Position Description

Title: Pianist

Reports to: Director of Music and Arts

FLSA Status: Nonexempt

Hours and Schedule: Sundays from 8:30 a.m. to 12:00 p.m., other hours as scheduled

Date created or revised: 12/5/2018 Revised 09/15/2026

Pay: $14,055 per year

Position Purpose

Accompanies the choir during services, plans keyboard music, and also performs as a solo musician. Works in concert with the Director of Music and Arts. Occasionally organizes rehearsals with church instrumentalists for services.

Core Competencies

Mission ownership: Demonstrates full support of the Unitarian Universalist mission, vision, values, history and beliefs of the congregation; consistently behaves in a manner congruent with these UU values; can collaborate with DMA to create worship that aligns with UU values.

Interpersonal relationships: Relates well to people of all ages; builds effective and constructive rapport and relationships; considers the impact of his/her actions on others; communicates a sense of availability, warmth, openness and approachability; supports a culture of welcoming and connection in the life of the congregation; creates an environment that others want to participate in; avoids communication triangles.

Technical Expertise: Acquires and demonstrates the technical skills required to proficiently execute the essential functions of the job; continually works toward mastery of technical proficiency. Preference will be given to those who can read Western notation and chord charts, improvise, and play by ear.

Creativity and Innovation: Generates new ideas; makes new connections among existing ideas to create fresh approaches; takes acceptable risks in pursuit of innovation; learns from mistakes; has good judgment about which creative ideas and suggestions will work.

Motivating Others: Creates a climate in which people want to do their best; can motivate employees, volunteers and members; empowers others; invites shared input and decision making; makes each individual feel that his/her work is important.

Team Orientation: Demonstrates interest, skill and success in team environments; is regarded as a team player; promotes group goals ahead of personal agendas; creates strong morale and spirit in his/her team; defines success in terms of the whole team; creates a feeling of belonging and pride in the team. Keeps the larger picture in mind when attending to individual needs.

Essential Functions

Provide piano music for two weekly Sunday services beginning at 9:30 AM and 11:30 AM. Arrive no later than 8:30 AM

Accompany Sanctuary Choir rehearsal Wednesday nights (7:00 PM – 8:30 PM) from August through May

Occasionally collaborate with congregation musicians for services and secure a substitute when the pianist must be absent

Serve as substitute for the Director of Music and Arts in her absence or for other special services

Notify the Director of Music and Arts of needed instrument repairs and tuning

Holds first right of refusal for additional service requests such as weddings, memorials, etc. The fee for these services will be negotiated per request

Be available and present for staff blackout dates

Qualifications

Education
A degree in music or comparable experience, and training and experience sufficient to carry out the duties as specified

Skills/Knowledge/Physical Requirements:

- Excellent piano performance skills
- Ability to accompany choir rehearsals, worship services and other activities as needed

Preferred:

- Ability to lead sectional rehearsals or full rehearsals in the absence of the Director of Music and Arts
- Ability to play the organ

Statement of Values

Support for the Mission and Values of the Unitarian Universalist Association

The Unitarian Universalist Association is a progressive and historic religious denomination. While it is not generally required or expected that an applicant/employee identify as a Unitarian Universalist (UU) or be a member of a UU congregation in order to work at the First Unitarian Universalist Church, Houston all staff members are expected to perform their job duties in accordance with Unitarian Universalist values, principles and mission. In particular the following points, drawn from the Unitarian Universalist Values, are of particular importance for First Church's work environment and staff culture:

• The inherent worth and dignity of every person: We affirm the need for a human-centered workplace that allows our diverse staff to flourish. We also understand that our wider culture and society oppress and denies human dignity, and we seek to counter the effects of that oppression in our hiring and workplace culture so that each person feels whole and valued.

• Justice, equity and compassion in human relations, and the goal of world community with peace, liberty and justice for all: We speak openly and publicly of our support for social and political issues, including LGBTQ equity, racial justice, climate justice, gender equity, and reproductive justice.

• The interdependent web of existence of which we are a part: We recognize that the liberation of all people is interwoven, and we work to counter patriarchy, white supremacy, colonialism, homophobia, transphobia, environmental exploitation, and other interrelated systems of marginalization.