



**Church of the Ascension
Director of Worship Arts**

Job Title: Director of Worship Arts

Position Status: Full Time or Part Time (**There is flexibility on this depending on the individual's availability and gifting.**)

Church of the Ascension is a growing, vibrant, and historic church in Pittsburgh. We are seeking to worship and grow in Christ, and to be equipped to offer His healing to the city and world around us. Our community is intergenerational and draws from the wider area, while being firmly rooted in the Oakland neighborhood, the university and hospital district of the city. We desire to worship Jesus together in ways that are dynamic, heartfelt, skillful, and truthful. We are seeking someone for this role who is experienced as a musical leader, and passionate about the church's worship of Jesus.

Job Role:

The Director of Worship Arts reports to the Rector. Under the Rector the Director has overall responsibility for the spiritual health and vibrancy of the musical worship of the congregation. The Director oversees and supports the Traditional Worship Music Coordinator & Organist and Choir Director, part-time employees, as well as worship volunteers, and A/V techs.

Core Job Responsibilities:

- Plan & Lead Worship Services
 - Guide the congregation through the sung and liturgical elements of worship, embedding responsive Psalms and prayers into songs.
 - Identify, introduce and teach theologically sound, new music that fits Ascension's culture.
 - Manage software for service planning, scheduling, and music licensing.
 - Communicate relevant information to administrators regarding bulletin, slides, etc.
 - Oversee the maintenance of musical instruments (organ & piano, etc.), and coordinate the rental of instruments and hiring of musicians as needed.
 - Support & develop the use of the arts in musical worship and beyond.
 - Work with others (Rector and Director of Children's Ministry) to creatively facilitate a culture of worship for the whole congregation, at every age and stage.

- Lead Worship Teams
 - Plan & lead the worship band weekly rehearsals, including teaching and instruction on worship, musicianship, and prayer.
 - Coordinate music teams for weekly worship, special mid-week worship services and other special events (e.g., Alpha, retreats, outreach, funerals/weddings, etc.)
 - Recruit, equip, and shepherd members of the worship teams, including identifying and developing new team members.
 - Oversee AV staff and volunteers to ensure excellent and distraction-free worship and live-streamed services, and recording of sermon podcasts.

We estimate that the above responsibilities amount to approximately a 25 to 30 hour a week position. There are a number of different possible areas of responsibility that might be taken up to make this a full time position. These could include leading the artists community, pastoral responsibilities, oversight of visual communication, and other areas, depending upon the candidate's areas of interest and ability.



Core Competencies and Attributes:

Devoted and Dynamic Worshipper

- Regularly engages personally with God and leads worship out of the overflow of private devotion.
- Imagines both the dynamic presence of the Spirit in the context of sung worship and the prescribed Liturgy of the Table as equally important mediums through which we encounter God.

Emotionally Healthy

- Can be gracious, unhurried and non-anxious in a manner that is sensitive to and patient with the interpersonal anxieties of others.
- Builds rapport well by being a good listener, resulting in being an “early knower”: one who receives informal and incomplete information in time to do something about it.
- Addresses problems with any person or situation quickly and directly in a spirit of seeking reconciliation and truth.
- Does not hold back anything that truly needs to be said, providing current, direct, complete, and “actionable” positive and developmental feedback to others.

Musical

- Understands and casts a spiritual/theological vision for Ascension's worship so that musicians and anyone who helps in worship can understand the aim of our worship.
- Able to direct vocalists in learning melody and harmonies, utilize musicians with complementary abilities and instrumentation, and provide arrangements for a variety of instruments.
- Is knowledgeable in contemporary and historic church music, and is able to communicate proficiently regarding both. Has familiarity with the church calendar and the music and arts associated with the various seasons.

Effective Leadership

- Creates a climate in which people want to do their best and motivates all kinds of team members.
- Can assess each person's passions and gifts in a way that facilitates their being placed in a role where they can truly shine.
- Empowers others, inviting input from each person in a manner that shares ownership.
- Easily makes connections among previously unrelated notions - hence tends to be seen as original and value-added in brainstorming sessions.

The Ideal Candidate:

Has a diverse musical background with ability to play more than one instrument and vocal skills (a formal degree in music is welcome, but not required). Is able to direct vocalists in learning melody and harmonies, utilize band members with complementary abilities and instrumentation, and provide arrangements for a variety of instruments. Has significant experience leading musical worship in a local church. Understands A/V equipment and technologies for music ministry.

Can attend weekly staff meetings as well as other team meetings/retreats scheduled throughout the year, and congregational events with musical worship (e.g. Holy Week, Parish Retreat, etc.)

Application Process:

Interested candidates should submit a CV and cover letter, along with three references. Links to audio or video recordings are welcome. Please contact peter.coelho@ascensionpittsburgh.org. Our hope is for this position to be filled by the spring/summer of 2025.