

## Pantego Christian Academy

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Position Title: Band Director  
Date Modified: March 2026  
FLSA Classification: Exempt, Full Time, Events as required  
Duty Schedule: 10 months  
Reports To: High School Principal  
Position Purpose: Coordinating all activities involved with the band program, including planning, recruiting, instructing, budgeting, developing, and maintaining a group (or groups) to perform for public appearances and competitive events in keeping with Pantego Christian Academy philosophies, policies, procedures, and programs.

### Essential Functions

- Organizes the classroom instruction for the entire band program.
- Responsible for the planning and instruction of the 5th-grade Pre Band, Beginner Band, Intermediate Band, and Advanced Band.
- Administers the details of the band program Academy-wide:
  - a. Responsible for all inventory, including maintenance, basic repair, and recommendations for replacement as needed
  - b. Supervise students during games and competitions, including travel
  - c. Lead and teach the transportation of equipment to and from all rehearsals, games, concerts, and contests.
- Participate in all band-related events such as rehearsals, games, contests, concerts, and auditions.
- Oversees the evaluation and grading of students.
- Communicate with guardians of all band students and prospective students.
- Manage and maintain the annual band budget and Band Booster funds with fiscal responsibility and transparency.

### Spiritual Leadership

- Believe and actively adhere to the Academy's Statement of Faith and Lifestyle Statement.
- Demonstrate a desire for spiritual growth as evidenced by his or her prayer life, Bible study, and spiritual outreach to others.
- Evidence of the fruit of the Spirit in dealing with people.
- Actively participate in a local Bible-believing church.
- Uphold Biblical principles and maintain high standards of ethics, honesty, and integrity in all personal and professional matters.
- Ensure that the campus work environment is Christian-based, nurturing, loving, and wholesome.

### Education and Experience

- Bachelor's Degree Required
- Playing and teaching experience in all aspects of band, including marching, jazz, and worship genres and environments.
- Preferred: Valid Texas Teaching Certificate
- Preferred: Two years of related experience

**Skills and Qualifications**

- Ability to establish and maintain cooperative and effective relationships and effective communication with all constituents.
- Ability to inspire students, building enthusiasm and love of the subject and program.
- Evidence of strong interpersonal skills.
- Strong organizational and communication skills.
- Ability to problem-solve and deal with a variety of situations.
- Ability to maintain emotional control under stress.
- Must have a high level of discernment and wisdom, and the ability to manage confidential information.
- Ability to carry out oral and written directions, speak, read, and write at a level sufficient to fulfill duties to be performed.
- Possess excellent technology skills and the ability to adapt to new technology.

**Physical Requirements and Work Environment**

- Must be physically mobile.
- Be able to stand for prolonged periods.
- Be able to sit for prolonged periods.
- Must be able to lift, carry, push, or pull musical instruments and equipment.
- Frequent travel for games and contests.
- Prolonged or irregular work hours outside of normal business hours.
- Outdoor work with exposure to sun, heat, cold, and inclement weather.
- Indoor work, including gyms, will have high sound pressure levels.
- Maintain professional appearance (as outlined in the Employee Handbook).