

NEXTGEN WORSHIP LEADER

Flatirons Church | Support and Development

REPORTS TO:

Worship Director

CLASSIFICATION:

FULL-TIME//SALARY// //ON-SITE//SUN-THUR//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

Flatirons isn't just looking for a great worship leader, we're looking for an excellent, humble, and people-oriented Worship Pastor. Someone who is passionate about creating raw, real, Spirit-led experiences where Students can bump into Jesus. As the NextGen Worship Leader across all campuses, this person doesn't just lead songs, they lead people and usher the next generation into the presence of God. They create space and development for the next generation to be involved in the worship experience. This role will lead and oversee High School and Middle School worship experiences weekly while partnering with the S&D team in order to influence and support NextGen worship across campuses.

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.
- Agreement with the Flatirons Community Church Statement of Faith and Staff Lifestyle Covenant.

PROFESSIONAL QUALIFICATIONS:



- 4+ years of staff worship leadership experience.
 - Leadership skills (including the ability to recruit and develop) preferred.
 - Creativity and a strong work ethic.
 - Commitment to excellence.
 - Highly proficient vocal.
 - Musical talent may include but not limited to: instrumental, songwriting, ability to sing and coach harmonies.
 - Strong communication skills on and off the stage.
 - Basic understanding of music theory.
 - Basic abilities in DAW (Ableton, ProTools, Logic, etc.)
 - Band leadership and musical development.
-

WHAT YOU'LL DO

- Serve as the primary worship leader at the Lafayette Campus for Midweek and Weekend NextGen Experiences.
 - Lead and oversee weekly services, including rehearsals, run-throughs, and debriefs for MS + HS.
 - Cultivate and protect worship culture that aligns with Flatirons' vision and values.
 - Work with Central Worship + Central Student Pastors to create systems and structures to support midweek worship across all campuses.
 - Collaborate with Production teams to develop student involvement in audio, lighting, and tech.
 - Create and lead regular development environments (auditions, training nights, coaching sessions) for student musicians and vocalists.
 - Build and implement a clear pathway for students to join, grow, and lead on worship teams.
 - Work with campus worship pastors and campus student directors to create a healthy weekly student worship environment.
 - Pastor, disciple, and care for worship volunteers on NextGen Teams.
 - Spot, recruit, onboard, and develop students for midweek and weekend teams.
 - Maintain PCO systems: scheduling, charts, tracks, communications, etc.
 - Help shape setlists, service flow, and programming elements that connect with students and support the message.
 - Help plan and execute all NextGen events including Rally, Student Camp and any other NextGen Events.
 - Partner with the Worship Resource Manager and Lead Music Director on special projects, studio work, and cross-campus content.
 - Participate in pastoral and ministry opportunities at the campuses as needed.
 - Other duties as assigned by the S&D Worship Director and Lead Student Pastor.
-

COMPENSATION & BENEFITS:

- **STARTING SALARY** \$50,000 - 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 competitive 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.