

VIDEO DIRECTOR

Exhibit “A” Duties of Employee

JOB PURPOSE:

The Video Producer tells the story of what God is doing in and through Victory Church through powerful, creative, and high-quality video content. This role is responsible for planning, filming, and editing videos that support Sunday experiences, social media, digital campaigns, and special projects. The ideal candidate is both creative and technical—able to take ideas from concept to completion while maintaining excellence and alignment with Victory’s brand and mission.

TOP ROLES:

- Plan, film, and edit video content for services, social, and campaigns
- Capture and tell stories that reflect Victory’s mission
- Manage all video production equipment, workflows, and archives
- Collaborate with creative, production and ministry teams to produce high-quality media

TOP ROLES & RESPONSIBILITIES

1. Video Production & Storytelling

- Conceptualize, shoot, and edit video content for church-wide use (testimonies, series bumpers, promos, event recaps, sermon recaps, announcements, etc.).

- Collaborate with the Communications Director and ministry leaders to capture stories that inspire and connect people to the mission.
- Maintain high standards for storytelling, lighting, audio, and editing quality.
- Ensure each project aligns with Victory's creative direction and theological integrity.

2. Technical & Creative Execution

- Operate cameras, lighting, and audio equipment for shoots and live events.
- Manage and maintain all video production equipment and organize digital assets.
- Stay up to date with current filming and editing trends to keep content fresh and engaging.
- Prepare content for multiple platforms (service playback, YouTube, social media, website).

3. Collaboration & Support

- Work closely with the Communications Director and Creative Director to meet project timelines and goals.
- Support Worship and Production teams with creative video elements for services.
- Train and develop volunteers that are interested in video.
- Attend creative meetings and contribute ideas to visual storytelling.

QUALIFICATIONS:

- Demonstrated experience in video production, editing, and storytelling.

- Proficient in video editing software (Adobe Premiere Pro, After Effects, Final Cut, or DaVinci Resolve).
- Strong understanding of lighting, camera operation, composition, and audio.
- Creative thinker with strong storytelling instincts and attention to detail.
- Ability to work both independently and collaboratively.
- Passionate about using media to communicate the gospel and the mission of Victory Church.

PHYSICAL DEMANDS:

This role involves both office work and hands-on production activity. Must be able to lift up to 25 lbs (equipment), stand for extended periods during shoots, and move between environments (indoor, outdoor, stage, etc.).

QUALIFICATIONS SUMMARY:

Creative, technically skilled, and mission-minded. Strong communicator and storyteller who thrives in collaborative environments and delivers high-quality, meaningful content on time.

SUCCESS LOOKS LIKE:

- Videos that inspire, inform, and engage the church and community.
 - High-quality media produced on schedule and aligned with Victory's brand.
 - Collaboration across departments resulting in creative excellence.
 - Consistent innovation and storytelling that reflects God's work through Victory Church.
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Exhibit “B”

Compensation and Benefits

Status: Full Time; Salaried

Company Benefits: Unlimited Approved PTO

Working Days: Sunday through Thursday, with additional hours for shoots and events as needed

Hours Per Day: Estimated 7–8 hours (40-hour workweek)

Reports To: Communications Director or Project Manager

Compensation: Annual salary, paid bi-weekly

Start Date: