

Technical Director



Church: Real Life Church
Location: Covington, WA
Role: Technical Director – Full Time, Hourly (exempt)
Compensation: Hourly, Full-Time: \$24-28 per hour, plus \$100 *monthly cell phone allowance, 401k Matching, Health Insurance (medical & dental), PTO, Holidays & Sick Pay*
Reports to: Lead Pastors, Executive Pastor
Website: reallifechurch.com

At Real Life Church we are passionate about helping people connect to the realness of God. We are striving to grow into the type of individuals, team members, and organization that effectively serves our congregation and community.

The Technical Director is a full-time ministry leadership role responsible for overseeing production (A/V/L) systems, volunteer teams, and technical execution for services and events. This role combines hands-on technical expertise with team leadership and pastoral care, ensuring a high-quality, distraction-free, and mission-aligned environment for worship and community engagement.

We're looking for someone who:

- Enjoys collaborative ministry and thrives in a team setting
- Is a multiplier – believes in building God's House by activating leaders, training and handing off ownership for long-term sustainable growth of the Church
- Is Kingdom-minded with a ministerial lens of serving the needs the church and surrounding community, while prioritizing stewardship of church resources
- Self-driven and solution focused - able to own and lead their area of responsibility, creating systems, optimizing production quality and IT operations and growing supportive volunteer teams
- Mission focused

RESPONSIBILITIES:

Below is a list of basic priorities and expectations for Technology Director role. This is not a comprehensive list as the needs and level of work shifts from week to week based on the needs of the team, organization and church calendar.

Technical Operations & Systems

- Oversee organization's technology and equipment needs, including procurement, training, troubleshooting, equipment lifecycle planning, and service contracts
- Manage and steward equipment inventory, including resale of valuable retired or unused equipment whenever possible
- Lead IT security efforts, protecting organizations information, resources, and members.
- Program and maintain systems for audio, video, lighting, and presentation software
- Serve as liaison to external technology vendors, including partnership with ADS Technology

Production Leadership: SOUND, MEDIA & LIGHTING

- Lead and develop production teams, including Sound, Producers, Video, ProPresenter, and Lighting volunteers (for Sundays and other key ministries like youth)
- Coordinate closely with Sound, Worship, and Service Teams to deliver excellent and cohesive service experiences
- Oversee smooth execution of Sunday services and special event production, including live streaming and recordings, both hands on and supervised
- Inspire and lead a mission-minded serve culture on a Kingdom impact level

Service & Events (i.e. church events, midweek ministries, outside groups, etc)

- Run, lead, and schedule production and technology needs coverage for all internal and external events, including Sunday services, ministry events, and more
- Ensure readiness of all technical environments for ministry use

IT & Organizational Support

- Operate as a team to support RLC, RKL, staff and volunteers as needed.
- Support technology needs for RLC, RKL and on-site ministry partners
- Assist with network, security, and systems oversight in collaboration with vendors
- Provide technical support to staff and ministry leaders as needed

Media and Production (Creative)

- May include, but is not limited to, providing leadership or support with podcasts, other multimedia, etc.
- Work with Worship Pastor / Worship teams to execute ministry, vision , projects

Volunteer Leadership & Pastoral Care

- Recruit, train, and develop volunteers, building sustainable and scalable teams
- Foster a healthy, mission-driven team culture
- Provide pastoral support to volunteers and engage relationally with church attendees and community members

QUALIFICATIONS:

- Demonstrates an active, growing, and evident relationship with Jesus
- Proven ability to lead teams and develop volunteers
- Strong working knowledge of live production systems (audio, video, lighting, streaming)
- Operate in a spirit of excellence, with strong organization, timeliness and eye for detail
- Enjoy learning and developing new technical and ministry skills
- Shape, uphold, and exemplify RLC Teams Culture and Values
- Physical ability to lift 50+ pounds and engage in various physically demanding tasks (events setup, equipment installs and management, offsite setup camps and events, etc.)