



Job Title: Videographer

Reports To: Communications Director

Position Status: Full-time – 40 hours/week

Summary of Position

Producing quality video content is extremely vital to the mission of Mercy Hill Church to make disciples and multiply churches. We use video in our in-person gatherings, our website, and on our social media platforms. With the current cultural trends in communication, we only see the use of video becoming more integral to what we do.

The videographer will be responsible to shoot and edit story videos, conceptual videos, MH event capture, and more.

This position will require an eye for detail and excellence in both video shooting and editing as well as a strong ability to take direction, receive and implement feedback, and contribute creatively.

Technical Skill

The Videographer should be proficient in basic camera setup and operation and should be able to capture B-roll and record basic in-studio video shoots unsupervised. The Videographer needs to have advanced editing skill and proficiency in Adobe Premiere Pro. Knowing Adobe After Effects for video assets is preferred as well.

Organizational Skill

The Videographer should be well-organized and able to manage his or her time extremely well, but at the same time be flexible enough to adapt to last minute changes. This includes being dependable to show up on-time, take ownership as it is assigned, and meet deadlines. The Videographer must show a strong respect and effort for following protocol in areas such as file management and workflows.



Conditions of Employment: Character, Culture, Competencies

**Performance Evaluation* - It is understood that the performance for this job will be primarily measured and evaluated by the Character, Culture, and Competency standards laid out in this job description.

CHARACTER:

1. Affirms Mercy Hill Church's Articles of Faith (which are the Baptist Faith and Message 2000).
2. Affirms Mercy Hill's Church Covenant for Covenant Members.
3. Models the biblical standard of personal conduct and lifestyle that is expected of all covenant members.
4. Fully participates in the life of Mercy Hill Church as an active covenant member.

CULTURE:

Staff Distinctives

1. We think deeply.
2. We are a hungry staff.
3. We are white hot worshippers.
4. We are fun to be around.
5. We are data driven people.
6. We are going to focus what is primary.
7. We build teams.
8. We see an extreme value in the weekend gathering - disciples are made in rows and circles.
9. We are a pragmatic bunch of people.
10. We have courageous faith.

COMPETENCIES:**Job Competencies**

1. This position should have the ability to tell compelling stories through video. This includes understanding the narrative structure, capturing key moments during church events, and conveying the message effectively. Whether documenting sermons, events, or community activities, the videographer should be adept at weaving a visual story that engages and resonates with the audience.
2. Technical proficiency to produce high-quality videos. This position encompasses knowledge of camera operation, lighting techniques, audio recording, and video editing software. The videographer should be capable of selecting the right equipment, setting up shots, and ensuring optimal audio and visual quality in various church settings. Keeping up to date with the latest video technology and trends is also crucial.
3. Ability to capture b-roll for various events, footage to enhance storytelling videos, and church updates.

1. Compelling Storytelling:

- Edit video content with a narrative-driven approach, ensuring stories are told with emotional resonance.
- Seamlessly weave together footage, music, and graphics to enhance the storytelling experience for our congregation.
- Collaborate closely with the Communications team to develop story concepts aligned with our overall messaging.

2. Video Editing:

- Edit and enhance video content to create polished and engaging final products.
- Incorporate graphics, music, and other elements to enhance the visual appeal.
- Collaborate with the Creative team to ensure consistency with the church's branding.
- Able to utilize good sound design to enhance mood and video content.

Content Management:

- Efficiently manage and organize digital assets. Implement a systematic filing structure to ensure quick and easy.
- Establish and enforce version control processes to track iterations of video projects.



- Implement clear file naming conventions to streamline collaboration and minimize confusion within the creative team.
- Archive and backup footage regularly to prevent data loss.

Job Requirements

Previous Experience & Credentials:

- Proven experience as a videographer with a strong portfolio showcasing proficiency in narrative-driven video capture and editing.
- A deep understanding of storytelling principles and the ability to translate them into visual narratives.
- Proficient in video editing software (e.g., Adobe Premiere, After Effects, etc.).
- Technical knowledge of video equipment and a commitment to staying updated on industry advancements.
- Excellent organizational and time-management skills.
- Passion for and alignment with the mission and values of Mercy Hill Church.

Office Hours and Work Schedule

1. Office Hours: 5 days per week (Monday, Tuesday, Wednesday, Thursday, and Sunday) or as assigned by supervisor.
2. Holidays: All staff-wide holidays as outlined in the Staff Handbook.
3. Time Off: Consult Mercy Hill Handbook for time off policy.

Organizational Relationship

Communications Director – **Primary**

Executive Pastor of Worship Services – **Secondary**



This job description is subject to change at any time.

[Your Name], [Videographer]

Date

Nate Smith, Communications Director

Date