



*we're looking for an*

# **AV PRODUCTION ENGINEER**

**We are looking to appoint a full-time Audio-Visual Production Engineer with good organisational skills to help facilitate production in the growing ministries at Holy Trinity Cambridge, working with and reporting to the Senior Worship Pastor.**

## About HT

HT is a vibrant, evangelical, charismatic Anglican church, with a large and growing church family of all ages and stages. We are situated right at the centre of the city and perfectly placed to reach students and adults alike. Our heart is to reach Cambridge and beyond with the amazing news of Jesus Christ. We want to see as many people as possible come to follow him, be transformed by his love, and be equipped to be fruitful disciples.

We are fuelled by worship and prayer: directed by a deep confidence in the Scriptures; empowered by daily seeking the presence and gifts of the Spirit; committed to doing this all together as a family; and to living out lives of generosity towards one another and our communities.

We have been steadily growing for many years. More recently, we have entered a new season of ministry expansion with a wide vision to reach our city in a big way. Although already a relatively large community – numbering around 850 including kids, young people, students and adults, our heart is to continue to make space for all those God wants to reach and call into our church family, especially as Cambridge continues to grow so rapidly.

We also sense that God is leading us into a new season of being a church for the city and our so heart is to further develop as a discipleship and leadership training hub, to serve and reach our city more, and, in years to come, to explore planting and partnering further afield.

## A profile of the worship ministry at HT

A thriving musical worship ministry is in the DNA of HT. Worship is one of our core values; we believe that when we worship, we seek not just to praise him, but also to encounter him and be transformed by him.

Our vision for our worship is that we would be more than just musicians, singers, and technicians, but that we would foster a hunger to see God break into our lives and the lives of those around us. As the psalmist writes in Psalm 84, as a team we long to be 'doorkeepers' who facilitate encounters with Jesus in our times of worship.

Our worship and production team operate as one team and is made up of over 100 volunteers. During normal university term time, we have four Sunday services – all these services utilise band-led worship and we employ everything from the newest songs to contemporary re-workings of ancient hymns. We regularly live-stream our services and events and, having recently upgraded our livestreaming equipment, we are keen to develop and grow the volunteers who help to implement these online services.

In addition to Sunday services, there are many midweek events that involve production with worship and prayer

ministry, from the Alpha course to 20s & 30s gatherings, student nights, church prayer meetings, men's and women's breakfasts, and more.

As well as supporting other ministries and events, we will often set aside entire evenings for creative worship and prayer – aiming to be a church that innovates in our use of technology and creativity to shed fresh light on the glory of God.

## Role description

This is primarily an audio- and team-focused job, but you will be working alongside the Worship Team and other HT ministries to deliver the audio-visual production (including live stream) aspect of the HT worship ministry.

In addition to our Sunday services, you'll deliver AV production for a wide range of events, both inside and outside the church buildings, including weddings and funerals, as well as kids, youth, student, Easter, and Christmas events.

Alongside audio set up and mixing bands and voices for the best quality sound possible, both in the room and online, we will draw on your skills to train up and develop volunteers to help deliver these services and events, as well as build systems on our audio equipment that ensure sound is consistent with volunteer operation of audio equipment.

Part of the role will be to set up and oversee the visuals in the building, creating services on ProPresenter and training up volunteers on ProPresenter and the Stream Deck which controls our front of house and online visual equipment.

Your organisational and management skills will be employed recruiting, training, mentoring, and developing the existing volunteer production team, together with creating service rotas, attending project and service briefing meetings.

## Role responsibilities

- Working in partnership with the Worship team to develop a competent AV team – recruiting, training, and mentoring volunteers to support production of Sunday services and other meetings and events (internal and external), as required.
- Maintaining a primary focus on the Sunday services working with the worship, AV, and live-streaming teams to ensure smooth running of Sunday services from a production perspective.
- Liaising with the Communications & Media Manager and clergy to ensure assets are acquired in good time, prepared, and loaded into ProPresenter ready for services and the YouTube streams.
- Managing the AV equipment – checking it is well maintained, coordinating with the AV System Engineer to organise repairs/upgrades when necessary. Equipment in the church buildings include:
  - A&H Avantis, SQ, QU, and CQ series mixing consoles
  - Live DAW system
  - ProPresenter
  - All cables, DIs, and electronic instruments
  - LED and DMX controlled lighting
  - Streamdeck
  - BMD ATEM vision mixer
  - Sony PTZ and traditional cameras



- Helping to plan worship celebrations alongside the Worship Pastor, clergy, and others.
- Helping to facilitate team nights.

