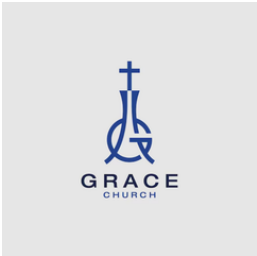




DO WHAT YOU LOVE.



**GRACE CHURCH**  
PRODUCTION DIRECTOR  
JOB PROFILE




A person with a backpack is walking in the foreground of a city street. In the background, there is a large steel truss bridge, likely the Manhattan Bridge, and several multi-story buildings. The scene is lit with a warm, golden light, suggesting late afternoon or early morning. The overall mood is urban and dynamic.

# One.

THIRTY NINE

WE EXIST TO BRING  
TRANSFORMATION  
TO PEOPLE AND  
ORGANIZATIONS  
ONE STRONG HIRE  
AT A TIME



FOREVER AND EVER

## THE GRACE CHURCH STORY

Grace Church was founded in Washington, D.C., in 1998 with only 10 adults and two children in its inaugural service. The congregation quickly outgrew its humble beginnings at Cecil D. Hylton High School in Woodbridge, Virginia. In 2007, Grace moved into its first brick-and-mortar location, the Commerce Center in Dumfries, Virginia. In 2008, our founders, Pastor Derek Grier and Yeromitou Grier, were ordained as a bishop and pastor by the late Dr. Myles Munroe. Within a few short years of continual growth, as well as the introduction of Virginia Bible College in 2011, later to be renamed Virginia Christian College in May of 2023, we then moved into the prominent Ambassador Center on Williamstown Drive in 2012. In 2017, Bishop Derek Grier had a vision of a larger facility to remedy the overflowing children's department, multiple off-site parking locations, and alleviate four weekend services.

Only a few months before the COVID-19 pandemic began sweeping across America in early 2020, Grace Church took a leap of faith and made Bishop's God-given vision a reality by starting construction of a new state-of-the-art worship center at 17100 Van Buren Road in Dumfries, Virginia. During the construction of our new facility, while in the midst of a worldwide crisis, we shifted to virtual services along with our Park and Praise events, which were monthly outdoor services at the Potomac Middle School parking lot. Following the success of our virtual services and Park and Praise events, Bishop Grier invited the congregation to join him in dedicating the sanctuary and altar prior to the final stages of construction. In September 2022, Grace Church held its ribbon-cutting ceremony, shortly followed by its grand opening in October 2022.

In 2023, Grace Church went from being ranked 7th to the number 5 spot in Outreach Magazine's Top 100 Fastest Growing Churches list. Grace continues to serve thousands in the community through Sunday services, in-person Bible studies, encouraging online content, festivals, and by providing resources to local organizations and ministries. We are eagerly looking toward the future with anticipation as God steers grace toward fulfilling our vision of being a Bible-centered, Spirit-empowered, grace-driven, disciple-making community. We look forward to you joining with us as we pursue our mission of reaching the lost, empowering the hurting, assimilating the lonely, and leading our culture toward Christ.

# VISION

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A Bible-Centered, Spirit-Empowered, Grace-Filled,  
Disciple-Making Community

# MISSION

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- REACHING the lost
- EMPOWERING the hurting
- ASSIMILATING the lonely
- LEADING by turning followers into leaders

# CORE VALUES

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- The Centrality of God's Word and Spirit
- People Matter
- Servant Leadership

# JOB SUMMARY

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The Production Director is responsible for leading all technical production environments at Grace Church, ensuring excellent, distraction-free worship experiences across audio, video, lighting, broadcast, and digital media. This role oversees staff and volunteers across AV, lighting, media, and production teams, manages high-quality AVL systems, and builds scalable processes that support Grace's current main campus and future multi-site expansion. The Production Director reports to the Senior Director of Operations and is both a hands-on technical expert and a strategic leader who can identify when to leverage external partners, consultants, and specialists to elevate quality, training, and long-term system health.

WE ARE ONE THIRTY NINE

# CULTURAL FIT

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- Deeply aligned with our church's theology, mission, and values
- Willing to become a member of Grace Church and actively participate in leadership development
- Emotionally intelligent and relationally strong
- Humble, low-ego leader who empowers others
- Calm under pressure and solution-oriented
- Spiritually mature and actively growing in faith
- Thrives in a fast-paced, excellence-driven environment
- Builder of teams and culture, not just systems

# SKILLSET

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- Strong production leadership across audio, video, lighting, broadcast, and media
- Creative vision with strong storytelling instincts across live and digital platforms
- Strategic thinker with strong project management ability
- Systems thinker who brings organization and scalability
- Strong communicator across departments
- Clearly articulates both vision and execution
- Demonstrates a healthy theology of worship, production, and media
- Brings structure without stifling creativity
- Working knowledge of digital media platforms and content strategy
- Proven leader with a track record of highly regarded team leadership
- Strong alignment in chemistry and spiritual maturity



# CORE RESPONSIBILITIES

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## **Audio Leadership**

- Oversee FOH, monitor, and broadcast audio operations
- Maintain and optimize digital consoles, RF systems, stage infrastructure, and broadcast audio workflows
- Collaborate with approved external audio consultants for advanced training, system tuning, and long-term audio strategy

## **Video & Broadcast**

- Lead all video production, including IMAG, multi-camera operation, switching, shading, and livestream
- Oversee camera operators, directors, and broadcast volunteers
- Maintain video systems, routing, recording, and streaming infrastructure
- Ensure consistent, high-quality online worship experiences

