



Job Title: Worship Director

Location: Luxembourg City, Luxembourg (Europe)

Organization: All Nations Church of Luxembourg (ANCL)

Overview of the role

All Nations Church of Luxembourg (ANCL) is looking for a full- or part-time Worship Director (WD) to join our dynamic church family, starting as soon as possible. The start date and hours are negotiable (30-40 hours per week), depending on the skills and capacity of the successful candidate. The WD plays a pivotal role in developing the Worship Teams, providing the framework for our Sunday morning worship services and special events, and creating a space where people can come before God's throne, worship Him, rest, listen, be lifted up, and enjoy fellowship. Working together with the Staff Team, ANCL fosters community both inside and outside the church in a diverse, multi-cultural environment, in the heart of Europe.

The job in a nutshell

As our Worship Director, you will support the Lead Pastor in pursuit of the church's mission and will be an important part of the Staff Team, able to lead and develop the Worship Teams as well as lead and facilitate the worship experience of a culturally diverse congregation comprised of a wide range of Christian backgrounds. Under the oversight of the Lead Pastor and in collaboration with the Associate Pastor, the Worship Director will be required to develop and implement an active theology of worship for the church, helping attendees and members practically apply the Biblical practice of worship in their daily lives.

Our Worship Director will plan, prepare, and facilitate the musical portion of our Sunday worship services in collaboration with our Pastor, as well as supervise any worship staff and our voluntary Worship Ministry teams, which include the Band, Tech Team (sound, projection, streaming, etc.), Facility Team, Design Team, Scripture Reading Team, and Prayer Leading Team.

The vision of the Worship Team is to **worship God** in a place of **freedom** with a **high musical level**.

The Worship Director serves on the Leadership Team and reports to the Lead Pastor. The Lead Pastor will ensure you receive periodic reviews and an annual evaluation.

You'll spend your time doing the following:

- Your primary responsibilities are ensuring high quality Sunday worship services each week, and leading the congregation to worship God.
- Planning worship services in collaboration with the Lead Pastor and other ministry teams (using Planning Center Online).
- Serving as the primary worship leader and bandleader.
- Recruiting, auditioning and mentoring volunteer musicians/vocalists and additional worship band leaders.
- Scheduling worship band groups based on musician capabilities, music styles, and other factors.
- Supervising all related Worship Team activities including weekly band rehearsals, projection, sound (to produce an optimal sound and blend), online streaming, design team (printing, stage and room design), facilitating worship setup and teardown, etc.
- Managing the music repertoire, keeping the ANCL music mix up-to-date/relevant and reporting use of music to the licensing organisation (CCLI).
- Planning and executing special services such as Advent and Christmas Eve, Easter, funerals, worship nights and off-site events/services.
- Serving on the ANCL Leadership Team along with pastors and key ministry leaders.

- Leading and growing the Worship Ministry staff and volunteers, ensuring a consistent and supportive approach from the initial interest through ongoing training, retention and appreciation, including difficult conversations when needed.
- Supporting the Lead Pastor, Staff Team, and Leadership Team to continually improve ANCL's organisation and communication.
- Managing the worship budget.
- Additional responsibilities may be included, based in part on your interests and competencies, and on church priorities.

The minimum qualifications and requirements are:

- Be a committed worshipper of Jesus Christ in living your personal life, embodying the values, beliefs and culture of ANCL.
- Have a vision for worship, and proactively seek for the next steps to grow the church.
- Ability to arrange a wide variety of instruments and song types, from traditional hymns to contemporary worship, actively encouraging congregational participation in worship.
- Ability to lead worship and inspire a congregation with strong vocal and instrumental proficiency (i.e. guitar and/or keyboard preferred), alone and as part of a worship team.
- Ability to direct a band (rhythm section, musicians and vocalists) with at least two (2) years experience directing musicians and leading worship in a contemporary church setting.
- Significant experience building, motivating, empowering and uniting teams consisting of staff and volunteers, to apply their diverse skills and perspectives to achieve shared goals. Have a flexible approach to developing people to meet both their skills/interests/spiritual needs and the church's needs. Be able to have difficult conversations when needed.
- Prior experience in a multicultural city environment.
- **Fully proficient in English.**
- A bachelor's degree with a background in Christian ministries, Biblical study, worship arts, or a related field.
- Embrace a collaborative mindset, actively supporting the overall mission and vision of the church, and contributing positively to the team dynamic.
- Showcase efficient organizational skills, adeptly managing time and resources, events, and admin tasks to support the smooth functioning of church operations.
- Adapt quickly to changing needs and priorities, demonstrating flexibility and resilience in navigating challenges and opportunities within the ministry context.
- Appreciation and respect of cultural and theological differences.

