

Creative Arts & Music Director
Reports To: Buda Campus Pastor
FLSA Status: Exempt

About Gateway Church

Gateway Church exists to help people explore God and become a unified community of growing, multiplying Christ followers as we live out Jesus' call to go and make disciples of all people groups. At Gateway, we pursue that through **Gather, Grow, Give, Go**—a lifelong journey of becoming more like Jesus and helping others do the same. Every staff member plays a role in this mission by shepherding people, developing leaders, equipping volunteers, and pursuing excellence in all we do.

Position Summary

The Creative Arts & Music Director position is a dual role with a chance to shape how people encounter Jesus through music. The Creative Arts & Music Director leads worship at Gateway's Buda Campus while helping shape the sound and spirit of worship across every Gateway campus.

At Buda, you'll craft worship environments people can't wait to walk into, and build up the leaders, musicians, and volunteers who make that possible. You'll partner closely with the contracted Production Lead at Buda to deliver a weekend experience that hits every time. As Music Director, you'll be the driving force behind Gateway's sound by shaping arrangements, tracks, charts, and musicianship across every campus.

Buda Worship Leadership

- Lead worship for weekend services and designated special events.
- Plan, prepare, and execute worship sets that align with the teaching and overall weekend vision.
- Craft worship environments that pull people in by being engaging, authentic, distraction-free, and centered on Jesus.
- Recruit, onboard, disciple, and develop worship leaders, musicians, and volunteers.
- Identify potential early and invest in it via coaching, honest feedback, and real opportunities to grow new leaders.
- Partner closely with the Buda Campus Pastor and campus team in carrying out the vision and ministry of the campus.
- Partner with the contracted Production Lead to ensure worship and production are aligned and weekend services are executed effectively.
- Provide support and direction to the Production Lead as questions or campus-specific needs arise.

Gateway Music Direction

- Help lead the vision for a unified sound across Gateway campuses.
- Create and distribute tracks, charts, sessions, arrangements, and other musical resources for campus worship teams.
- Communicate musical direction clearly with Worship Pastors, Music Directors, and musicians across campuses.
- Periodically support other campuses through music direction, playing, coaching, and feedback.
- Keep an ear on where music, tech, and culture are headed and bring Gateway along with it while staying on mission.
- Partner with Creative Arts leaders across campuses to share ideas, resources, and best practices.

Administrative & Team Leadership

- Schedule volunteers and rehearsals using Planning Center.
- Maintain music resources, charts, tracks, sessions, and worship-planning systems.
- Communicate regularly with worship and production volunteers.
- Participate in campus and Creative Arts meetings, planning, and church-wide initiatives.
- Other duties as assigned.

Success in This Role

You'll know you're winning in this role when you:

- Create worship environments that help people engage with Jesus.
- Build healthy teams and develop new worship leaders and musicians.
- Help create consistency in Gateway's musical sound and worship culture.
- Accomplish ministry increasingly through equipped and empowered volunteers.
- Partner effectively with Buda and Creative Arts leadership.

Qualifications Required

- A growing disciple of Jesus who continually surrenders their whole life to His authority and way.
- Experience leading worship in a church setting.
- Strong vocal and musical ability with the ability to provide musical direction, arrangements, coaching, and development.
- Experience working with tracks, charts, sessions, and contemporary worship technology.
- Demonstrated ability to recruit, shepherd, coach, and develop volunteers.
- Strong organizational, communication, and relational skills.
- Ability to collaborate effectively within a multi-campus environment.

Preferred

- Three or more years of worship and/or music leadership experience.
- Experience serving as a Music Director.
- Familiarity with Planning Center.
- Bachelor's degree or equivalent ministry/professional experience.

Spiritual Expectations

Every Gateway staff member is expected to maintain a growing relationship with Jesus Christ, live consistently with Gateway's beliefs and values, demonstrate humility and servant leadership, actively participate in the life of Gateway, and invest in the spiritual growth of others.

Working Conditions

- Typical schedule includes Sundays and flexible weekday hours based on ministry needs.
- Buda serves as the primary campus, with periodic travel to other Gateway campuses.
- Required attendance at designated staff, Creative Arts, and all-staff meetings and retreats, and events.
- Additional hours may be required during Easter, Christmas, worship nights, and other special events.