## **Lighting & Stage**

- Direct lighting design, programming, and cue execution for worship services and events
- Oversee stage design, scenic builds, seasonal sets, and stage resets
- Maintain lighting fixtures, consoles, networking, and DMX infrastructure



# CORE RESPONSIBILITIES

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## Digital Media & Social Support

- Partner with Communications and Social Media teams to support content capture, sermon clips, and digital storytelling
- Ensure alignment between weekend content, digital platforms, and overall creative direction
- Oversee the accuracy, quality control, and timely delivery of all media assets prior to publishing
- Provide production support for video shoots, interviews, and creative content
- Maintain working knowledge of digital platforms (YouTube, Instagram, Facebook, and livestream distribution) to support effective content delivery
- Contribute to content strategy for sermon clips, interviews, testimonies, and other ministry media
- Monitor media analytics and platform performance metrics to help improve digital reach and engagement
- Collaborate with Communications and Social Media teams to ensure consistency in messaging and content distribution across all platforms

## Team Leadership & Culture

- Recruit, train, schedule, and pastor volunteers across all production teams
- Build a culture of excellence, humility, and collaboration across Production, Worship, and Pastoral teams
- Develop clear SOPs, checklists, and training pathways for all AVL roles
- Lead production for special events, conferences, youth events, and seasonal services
- Provide day-to-day leadership, coaching, and development for staff and volunteer teams



# CORE RESPONSIBILITIES

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## **Systems, Infrastructure & Stewardship**

- Maintain all AVL equipment, ensuring reliability, cleanliness, and long-term performance
- Oversee upgrades, repairs, vendor relationships, and integrator partnerships
- Identify when external partners or consultants are needed for specialized areas (e.g., audio tuning, system redesign, advanced training)
- Manage production budgets, purchases, and long-term capital planning
- Build scalable systems and documentation to support future campuses
- Exercise decision-making authority within the approved scope, systems, and budget

## **Weekend Service Execution**

- Lead all technical aspects of weekend services from planning through execution
- Run rehearsals, sound checks, and pre-service checks with excellence
- Ensure alignment with pastoral vision, worship flow, and creative direction
- Troubleshoot issues calmly and efficiently under pressure



# CORE RESPONSIBILITIES

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## Performance Expectations

- Deliver consistent, high-quality, distraction-free worship experiences
- Maintain strong team health through volunteer development and leadership pipeline growth
- Ensure excellence in execution across audio, video, lighting, and broadcast environments
- Support growth and engagement across digital platforms and online experiences
- Steward budgets responsibly and operate within approved financial parameters

## Schedule & Availability

- Typical workweek includes Tuesday–Friday and Sunday, with flexibility required for special events, conferences, and seasonal services

## Spiritual Leadership

The Production Director is a ministry leader who serves from a growing relationship with Jesus and a commitment to Grace Church's mission. This role models humility, excellence, and unity while creating environments that help people encounter God without distraction. The Production Director pastors and supports volunteers, partners closely with Worship and Pastoral leadership, and ensures that every technical decision aligns with the spiritual direction of Grace Church.



# QUALIFICATIONS

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## Experience

- Proven experience leading production in a church or live event environment
- Strong technical proficiency in audio, video, lighting, and broadcast systems
- Experience with digital consoles (Avid, DiGiCo, Yamaha), lighting consoles (MA, Hog, Chamsys), and broadcast switchers
- Ability to lead, train, and inspire volunteers
- Strong organizational, communication, and project management skills
- Ability to manage multiple priorities in a fast-paced environment
- Demonstrates a heart for ministry and alignment with Grace Church's mission and values
- Ability to identify when external expertise is needed and manage those partnerships effectively

## Education & Background

- Bachelor's degree in a related field (Audio Engineering, Film/Media Production, Technical Theatre, Communications) preferred but not required
- Equivalent professional experience in live production, broadcast, or church production environments may be considered in place of a degree
- Industry certifications (Dante, Q-SYS, MA Lighting, Avid, etc.) are a plus
- Demonstrated experience leading AVL teams in a high-quality, fast-paced environment





# DUMFRIES, VA

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Dumfries, Virginia, is a historic town that combines small-town charm with easy access to the energy of the greater Washington, D.C. metro area. As one of the oldest towns in Virginia, Dumfries offers a unique sense of heritage and community pride while being just minutes from major highways, military bases, and job centers.

Residents enjoy a quieter pace of life, with family-friendly neighborhoods, local parks like Merchant Park and Prince William Forest, and a growing mix of restaurants, schools, and shopping options. With its close proximity to Quantico and I-95, Dumfries is a strategic home base for both government professionals and families seeking a balance between work and lifestyle.

Locals often speak of “evenings on the water at Leesylvania State Park,” “commutes that lead home to peace and quiet,” and “a town that still feels like a community.” With its mix of tradition, growth, and accessibility, Dumfries is a place where history meets new beginnings—and where you can truly feel at home.

## WHO WE ARE

*Grace Church is best known for its strong, biblical teaching ministry, vibrant worship, life-building children and youth departments, emphasis on personal integrity, and community service.*

## OUR WHY

*We are committed to removing barriers that keep people from understanding and experiencing the transformational power of a relationship with Jesus Christ.*

## OUR VALUES

PEOPLE MATTER  
INTEGRITY  
SERVANT LEADERSHIP  
THE CENTRALITY OF GOD'S WORD AND SPIRIT

