

Music Director Job Description

Job Title: Music Director (MD) – Worship Department
Status: Full-time
Supervisor Title: Worship Pastor
Date Prepared/Revised: 12/9/25

Job Summary:

The Music Director (MD) is a key leader in the worship ministry, responsible for shaping the musical direction of services and events in alignment with the church's vision and the vision of the Worship Pastor. This role provides spiritual and musical leadership for band members, supports worship leaders, and ensures excellence in all musical aspects of worship experiences. The MD will work closely with the Worship Pastor and other creative team members to cultivate a culture of worship that is Spirit-led, musically strong, and team-oriented.

Key Responsibilities:

- **Musical Leadership:**
 - Serve as the primary leader of the band during worship rehearsals and services.
 - Arrange, direct, and lead music for Sunday services and special events (e.g., nights of worship, conferences, holidays).
 - Provide musical cues and transitions in collaboration with the Worship Pastor.
- **Team Development:**
 - Train, equip, and disciple volunteer and staff musicians.
 - Participate in the audition process
 - Develop and maintain an onboarding for new worship team members/volunteer MD's.
 - Aid in fostering a culture of excellence, humility, and spiritual growth among the team.
- **Rehearsals & Preparation:**
 - Plan and lead weekly rehearsals with intentional spiritual and musical preparation.
 - Prepare musical arrangements, tracks, and charts using tools like Ableton Live, Planning Center, or similar platforms.
 - Ensure all band members are resourced and communicated with to equip their service preparation time well.
- **Collaboration:**
 - Work closely with the Worship Pastor, Worship Leaders, Production Team, and Creative Department for seamless service preparation, rehearsal flow, and service execution.
 - Provide input on song selection, transitions, and musical arrangements.
 - Support the broader creative vision of the church through musical innovation.
 - Participate in the songwriting process, aiding in pre-production and initial demoing of new original music.
- **Administration:**
 - Participate in weekly service planning and communication through Planning Center at the discretion of the Worship Pastor.

Music Director Job Description

- Oversee the maintenance and setup of instruments, music gear, and necessary equipment.
- Maintain a healthy rhythm of planning, feedback, and continuous improvement.

Qualifications:

- Deep personal relationship with Jesus and a lifestyle of worship.
- Proven musical proficiency (instrumental and/or vocal) with experience leading bands.
- Strong understanding of modern worship music, dynamics, and spiritual flow.
- Ability to lead and pastor teams with humility, encouragement, and authority.
- Experience with music production software (Ableton Live, Logic, etc.) is a plus.
- Familiarity with Planning Center Online, multitracks, and click/guide usage.
- Strong communication, organization, and relational skills.

Preferred Experience:

- 3+ years in a similar role in a local church setting.
- Experience leading worship in multi-service or multi-campus environments.
- Ability to read and write chord charts and arrange music for various instruments.

Personal Characteristics:

- Maintain God-ordained priorities in your life by putting Jesus Christ first, your spouse second, your children third and the ministry fourth.
- Give at least 10% of your income to the vision of Rivers Crossing.
- Be loyal to the vision and staff of Rivers Crossing and always protect the unity of the church.
- Invest and invite your 8 to 15 to know Jesus and come to Rivers Crossing.