As an ideal candidate you should also be able to:

- Joyfully deliver Christian teaching in word and song, in tandem with the Pastor's message.
- Create a worship setting inclusive of everyone in the congregation — Christ being the focus of attention.
- Deliver moments of adoration, thanksgiving, confession, celebration, fun, and the like.
- Effectively incorporate both self-trained and classically trained musicians.
- Select and introduce new songs based on theological content, sermon themes, singability, etc.
- Facility with technology (e.g., Planning Center Online, ProPresenter, or similar systems)
- Proficiency in French, German or Luxembourgish would be a plus. Having good knowledge of European culture and experience living cross-culturally is considered advantageous.
- Demonstrate the ability to think strategically and creatively within your scope of responsibilities, proposing and executing ministry growth initiatives that align with the church's mission and vision.
- Ability to legally work in Luxembourg (EU citizen or you possess a valid work visa for Luxembourg).

What we offer:

- Become part of a vibrant and diverse community committed to reflecting Christ's love to the world
- A fully funded position (i.e., no fundraising required)
- A competitive salary (based on a variety of factors including experience)

- Attractive benefits (including state healthcare, up to 26 days paid vacation, statutory paid parental leave, possible relocation and technology allowance, etc.)
- Opportunities for professional and personal growth in a supportive environment
- Flexible hours and home office

About All Nations Church of Luxembourg

All Nations Church of Luxembourg (ANCL) is an English-speaking church founded in 2004, located in the city center, in Limpertsberg district. On average, 250 adults and 110 children meet over our two services (9:30 and 11:00) each Sunday, as well as a steady YouTube viewership. Our vision is to be a community of hope to the world. As a church we seek to reflect Christ as a community that worships God, cares for people, helps them to grow and equips them to impact the world for God's glory. We are a classical evangelical church with a blended worship style. We seek to welcome people whatever their background, and help them get closer and closer to Christ, the center. With 50+ different nationalities, we represent Luxembourg's (and Heaven's!) diversity in cultures, languages, and origins. Our Staff Team is composed of: a Lead Pastor, an Associate Pastor, a Pastoral Assistant, a Worship Director, a Worship Assistant, and a Children's Ministry Coordinator. We are effectively supported by a well established and active Governing Board, Leadership Team, key volunteer leaders, and an engaged and motivated congregation: more than 78% of ANCL's current attendees have served in some volunteer role in the past 12 months.

ANCL is a member of the Association of International Churches in Europe and the Middle East ([AICEME](#)).

Want to know more?

Visit our website at allnationschurch.com and check out our [YouTube](#) channel to experience our worship services and learn more about our community. Upon application, we will send you our church profile, which gives an overview of the church and its ministries, as well as our statement of faith and other materials.

About Luxembourg

The Grand Duchy of Luxembourg is an active and diverse European country with 660k inhabitants. A founder of the European Union and headquarters for its administrative offices, almost half of the people living in Luxembourg are foreigners, closer to 70% in the capital city. Official languages are French, German and Luxembourgish, but in the capital, French and English are most commonly used. 50% of those working in Luxembourg are cross-border commuters living in France, Belgium, and Germany but originating from countries all over the world. With 129k inhabitants, the capital, Luxembourg City, has the dynamism and cosmopolitanism of a European capital with the charm of a small city, a very family-friendly environment with multiple international schools and enriching outdoor spaces. Luxembourg is an exciting environment to be a church — in a highly educated and secularized world, people are in desperate need of finding the essence of life.

Application process

If you are passionate about worship ministry in a diverse and dynamic environment, please submit the following in English to: apply@allnationschurch.com

- Your CV and motivational letter
- A personal philosophy of leading Worship (max. 1-2 pages single-spaced)
- Links to 3 or 4 audio/video files of worship services or selected songs that you led, along with a brief description of the circumstances and your role (audio + video is preferred)

ANCL follows a multi-step hiring process. Visits to Luxembourg and the church may be organized depending on the maturity of the candidacy. We will treat your application with confidentiality!