

DIRECTOR OF TECHNOLOGY R&D

Flatirons Church | Support and Development

REPORTS TO:

Executive Pastor of Campuses and Operations

CLASSIFICATION:

FULL-TIME//SALARY/ NON PASTORAL//ON-SITE//MON-FRI//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

We are looking for someone who to lead the strategic development and execution of research and innovation initiatives that drive technological advancement for Flatirons' ministries. Working with Flatirons' Executive Lead Team, this role oversees the identification, evaluation, and implementation of emerging technologies, working closely with cross-functional teams to develop prototypes, pilot programs, and scalable solutions that align with Flatirons' mission and vision.

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.

PROFESSIONAL QUALIFICATIONS:



- Bachelor's degree in Computer Science, Engineering, or related technical field preferred.
 - 10+ years of experience in technology leadership, including at least 5 years in R&D or innovation-focused roles within the local church.
 - Proven track record of leading successful R&D initiatives from ideation through to implementation within the ministry/church context.
 - Deep understanding of emerging technologies, software and innovation methodologies either designed for multi-site churches or adaptable to multi-site church.
 - Strong leadership, communication, and stakeholder management skills.
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WHAT YOU'LL DO

- With the Executive Lead Team, define and drive the R&D vision, strategy, and roadmap in alignment with Flatirons' mission and vision.
 - Monitor technology trends, particularly in the local church environment, to identify opportunities for innovation, disruption, or strategic investment.
 - Foster a culture of innovation and experimentation within the R&D team and broader tech organization.
 - In collaboration with the Director of Tech Security and Infrastructure, oversee the planning, execution, and delivery of R&D projects with clear milestones and success metrics
 - Collaborate with cross-functional ministry leaders and team members to transition successful prototypes into functional use.
 - When approved by leadership, build, mentor, and lead a high-performing R&D team
 - Promote continuous learning, technical excellence, and cross-functional collaboration
 - Develop and manage the R&D budget, ensuring efficient allocation of resources.
 - In collaboration with the Director of Tech Security and Infrastructure, evaluate tools, platforms, and infrastructure needs to support R&D activities.
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COMPENSATION & BENEFITS:

- **STARTING SALARY** \$120,000 - \$150,000 – 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.