

Job Title: Audio/Visual (AV) Technician Leader

Status: Part-Time

Reports to: Worship Director; indirectly to Church Leadership

Supervisory Role: Yes – AV Volunteers

Revised Date: 3/4/2026

Organizational Summary:

The Church of the Good Shepherd is a gospel-centered community of believers who desire to make Jesus known, loved, and worshipped.

Occupational Summary:

The *AV Technician Leader* is an essential part of the core Sunday morning worship team and is primarily responsible for ensuring that the audio needs to support worship on Sunday mornings are executed consistently, reliably, and well.

The *AV Technician Leader* is responsible for ensuring that audio support is provided for agreed-upon additional CGS events and services approved by leadership to support the CGS community. (The Leader does not have run AV for additional events but does need to ensure a trained volunteer is available.)

The *AV Technician Leader* provides training and oversight to other interested volunteers within the congregation.

Hours will vary per week, based on audio needs required for approved and scheduled activities and events on the CGS campus, but will average between 8-12 hours per week.

Work Performed:

Collaborating, Recruiting, and Training (60%)

- In collaboration with the Worship Director, recruit, train, and support A/V and stage crew volunteers for Sunday morning worship, Sunday morning activities (Town Halls, Sunday Morning Classes), approved CGS-wide events, and special events (weddings, funerals, musical concerts, etc.).
- In coordination with the Worship Director, confirm the weekly schedule of Sunday morning AV team members for worship service and all other approved special event coverage.
- Provide AV support and/or training (as applicable) for external groups that use the CGS facility's sound and projection equipment.

Administrative and Creative Responsibilities (40%)

- In collaboration with the Worship Director, communicate priorities and schedules for A/V team members to align with audio support priorities (worship services, Town Hall meetings, Sunday Morning Classes, special events, workshops/classes, etc.).
- Oversee equipment inventory and maintenance as well as necessary software updates.
- Provide recommendations to the Worship Director for budgeting for A/V needs.
- Submit hours for paid A/V team members to the Worship Director.



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- In collaboration with the Worship Director, oversee audiovisual elements of the service or event, including sound, slides, and lighting.
- As needed and in coordination with the Worship Director, oversee AV vendors/contractors if repairs or upgrades are required.
- If time permits and in coordination with the trained volunteers, design/implement systems that will provide long-term and sustainable support for church activities.

AV Technician Leader: Success Metrics:

- Accuracy and quality of audio experience at CGS
- Timeliness and responsiveness (“customer service”)
- Collaborative relationships
- Communication effectiveness with AV and Worship team, CGS leadership and staff, and vendors
- Overall operational efficiency
- Job knowledge
- Decision-making and problem-solving

Qualifications:

Education/Training: Work requires a high school diploma or GED, college degree preferred, and a minimum of 2 years of experience.

In addition:

- Proven experience in audio/technical support.
- Strong organizational, communication, and interpersonal skills.
- Ability to work independently, handle multiple tasks, and maintain a positive attitude.
- Experience with recruiting, equipping, and supporting teams of volunteers.
- Ability to work efficiently under pressure and multiple deadlines.

OR AN EQUIVALENT COMBINATION OF RELEVANT EDUCATION AND/OR EXPERIENCE

Working Conditions:

This role typically operates during services or events, most often Sundays or weekends for special events (e.g., weddings, funerals), including but not limited to set-up, rehearsal, and break-down activities prior to and after services or events.

The person in this role, in collaboration with the Worship Director, oversees Stage Crew volunteers for set-up/break-down before and after worship services or special events. At times, this job may require lifting, carrying, moving, and storing furniture, risers, and audio equipment.



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Personal Qualifications:

- Grounded and growing in Jesus Christ as personal Lord and Savior and in His Word.
- Committed prayerfully to the growth of people in their relationships with Jesus Christ as Lord and Savior to His glory and for our good.
- Possessing a humble spirit that seeks to maintain the purity, peace, and unity of the church.
- Possessing strong interpersonal skills, effective communications skills, and a discerning and welcoming spirit.
- If not already, willing to become a member of the Church of the Good Shepherd.