



# HILL COUNTRY BIBLE CHURCH

## JOB DESCRIPTION

## VIDEO PRODUCER

Job Classification: Exempt; Full-Time

Date: August 2020

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

1. The mission, vision, values, and pathway of Hill Country Bible Church and stories of life change are clearly and creatively communicated to our congregation and community.
2. Our congregation grows in their anticipation of the empowering presence of God in their daily lives as they see and hear personal life change stories and testimonies, shared in innovative and original ways.
3. The church is resourced well with video support. There is a steady stream of high-impact, professional-grade videos.
4. All videos engage target audiences and align with the goals, mission, and brand of Hill Country.
5. Effective recruiting and development of video and photography volunteers building a culture of collaboration and volunteer engagement and leadership.
6. There is a high spirit of teamwork, collaboration and trust: deliverables and deadlines are met; project updates are timely and proactively communicated.

### MAJOR RESPONSIBILITIES AND ACTIVITIES:

1. Provide video and photography that engages the target audience and fuels our mission, vision, values, and brand.
2. Understand the context in which finished work will be used to create more effective final products.
3. Work independently and with a team to develop creative video ideas, including developing concepts into concrete ideas, strategizing story elements, visualizing shots, creating storyboards, writing scripts, scouting film locations, etc.
4. Create videos—produce, script, shoot, direct, edit, and add special effects—for worship services, events, social media, website, advertisements, ministries, and trainings.
5. Direct and manage all the technical aspects on film shoots including cameras, sound, lighting, design, etc.
6. Manage several video projects in different stages of production at any given time.
7. Proactively seek out, develop, and produce engaging stories of how people have experienced life change through their encounters with Jesus or the church (typically short story format, 3-5 min.).
8. Capture still images and video for events, weekend services, and special initiatives. Also be aware of what is going on in the life of the church and ready to capture moments that may not have been planned.
9. Stay up to date on quality design aesthetics, film techniques, and current trends in order to take what people are thinking and bring it to screens in ways that inspire.
10. Recruit and engage volunteers in the video/media/communications ministry – training and empowering them to assist in the creation, filming, and editing for various projects.
11. Be a proactive member of communications team –participate in meetings; work collaboratively; consistently contribute creative ideas and solutions; and provide support as needed on all communications projects.
12. Learn to direct the live broadcast video in order to provide backup support for the production team.
13. Serve as a contributing member of our staff team and church family; engage in church-wide initiatives, participate in worship and serving opportunities for our church and community.
14. Understand, engage and personally own Church Goals: Fully Formed Followers (makes disciples who make disciples), Gospel Saturation (personal evangelism/intentional passion and life-patterns for sharing the gospel through a BLESS approach), Leadership Development (identifies, equips, empowers and unleashes leaders), and Growth and Impact.

### REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

1. **At least four years' experience with film/video making** (storyboarding, filming, audio, editing, animation, compression, and video streaming applications on internet, etc.)
2. Skilled in use of Adobe Premiere, After Effects, Photoshop and other applicable software and a passion for video and learning new technologies, techniques and visual styles.
3. Photography experience a plus, but not required. 3D Animation, Motion Graphic experience a plus, but not required.
4. Self-motivated with ability to work in a fast-paced, multifunctional environment, "switch gears" on short notice, creatively problem solve, and embrace flexibility when priorities shift.
5. Available to work on Sundays, holidays, and evenings as needed.
6. Sees themselves as an owner of the mission, vision, values and pathway of Hill Country Bible Church.
7. Theologically aligns with the core beliefs of HCBC and becomes a church member within 3 months of hire (if not already a member).

### CULTURE AND CLIMATE:

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