

COMPASSION CHRISTIAN CHURCH JOB DESCRIPTION

Position Title	Department	Reports to
Motion Graphics/VFX Specialist	Worship Experiences (WE)	Communications and Marketing Director
Employment Status	FLSA Status	Effective Date
☐ Temporary ☒ Full-Time ☐ Part-Time	☐ Non-Exempt ☒ Exempt	7.2026– do/

WHO WE ARE

We are guided by our fundamental values, our **CORE4**, which define our culture, but it's our mission that drives everything we do: to **LEAD OTHERS TO A LIFE-CHANGING RELATIONSHIP WITH JESUS**.

- Roof Wrecker (RW): Willing to go above and beyond to help others connect with Jesus.
- Game Changer (GC): Committed to doing whatever it takes to advance the Kingdom.
- Ephesians 4 (E4): Focused on raising others up to fulfill their potential and contribute.
- We Over Me (W/M): Prioritizing the good of the team over personal gain.

POSITION SUMMARY

The Motion Graphics/VFX Specialist will create motion graphics, title sequences, lower thirds, lyric motion backgrounds and animated elements for sermon series, marketing, LED walls and social content; Develop reusable motion templates and animated brand assets that allow the broader team to maintain a consistent, polished look at scale; Collaborate with the Video Team, Graphics Team and Production team to elevate production quality across platforms; Partner with the Production Team on lighting design, camera shot planning (including the sermon shot) and the overall visual environment of the worship center to ensure motion content, stage design and live production work together to create a cohesive, high-quality worship experience for both in-room and online audiences; This individual will ensure that every message aligns with Compassion's mission, vision and values.

ESSENTIAL DUTIES & RESPONSIBILITIES

The essential functions include, but are not limited to the following:

- **Content Creation (GC, RW):** Design and animate motion graphics, title sequences, lower thirds, lyric backgrounds and animated elements for various platforms, including sermon series, marketing, LED walls and social media.
- **Asset Development (GC, RW):** Build reusable motion templates and brand assets to help the team maintain a consistent, high-quality visual style at scale.
- **Cross Functional Collaboration (E4,W/M):** Partner with the Video, Graphics and Production Teams to elevate overall production quality across all church platforms.
- **Visual Environment Integration: (W/M):** Work closely with the Production Team on lighting, shot planning and stage design to ensure a cohesive and immersive worship experience for both in-room and online audiences.
- **Brand Alignment: (E4, W/M):** Ensure that all created content and message consistently reflect the mission, vision and values of Compassion.
- **Additional Responsibilities (W/M, GC, E4):** Perform other duties as assigned that support the overall mission of the church.

COMMITMENT TO CHRIST and CCC

- Demonstrates a personal relationship with Jesus Christ and actively engages in spiritual growth.
- Participates in regular accountability with a designated staff partner or approved individual.
- Adheres to the Mission, Vision, Core Values, Philosophy of Ministry, and Statement of Faith of CCC.
- Supports and upholds the policies and procedures outlined in the CCC Employee Handbook.

TEAMWORK and PROFESSIONALISM

- Embraces a collaborative team mindset; Actively contribute to the objectives of the Vision & Strategy Team (VST).
- Maintains the highest standard of personal conduct and lifestyle, as outlined in the Team Assumptions.
- Demonstrates a commitment to excellence in all work, recognizing its significance.

MINIMUM QUALIFICATIONS

Education:

- Bachelor's Degree preferred in a relevant field such as Motion Graphics/Animation, Digital Media/Multimedia, Film and Video Production, or a related discipline. Consideration will be given to candidates with extensive experience and demonstrated proficiency.

Experience:

- A minimum of three (3) years of experience in Motion Graphics/VFX and creative content development within ministry or related environments preferred. Candidates with transferable skills from diverse backgrounds are encouraged to apply.

Knowledge, Skills, and Gifts:

- **Advanced Motion Design & Animation:** Proficiency in creating complex motion graphics, title sequences, lyric motion backgrounds and animated elements for various platforms including sermon series, marketing, LED walls and social media.
- **Systems Development & Scalability:** Ability to develop reusable motion templates and brand assets, enabling the broader team to maintain a consistent, polished visual identity at scale.
- **Production Integration & Collaboration:** Expert ability to coordinate motion content with lighting design, stage production, and camera planning to ensure a cohesive, high-quality worship experience for in-room and online audiences.
- **Mission & Brand Stewardship:** A deep commitment to safeguarding Compassion's brand, ensuring every piece of content consistently reflects its mission, vision, and values.
- **Spiritual Character:** Demonstrates a Christ-centered, servant-hearted life marked by integrity, humility, compassion and commitment to the church's mission.

EMPLOYEE ACKNOWLEDGEMENT

I understand and acknowledge that my employment with Compassion Christian Church is "at-will," meaning it can be terminated by either party at any time, with or without reason, and with or without notice. This job description, along with any other provided documents, does not constitute an employment contract or guarantee of continued employment.

I have read and understand the contents of this job description. I understand that it may be subject to change and does not alter my "at-will" employment status.

Reviewed with employee by

Signature: _____ Name (print): _____

Title: _____ Date: _____

Received and accepted by

Signature: _____ Name (print): _____

Title: _____ Date: _____