

Desert Hills Bible Church
Campus Audio/Visual Job Description

Date Profile Updated: February 2026	Completed By: DHBC Worship Directors
Position Title: Audio/Visual (AV) Director	Supervisor: Worship Director(s)
Ministry: The AV Director is the full-time director for the DHBC audio/visual ministry. He manages volunteers, equipment, and systems in the audio/visual ministry to help support the music ministry and other ministries within his purview, thus fulfilling the mission of DHBC.	
Hours/Compensation: This position is a salaried, full-time position with a 40-hour weekly expectation. Compensation is dependent on level of experience and/or talent of the individual hired and includes a benefits package. Hours will be overseen by the worship director(s).	

Primary Purpose of Position:

The primary focus of this position is to manage and maintain all audio, visual, and lighting systems for gatherings and events occurring in the DHBC Sanctuary and/or involving live music under the direction of the worship director(s). Additional priorities include training up individuals to help with and support AV needs for Sunday morning gatherings and other DHBC events within his purview.

Key Responsibilities:

Oversee all audio, visual, and lighting operations (including volunteers) for all events happening in the DHBC sanctuary, room 204, and/or involving live music.
Oversee all audio, visual, and lighting systems in the DHBC sanctuary, room 204, and any systems required for live music happening on-campus.
Oversee and work with DHBC AV Assistant.
Oversee sanctuary AV budget line.
Operate as the service director on Sunday mornings, ensuring all technical elements in the weekend flow are in place and that AV staff and volunteers are fully engaged and communicated to.
Must be working in an AV capacity for a minimum of forty-six Sunday mornings each year.
Provide and maintain a high level of excellence in all technical aspects of the Sunday services and other events he oversees.
Prepare stages for rehearsals and weekly services and events.
Manage Sunday morning, young adult, and student ministry AV teams (recruit, develop and equip) for weekly services, rehearsals, and events. Train up volunteers that can achieve standards of excellence in all relevant fields, roles, and systems.
Meet with Sunday morning volunteers on semi-regular basis to accomplish basic level of oversight.
Be proactive to oversee and continuously enhance all main sanctuary and room 204 AV systems (sound, livestream, slides, and lighting).
Identify and bring in outside contractors for AV tasks and projects if/when needed.

Be proactive about reviewing the upcoming needs of the AV ministry (budget, staffing, volunteers, updating systems, events calendar). Be proactive in communicating needs to the worship director(s).

Schedule and fully staff all AV positions for relevant young adult and student ministry events.

Key Relationships:

Worship Directors, Elder Board, Assistant Worship Director, Events Coordinator

Position Requirements:

Character	A lifestyle and heart for Jesus Christ that models Christian character.
	A genuine love for God demonstrated by his love for the church, his family, volunteers within his ministry, and unsaved people around him.
	Conduct that is above-reproach in all relationships and interactions within the church and community.
	Must be eager and diligent in his work and aim for excellence in his ministry to the Lord.
	Must be flexible and willing to work under the worship director(s) with an attitude of agreeableness and humility.
	Must agree without mental reservation to the DHBC Statement of Faith, What We Teach, and Music Ministry Guidelines documents.
	Must be (or become) a member of Desert Hills Bible Church
Skills	Strong sound-mixing abilities. Able to mix for a diverse number of ensembles including band, choir, and orchestra.
	Strong troubleshooting and problem-solving abilities for a variety of AV systems (Audio, Visual, Streaming, Lighting).
	Preferred experience with the following systems, programs, etc: Pro-Presenter, Planning Center, live-streaming systems, lighting systems and programming, Dante, Allen and Heath Consoles, MainStage, Logic, Black Magic, Apple products.
	Strong attention to detail- especially in relation to the planning and executing of AV operations for all events.
	Able to relate well to his primary ministry volunteers and leaders.
	Able to teach and raise up other volunteers and staff around him.
Experience	Pursuing or has graduated from a college/university with a bachelor’s degree (preferred, but not required).
	Minimum of two years working in an AV capacity

Dates of Tenure:	Indefinite
Leave:	TBD