



<b>Title: Media Tech Director</b>	<b>Prep/Revised Date: February 2026</b>
<b>Reports To: Worship Pastor</b>	<b>Direct Reports: N/A</b>
<b>FLSA /Hours: Non-Exempt / 40 hour</b>	<b>Campus: Fort Collins</b>

### Summary

The Media Tech Director at Timberline Church provides leadership and oversight for all aspects of media production, including audio, video, and lighting, for weekend services, live events, and online experiences. This role ensures that worship services and all other events are vibrant, distraction-free, and God-honoring by managing the creative, technical, and spiritual aspects of media production.

The Media Tech Director collaborates closely with the Senior Pastor, Worship Pastor, ministry leaders, and volunteers to creatively plan, and execute impactful worship experiences. This position is responsible for recruiting, training, inspiring, and developing volunteers, implementing efficient workflows, maintaining technical excellence, and fostering a creative, and spiritually healthy media ministry culture.

### Duties & Responsibilities

#### Technical Oversight of Services & Events:

- Ensure the planning, preparation, and execution of audio, video, and lighting elements for all worship services and special events (in-person and online) in conjunction with the Production Lead or any volunteer Producers.
- Operate or oversee livestreams, multi-camera video switching (IMAG), ProPresenter/ PCO, and all recording technology.
- Assist in the design and implementation of stage layouts, lighting, and media elements that support the worship vision.
- Ensure all events are vibrant, distraction-free, and technically excellent.

#### Leadership & Volunteer Development:

- Recruit, train, schedule, and mentor a team of media volunteers and student interns.
- Provide clear communication and leadership to ensure every team member understands their role.
- Build a healthy rotation of volunteers who serve with excellence and joy.
- Foster spiritual growth and community within the media team.

#### System & Process Management:

- Maintain and troubleshoot all production technologies across campus.
- Develop and maintain workflows for media preparation, scheduling, and production.
- Advise on equipment upgrades, oversee installations, and manage purchase/licensing records.
- Continually assess and improve media systems to increase efficiency and quality.

#### Creative Collaboration:

- Partner with pastoral and worship staff, as well as MarCom team to plan and execute creative service elements.
- Produce and edit videos, graphics, and other creative assets as needed.
- Maintain a learning and innovative mindset, exploring new ways to enhance the weekend experience.

#### Administrative & Pastoral Engagement:

- Attend weekly Midweek Meetings for service planning/ communication.
- Participate in the spiritual and cultural life of the church, modeling Christ-like leadership.

### Skills/Qualifications

- Fully devoted follower of Christ, modeling humility, excellence, and servant leadership.
- Creative and technically excellent.
- Inspiring and collaborative leader.

- Teachable, spiritually grounded, and proactive.
- Calm under pressure, with a positive and servant-hearted attitude.
- Committed to continuous improvement and ministry excellence.
- Expertise in: Live and streaming video production. (Resi), BlackMagic systems, multi-camera video switching (IMAG), digital audio consoles (Allen and Heath Systems), and audio networks (DANTE).
- Digital networking protocols.
- Lighting design and DMX programming.
- ProPresenter, Planning Center Online, and related production software experience.
- Strong organizational and problem-solving skills, able to multi-task under pressure.
- Must be able to set up and operate media equipment as needed.

### Education and/or Experience

- 3 - 5+ years of professional AVL production experience; church experience preferred.
- Associate or bachelor's degree in film, broadcast production, digital media, or related field (equivalent experience considered).
- Demonstrated ability to develop and motivate volunteers.

### Conditions of Employment/Physical Demands

- A satisfactory outcome from a criminal background check.
- Compliance with the Employee Handbook and Timberline Church Staff Covenants.
- Attend Staff Chapel (Part-time not required).
- While performing the duties of this job, the employee is required to stand, walk, sit, use hands, operate tools or controls, reach with hands and arms, talk, hear, and see. Lifting up to 30 lbs is often required.
- In the spirit of continuous improvement and serving one another, you may be asked to assist with interim duties or other duties as assigned.

**To Apply: Click the link below to complete the job application. Please upload your cover letter and resume with the application. We will contact you for next steps.**

*Please Note: you must submit all requested items to be considered for employment. **You do not need to complete the S.H.A.P.E Assessment unless specifically asked.***

Position Details: Full-Time.

Exemption/Hours: Exempt. Salaried; 40/hrs per week or more (includes Sundays and some evenings).

Compensation: \$58,000 – 70,000 annually; depending on previous experience.

Benefits Include:

- Insurance:
  - Employer paid medical, dental, vision, & life insurance.
    - Options for employees to add spouse and/or children for an out-of-pocket expense.
  - Monthly employer paid contributions to Health Savings Account.
- Retirement 403(b):
  - Optional employee contribution plan via pre or post tax election.
- Leave:
  - Generous sick leave applied to leave bank after 30 days of employment. Sick leave accrual totals increase with employment longevity.
  - Generous personal leave applied to leave bank after 30 days of employment. Personal leave accrual totals increase with employment longevity.
  - 10+ paid holidays annually.

**[CLICK HERE TO APPLY](#)**