develop all-campus summer and winter camps each year.
- Create a high-school mission trip or LIFE Conference experience each summer, including any outside fundraising

Communication

- Create or oversee/approve all communication content in conjunction with RS Assistant in alignment with overall RC communication strategy and branding
- Ensure clear, active channels of communication to parents and volunteers
- Oversee the use of text messaging and social media platforms to connect students, parents, and volunteers

Family Ministry

- Supportive and collaborative relationship with Riverside Kids and Young Adult Ministries

Riverside Staff Leadership Team

- Active participant in Sunday services and all church events as well as campus specific events that have all staff expectations
- Participate with other department heads in collaborative ministry initiatives

EDUCATION, SKILLS, ABILITIES, SPIRITUAL GIFTS:

- A passion for student ministry and to see families grow in their faith together
- BA or BS degree in student ministry or secondary education or related field required; Bible and theology degree preferred
- Meets Biblical qualifications for pastoral leadership
- 5+ years of youth leadership experience
- Experience with direction and administration of church ministries
- Effective written, verbal, and interpersonal communication skills:
- Demonstrated ability to understand and relate to students and their families
- Ability to recruit, motivate and equip interns and volunteer leaders to minister to students
- Ability to work as part of a larger staff team while integrating student programs with the entire church ministry
- Willing and able to pursue licensing, and ordination/consecration with the C&MA

RELATIONSHIPS:

- Works as Department Head of RS Team
- Reports to the Director of Ministry Development
- Receives support from peers on RS team
- Works closely with all staff and departments