## Knowledge and experience

- You will be confident, training, and briefing volunteers and working with freelance production crew.
- You will ideally have three years' experience working in a commercial or church environment working with artists/bands and producing live music events.
- You will be confident mixing live and building audio presets and scenes for volunteers to use.
- You will be confident setting up, testing, and operating all necessary production equipment.
- You will have experience building services on ProPresenter.
- You will have experience working with DAW such as Logic, Waves SuperRack, or Ableton Live.
- You will have a gifting and desire to continue to grow in knowledge and production skills.
- It would be preferable to have skills and experience in live streaming and YouTube.
- It would be preferable to have skills in multimedia communication, e.g. creating videos & editing (Premier Pro, Da Vinci, Final Cut) and being comfortable collaborating with fellow staff team to produce the best result.

## Gifts and abilities

- Good leadership skills, able to draw together, develop and lead teams of various kinds.
- Robust organisational and administrative skills, and able

- to coordinate others.
- The ability to manage and prioritise tasks.
- Good people skills, with an aptitude for relationship building.

## Attributes

- Be confident that their faith is robust.
- Be able to set realistic goals and priorities for their work and act accordingly.
- Be able to keep calm under pressure.
- Be enthusiastic and full of initiative.
- Have a sense of humour and enjoy laughter.
- Be flexible in their approach to work.
- Have an optimistic, buoyant character.
- Be able to maintain confidentiality and discretion.
- Enjoy working with a team of volunteers.
- Have a vision for being part of a team.

## Spiritual requirements

You'll be a committed Christian and be able to demonstrate a vibrant relationship with Jesus, with a robust spiritual maturity and pattern of personal spiritual disciplines. You'll have the character of a godly leader and a life that reflects this. And naturally, you'll be completely on board with HT's vision and values and be excited about fully participating in the life of the church.



## Terms & conditions

Full-time, permanent contract – 37.5 hours per week  
*Contracted for six days a week, usual work hours Sunday – Thursday, but with frequent Saturday events and an average of two additional evenings per week*

Salary: £27,500 – £33,500, depending on experience, plus an 8% employer pension contribution.

Start date: as soon as possible

Probation: there is a three-month probationary period during which progress will be reviewed prior to the confirmation of a permanent appointment

Expenses: our staff expense policy covers most working expenses on production of receipts (stationery, work-related travel costs, conference fees etc.)

Holidays: 36 paid days of holiday per annum (bank holidays are normal working days but can be booked off). Of the 36 holiday days, there are 24 weekdays, six Saturdays and six Sundays – these allocations are not exchangeable.

Your normal place of work is Holy Trinity Church, Market Street, Cambridge, or any sites in Cambridge that HT may operate from in future.

## To apply

Applications are now open and completed application forms should be returned no later than Sunday 26 April 2026 to [esther-jane.baxter@htcambridge.org.uk](mailto:esther-jane.baxter@htcambridge.org.uk)

If you have any questions about the post or would like further information, please contact Esther-Jane Baxter, our Senior Worship Pastor, before the application deadline.

Interviews will be held for all short-listed candidates, most likely on Tuesday 5 May 2026. All candidates will be informed whether their application has been successful.

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*Applicants must be in possession of the right to work in the UK, able to name three referees who can provide satisfactory employment references. The appointment is subject to the individual obtaining an Enhanced Disclosure from the Disclosure and Barring Services (and/or overseas equivalent if you have lived abroad)*

*At Holy Trinity we are more than just an employer; we operate as part of a wider community of faith. We regularly pray and worship together as a staff team. The postholder will be encouraged to join us, and throughout the week you would encounter various teams praying over their work and speaking the language of faith. Our Christian faith shapes our vision and values and how we relate to one another, and to the wider church. We are also passionate that everyone who joins the staff team will thrive in our environment and ultimately contribute to the overall ministry of the church.*

*Since this role requires the occupant to be confidently teaching and discipling young people, there is a genuine occupational requirement under the Equality Act 2010 to ensure the protection of our Christian ethos and our charitable objective of advancing the Christian faith that the holder of this post is a committed Christian.*



## Holy Trinity Church

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