

Worship Director at Nags Head Church

Nags Head Church | Nags Head, NC

Nags Head Church is growing. Our weekend services are running near capacity, we're preparing to launch a third service, and God is sending us new people every week. Worship is central to how we welcome them, disciple them, and send them out. We're looking for a Worship Director who can carry the worship ministry through this growth season — building teams, raising up leaders, and creating Sunday experiences where the congregation encounters God and the Word lands with power.

This is a full-time, on-staff role reporting to the Executive Pastor, working closely with the Lead Pastor on service planning and worship direction.

About Nags Head Church

At Nags Head Church, we believe in the transformative power of the Gospel of Christ, uniting us as a diverse body of believers. Our vibrant community thrives on meaningful relationships, with our Connect Groups at the heart of this bond — groups where members discuss truth, care for one another, fellowship, and serve in unity. We are dedicated to revealing the glory of God for the good of people everywhere, with a special emphasis on building strong families rooted in faith.

What You'll Own

Lead Worship

Serve as the primary worship leader and develop others to lead alongside you.

- Lead worship at all weekend services, with vocal and instrumental proficiency on guitar or keyboard
- Develop and deploy at least one additional worship leader within the first 12 months, with a clear plan for ongoing leadership development beyond that
- Be present and prepared for all services, arriving no later than 90 minutes before the first service for sound check and pre-service prayer
- Communicate any planned absence to the Executive Pastor and Lead Pastor no less than 4 weeks in advance, with a qualified substitute leader already in place
- Pursue ongoing growth in musicianship, vocal health, and worship leadership through training, conferences, or coaching

(Psalm 95:1-2; 2 Timothy 2:2)

Build and Shepherd Teams

Recruit, develop, and pastorally lead the people who serve in worship and tech ministry.

- Actively recruit new musicians, vocalists, and tech volunteers on an ongoing basis, with a goal of 6–8 new team members onboarded per year
- Conduct auditions using a documented process that evaluates both musical/technical ability and character/fit
- Lead weekly rehearsals of at least 2 hours, including both musical preparation and a devotional component
- Maintain a current schedule in Planning Center, with all positions filled no later than 2 weeks before each service
- Meet 1-on-1 with each team member at least quarterly for spiritual encouragement, feedback, and development
- Provide pastoral care to team members in crisis, in coordination with the pastoral staff
- Address performance, attendance, or character concerns directly and promptly, following NHC's staff conduct expectations
- Coordinate substitutes and fill-ins when team members are unavailable, never leaving a service understaffed without notifying the Executive Pastor

(Ephesians 4:11-12; 1 Peter 4:10; Romans 12:1)

Plan Services with the Lead Pastor

Partner with the Lead Pastor to design services where music and Word work together.

- Meet weekly with the Lead Pastor to plan upcoming services, with set lists finalized no later than 10 days before each Sunday
- Select songs that are biblically sound, congregationally singable, and aligned with the sermon theme and church season
- Prepare and distribute charts, lyrics, and arrangements to team members no later than 5 days before rehearsal
- Maintain current CCLI licensing and report song usage as required by law
- Ensure all lyrics and visual elements displayed in service are accurate, theologically sound, and free of error
- Plan special services (Easter, Christmas Eve, Good Friday, baptisms, etc.) with additional lead time and coordination as needed

(Colossians 3:16; Isaiah 55:10-11)

Steward Technical and Operational Excellence

Own the technical environment of services and the resources of the worship ministry.

- Recruit, train, and schedule a tech team covering sound, lighting, projection, and livestream

- Personally maintain working knowledge of all worship tech systems sufficient to troubleshoot in the absence of volunteers
- Conduct routine equipment checks and maintenance, and report needed repairs or replacements to the Executive Pastor before they affect services
- Manage the worship department budget within approved limits, submitting expenses and reports through our accounting system in a timely manner
- Obtain Executive Pastor approval for any single expense exceeding \$500 or any purchase outside the approved annual budget
- Set quarterly goals for the worship ministry in alignment with NHC's broader vision, and review progress with the Executive Pastor each quarter
- Keep accurate inventory of all musical and technical equipment

(1 Chronicles 25:6-7; Luke 16:10-11; Habakkuk 2:2)

What Success Looks Like in Year One

By the end of your first year, we expect to see:

- A worship team with enough depth at every position (vocals, instruments, tech) to support a third service launch without burnout
- At least one additional worship leader regularly leading services
- A reliable, documented audition and onboarding process that doesn't depend on you being in the room
- A tech team capable of running services with excellence, including livestream
- Set lists planned at least two weeks ahead, with charts and rehearsal materials distributed on time every week
- Strong relational equity with your team — they should describe you as someone who pastors them, not just schedules them

Who We're Looking For

Must-Have

- A vibrant, growing personal walk with Jesus Christ
- Full agreement with the doctrinal positions and mission of Nags Head Church
- Proficient lead instrument (guitar or keyboard) and strong lead vocal ability
- Demonstrated experience leading a worship team — whether on staff or as a developed volunteer leader
- Ability to recruit, develop, and shepherd volunteers
- Comfort with worship technology (Planning Center, ProPresenter or similar, basic audio/lighting/streaming workflow)
- Sound theological judgment in song selection
- Willingness to partner closely with the Lead Pastor on service planning and worship direction

Nice-to-Have

- Bachelor's degree in worship, music, or related field
- Formal biblical or theological training
- Prior experience on a multi-staff church team
- Experience navigating a church through a growth season or service multiplication
- Background in audio engineering or production

Working Conditions

This is a full-time, salaried position. Sundays and at least one weekday evening (for rehearsal) are core working hours. Mondays through Thursdays will include planning, meetings, recruiting, pastoral conversations, and administrative work. Some evening and weekend flexibility is required for special services, retreats, and church events. As is true of every role on a church staff our size, occasional duties beyond the specific scope of this role will arise, and we work collectively to fulfill the church's mission (*Galatians 6:2*).

Compensation

Competitive salary based on experience, with full benefits package. Compensation details will be discussed during the interview process.

To Apply

Please send your resume, cover letter, and three references — including at least one pastoral reference — to Terry Moore, Executive Pastor, at terry@nagsheadchurch.org. We'd also welcome links to recent worship leading (livestream, recordings, or video).

We look forward to meeting you.