CHURCH OF THE
Good Shepherd

Job Title: Worship Director	**Status:** Full-Time
Reports to: Lead Pastor	**Level:** Exempt
Supervisory Role: Yes	**Revised Date:** 9/23/2026
Supervises: A/V Technician Leader; Media Producer; Paid Musicians	**Location:** Durham, NC

Our Congregation and Our Worship

CGS is an intergenerational congregation in Durham, North Carolina, situated within 10 miles of two major universities in the heart of the Research Triangle. We intentionally foster relationships across all ages and backgrounds: youth and older adults learn from one another, newcomers are met with warm hospitality, and our congregation aspires to reflect the rich diversity of Christ's kingdom.

Our Sunday service is blended. We draw on modern praise songs, traditional hymnody, and choral music with lyrically and theologically substantive texts. Worship is currently led from the platform by a worship band and worship leader, and we have a choir currently led by a volunteer.

The philosophy and direction of our worship is set by the Lead Pastor and Session in active collaboration with the Worship Director. We welcome a candidate who will bring conviction and creativity to that collaboration.

Position Summary:

The Worship Director is responsible to plan music that will lead our congregation in worship of God and to organize and support the team of volunteer musicians.

Key Responsibilities:

Worship Planning and Leading (40%)

- Plan and oversee the music for all Sunday worship services in close collaboration with the preaching team so that music, Scripture, liturgical elements, and sermon work together.
- Select music that is biblically faithful, theologically rich, and musically effective.
- Utilize musical styles thoughtfully across modern worship songs, traditional hymnody, and occasional choral music, drawing on the best of each rather than defaulting to one.
- Lead worship from on stage with piano or guitar as needed.
- Develop or adapt arrangements that serve congregational worship and participation.
- Introduce new songs thoughtfully and prayerfully and maintain the church's song pool so that the congregation is learning without being overwhelmed.
- Plan and coordinate music for special services and events, including Advent and Christmas Eve, Christmas/spring concerts, Good Friday, Easter, funerals, and other church events.
- Integrate the choir into the life of our worship.

Building, Equipping, and Discipling Music Teams (30%)

- Recruit, coach, and equip worship team volunteers, creating opportunities for a wider range of the congregation to use their musical gifts.
- Develop other worship leaders who can plan and lead services independently.
- Disciple musicians, fostering prayer, spiritual growth, encouragement, and genuine community within the team.
- Encourage members of all ages to develop their musical gifts and foster opportunities for anyone to grow as musicians and worshippers.
- Guard sustainable rhythms of preparation and rehearsal for volunteers, so that service is joyful and long-term rather than exhausting.

Team Oversight, Production, and Administration (20%)

- Supervise the A/V Technician Leader, who leads our worship tech volunteers.
- Working with the A/V Technician Leader, manage and confirm the weekly schedule of worship team and A/V coverage for services and other special events.
- Ensure that sound, lighting, slides, and livestream serve the service and remain clear and undistracting, guiding the AV Technician Leader.
- Support and liaise with the CGS Community Choirs.
- Approve timesheets for paid worship and A/V team members.
- Develop and manage the annual worship budget and oversee instrument and equipment inventory and maintenance.
- Maintain the physical and digital music library and ensure CGS remains compliant with copyright and licensing requirements.

Staff Collaboration and Church Life (10%)

- Report to the Session on worship matters as requested and serve on committees as required.
- Coordinate with Ministry Staff to support and oversee worship teams for church-wide or special events, as appropriate.
- As the ministry grows, imagine new and creative ways to integrate the arts into the life of the Church of the Good Shepherd.

Qualifications:

We are seeking the right person more than a particular resume, and we encourage candidates who meet most but not necessarily all the following to apply.

- A growing and mature relationship with Jesus Christ, and a life marked by prayer and dependence on the Holy Spirit.
- Theological grounding consistent with the Reformed tradition, and the ability to select and shape music that reflects it. Formal theological training is welcome but not required.
- Genuine love for the sound of a congregation singing and a conviction that worship exists to serve God's people rather than to display musical skill.
- Passion for developing other worship leaders and for discipling musicians.

- Excellent organizational and communication skills, with the ability to connect with musicians across generations and backgrounds.
- Collaborative spirit and the ability to work well with church staff, volunteers, and congregants.
- 5+ years of experience in church music preferred, not necessarily in a lead role.
- Familiarity with Planning Center or similar scheduling software, and general comfort with office and presentation software.

Musical Competencies:

- Music degree or equivalent experience.
- Proficiency on piano and/or guitar to lead music that encourages confident, joyful congregational singing.
- Strong musicianship and worship ensemble leadership skills, with a working knowledge of music theory, song arrangement, and instrumentation for both modern and classical instruments and experience using these in a congregational setting.
- Ability to lead a choir or partner effectively with a lay choir leader.
- Comfort working across modern, traditional, and choral worship genres.

Personal Attributes:

- Spirit-led and prayerful
- Relational and empathetic
- Team-oriented and collaborative
- Creative and adaptable
- Teachable and humble
- Passionate and self-motivated
- Able to delegate
- Able to deliver constructive criticism with kindness.
- Able to advocate for volunteers
- Emotionally mature, with wisdom to discern and evaluate feedback.
- Bold in conviction

Working Conditions:

This role requires regular in-person presence in the office during the week and regular presence on Sunday mornings. There will be occasional need for availability for evening and after-hours events and rehearsals.

Pay is commensurate with experience. We offer a competitive benefits package.

If the Lead Pastor and Session deem it appropriate and relevant to the duties of the job and the needs of the church, they may cover in part or in full the cost of continuing education for the Worship Director.

To apply, please send a cover letter, resumé, and any additional information to jobs@cgsonline.org