Staff Onboarding

Everything that needs to be done when bringing on new Staff or Crew members.

- Staff Requirements and Agreements
- Interview & Selection Process
- Acceptance and Promotion

Staff Requirements and Agreements

Requirements

All Officers and Crew Members must meet the following requirements:

- Read and agree to all pages in the Governing Documents
  - Lighthouse Mission and Statement of Faith
  - 4 Laws of Leadership
  - Staff Code of Conduct
- Agree to attend the required Staff Meetings for your roll
- Be an active member of the community for
  - Jr Crew Members - 2 Months
  - Crew Members - 3 Months
  - Officers - 6 Months
- Age Requirement
  - Jr Crew Members - 10 Years Old
  - Crew Members - 18 Years Old
  - Officers - 21 Years Old

Staff Team Values

The officers are trying to build a team that works well together and has these three attributes. These attributes are taken from the book **The Ideal Team Player** by **Patrick Lencioni**.

Humble

Humility is a key attribute in our team members. We do not want people that are ego driven and desire their own ideas over that of the team. We want people who put the team and the community first, who have a servant's heart, and who listen to others input, being willing to take negative feedback without being offended.

Hungry

We want people who have a desire and passion for this community, and for their position. We want people who like to help out and are eager to fulfill their position, without having to be told repeatedly to participate.

Hunger for the community is shown through being an active participant with the community.

Smart

We want team members who have people smarts, able to interact with others well, know how to hold their tongue, and know when and how to speak up.

How to Apply

1. Read the above documentation.
2. Check for an Open Position that you want to apply for
3. Start an Application in the Lighthouse Discord #staff-application channel

The staff will interview you via Discord. If you are applying for an Officer or Crew Member position then a live call will be scheduled.

Interview & Selection Process

Interview

Any member who wants to become an Officer or Crew Member must be interviewed by the current Staff (Officers and Crew Members).

- The candidate must agree to our statement of faith
- The candidate must agree to follow the Staff Code of Conduct

Selection

After the staff interview, the following steps must be taken for the candidate to be selected to the position.

Officers

- Must be unanimous vote by all department officers
  - A crew member for a department may stand in for the officer in the event of an absence

Crew Members

- The Captain and/or First Officer and the Officer in charge of the department must vote in agreement
- Each officer and crew member present for the interview must not have any major reservations about the candidate

Acceptance and Promotion

After the candidate has completed the interview process and has been voted in, it is time to promote the user.

- Assign the appropriate permissions roles in Discord
- Promote the user in the Minecraft server
- Announce the user's promotion to the community in the #bulletin-board