



HILL COUNTRY

BIBLE CHURCH

JOB DESCRIPTION

BROADCAST VIDEO DIRECTOR

Job Classification: Full Time; Exempt

Date: September 2020

SUMMARY

The Broadcast Video Director will oversee all video capture and broadcast aspects for in-person worship venues, campuses, and the Hill Country Online experience. They will align with our philosophy of ministry, adopt campus-wide practices for consistency in AVL, and embrace the overall mission, vision and brand of Hill Country. They are responsible to recruit, train and develop all broadcast video volunteers to ensure a healthy standard of excellence in our utilization of IMAG, broadcast, and live video presentation.

OUTCOMES AND RESULTS – SUCCESS IN THIS POSITION WILL RESULT IN:

1. The church is resourced with compelling, high-quality, and meaningful live stream video and broadcast elements that engages an increasing number of people (online and on-site/in-person)
2. Campuses and in-person venues (multiple venues at Lakeline) are staffed with well-trained broadcast production teams for all worship services and special events (mix of staff, volunteers and lay leaders)
 - a. Healthy volunteer teams are engaged, lay leaders are developed and given greater ownership of the ministry and new volunteers are continually being recruited, trained, and empowered
 - b. These teams understand our philosophy of ministry, are taking next steps in their spiritual journey and are growing in their technical/broadcast expertise
3. Hill Country broadcast equipment is administered and maintained at a high level; proactive forecasting and scheduled preventative maintenance keep everything running smoothly for weekend services and special events
4. Church-wide ministries receive timely and excellent technical support and training to minister effectively

MAJOR RESPONSIBILITIES AND ACTIVITIES:

1. Own the vision, mission and values of Hill Country; understand the regular ministry rhythms, philosophy of ministry and brand as it is translated to video/broadcast
2. Set direction as you adopt campus-wide practices for consistency in all AVL, service flow, and service style
3. Direct all camera shots, camera switches, graphics, and video playback for live broadcast of weekend services and special events
4. Oversee the capture, playback and Live Stream processes (RTMP Protocol and iframe embed codes); oversight of functionality and updates for "current" streaming platform (Resi) for other in-person service venues.
5. Responsible to ensure all broadcast/video positions are filled with competent volunteers that can execute their position with excellence (all services, special events, and church-wide ministry)
 - a. Recruit, train, and develop volunteers to serve the technical and video broadcast needs for onsite; establish a leadership pipeline to further develop leaders
 - b. Coordinate and schedule broadcast video team, including directors, producers, camera operators, graphics operators, and camera shaders
 - c. Clearly communicate with volunteers/leaders each step (ongoing)
6. Oversee the repair and maintenance of all broadcast and video-related equipment, including software and hardware
7. Quickly identify problems and make "on the spot" fixes (short term solutions) as they arise in real time
8. Forecast, evaluate, and recommend long-term solutions (updates/replacements/installs) for video broadcast needs
9. Work closely with the Production Director, Communication Director and Worship Pastor on an ongoing basis
 - a. Assist in the development and implementation of on-going strategies for IMAG, broadcast, and live video presentation for all services, campuses and events. Enhance our current IMAG for online experience
 - b. Assist Communications Team in the capture and edit of pre-recorded video (announcements, closing, etc.)
 - c. Capture and posting of all sermons; manage archival processes of the weekend and recorded media
 - d. Contribute to Production Team goals and responsibilities including meetings, staging, gear maintenance, storage organization, and more
10. Make detailed notes during rehearsals and run-throughs of anything that should be documented or needs to be improved; communicate well with those you lead (volunteers and staff) to ensure everyone is prepared to serve with excellence
11. Successfully serve on our overall staff team; commitment to church goals and participation in church-wide initiatives

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

1. At least 3 years' live stream broadcasting experience (including multi-camera directing and control room engineering); comprehensive working knowledge of pre, post and live production
2. Experience and knowledge of audio, lighting, video production and projection, IMAG, and stage design
3. Basic knowledge of video editing software (Adobe Premiere/Final Cut Pro)

4. Experience with all areas of production tech; preference for large church or similar/relevant experience
5. Ministry minded: servant heart to develop others; self-starter and recruiter with strong work ethic
6. Must be able to lift various types of AVL equipment and staging (40+lbs), climb ladders, and operate lifts
7. Availability to work on Sundays, holidays, and some evenings as needed.
8. Sees themselves as an owner of the mission, vision, values and pathway of Hill Country Bible Church
9. Theologically aligns with the core beliefs of HCBC and becomes a church member within 3 months of hire

CULTURE AND CLIMATE:

1. Position reports to Production Director as part of the Production Team
2. Staff culture is goal-oriented and collaborative; values celebration; priority of personal evangelism
3. Core Values: Responding to God's Word, Engaging Generations, Celebrating Life Change, Thinking Beyond Ourselves