



we're looking for a
KIDS PASTOR

Introduction

Holy Trinity Church (HT) is a vibrant, growing church in the centre of Cambridge with a lively and expanding children and families ministry. In the three years before lockdown, the children's ministry – HT Kids – doubled in size, and the growth has continued post lockdown. We have 180 children aged 0–11 who regularly attend on a Sunday and over 95 families who call HT their spiritual home.

The vision of HT Kids is to see children come to know Jesus for themselves and grow in all that he has for them. We also want to see kids joyfully inviting friends to meet Jesus for themselves. We have over 50 volunteers from the church family – young people, undergraduates, and adults – who serve regularly to help make that vision a reality.

The role overview

Alongside the Senior Children's Pastor, you will be responsible for pastoring the children aged 0–Year 2 with their families, for bringing hands-on leadership to the wider team involved in HT Kids and to reach out to children and families in Cambridge who don't yet know Jesus.

A major part of this role will be managing staff and volunteers to increase their confidence and fruitfulness as they work with children. You will be a leader of leaders, with a heart to invest in and facilitate the ministry of others.

As a Children's Pastor, you will carry the day-to-day responsibilities of running this growing ministry, including shaping, implementing, and communicating its vision, recruiting and supporting its volunteers, and overseeing compliance and safeguarding. You will work closely with the Children's Pastor for Juniors.

In more detail, this includes:

Setting culture and vision

Alongside the Senior Children's Pastor, you'll be responsible for setting the culture and vision of HT Kids. You'll invest in and pray for the children and families of HT, knowing them by name and cheering them on in their relationships with Jesus. You will be confident that even the youngest child can know Jesus for themselves, understand the Bible, hear his voice, be full of the Holy Spirit, pray powerfully, and bring God's kingdom to those around them.

As the most visible face of HT Kids, you'll be a primary role model for the children, embodying the passion for Jesus, love of others and sense of fun HT longs to see in every child's life.

Sundays

Sundays are the priority events in the life of HT, and the cornerstone of HT Kids. You'll be responsible for the week-by-week running of HT Kids groups in the first morning service and the 3.45pm. This will include ensuring that there are sufficient volunteers each week and that they are well prepared. You will source or write the teaching material for the groups for children aged 0 to Year 2.

Each Sunday, you'll lead team time for volunteers before greeting children and parents as they arrive at church. During the action song – sung with the whole church family – you'll lead actions on the stage with the rest of the volunteers and will regularly be giving notices and praying for the children as they leave for their groups. While groups are running, you will be visiting each and troubleshooting as required.

Recruiting, training and mentoring volunteers

One of your primary roles will be identifying, recruiting, training and mentoring the HT Kids volunteers. Because of HT's location in Cambridge, where the population is unusually transient and because the ministry is growing so quickly, this part of the role is considerable. This is a wonderful opportunity to invest in and mentor people in ministry.

You'll be responsible for following the lengthy safer recruitment procedure (written application, interview, DBS references and online safeguarding training, with some office support for processing admin).

Over the course of the year, you'll run training events to equip and envision the HT Kids team. You'll also be mentoring some of them, particularly core leaders for each age group.

Safeguarding & compliance

You will ensure that the Ely Diocesan safeguarding and safer recruiting guidelines are followed carefully and that all leaders are trained and up to date with safeguarding. This will be done in partnership with HT's Safeguarding Officer.

Facilitating growth

We don't have enough space for families who already know Jesus, let alone those who don't yet. Much of this role will be helping the ministry adjust to its new size and adapt for continued growth.

You'll be researching new locations to meet off-site and reorganising groups as they may need it. As needed, you'll also be adapting or reinventing events to take into account new numbers of children and parents.

Outreach and reaching children and families with the good news

At HT Kids, we are passionate about reaching children and families outside the church. You will lead the way in continuing to equip the children to share the gospel with their friends and family. You will also design events and develop other opportunities to reach children and families outside the church to meet Jesus for themselves.

Occasional events

HT Kids has several flagship evangelistic events across the year which provide more opportunities for children to invite their friends. In the past, these events have included a Nativity play (with a cast of 110), a Light Party, and a Good Friday event. These events have seen significant numbers of unchurched children and families come along.

Given the growth HT Kids has seen, these events will need



adapting to our new size. You will work with the Senior Children's Pastor and Children's Pastor for Juniors to refine the vision for these events, organise and resource them, and be involved in presenting and/or speaking at them. For some you will take the lead; for others you will assist the Children's Pastor for Juniors.

Staff

You will work with the Senior Children's Pastor and the Children's Pastor for Juniors. You may line manage the Children's Ministry Assistant (a one-or-two-year post).

The role specifics

The exact content of the two Children's Pastor roles will remain fluid and be adapted over time as the ministry changes and grows, the staff team changes, and when it becomes clear that some parts take more time and energy than others, either in general or for a season.

The Children's Pastors will also work together and be able to step in for each other when necessary. For now, these are the elements of the Children's Pastor for Infants role.

Sunday prep for the groups for 0–Year 2

- Recruiting, training, and pastoring team
- Writing material
- Stocking boxes with crafts and equipment
- Registers and rotas,
- Speaking with parents, discipline etc.

Plus, outings/picnics etc. for children in this age range.

Heading up outreach events such as the Light Party, Nativity play, and Good Friday event.

Plus, school outreach working with mentoring organisations Supporting the Children's Pastor for Juniors in evangelism assemblies and CUs in partner schools

Parents

Co-lead the annual Parents Dinner with the Children's Pastor for Juniors. From time to time, helping the Children's Pastor for Juniors to run a parenting/parenting for faith course/other family ministry things, though this will mostly be headed up by the other Children's Pastor.

General staff tasks

These include, but are not limited to helping to facilitate Sunday services, Family Gathering, Equipped for Life etc.

Manage the Children's Ministry Assistant (MA) – this role includes:

Sundays

Lead the crèches at one service and lead the Reception to Year 2 groups at the other service. This includes training the MA to:

- Recruit train and pastor team members
- Write materials
- Stock boxes with crafts and equipment
- Take registers and make rotas
- Speak with parents

- Discipline
- New Creations**

Training and supporting the Children's Ministry Assistant as they lead the New Creations Crèche including writing material, recruiting and training team, parent rota, set up etc. The Children's Pastor will attend the actual session if no paid crèche leader is available, but the Children's Ministry Assistant or crèche supervisor will do the set up and pack down.

Support you'll receive

One of HT's strengths is an actively supportive and encouraging staff team – you'll be well looked after here. You'll report to and meet regularly with the Senior Children's Pastor and HT will organise a mentor for you. HT will also encourage you to attend resourcing events or conferences, to help fuel both ministry ideas and your own spiritual life.

About you

Character

You'll have a vibrant and robust relationship with Jesus, considerable spiritual maturity, and the character of a godly leader. Naturally, you'll fully participate in the life of HT and be completely on board with HT's vision.

As well as loving children and enjoying their company, you'll also have a deep desire to facilitate children meeting with God and a track record of helping them do just that. We'd expect you to have the vision and discernment to build and maintain a healthy team. You'll take deep pride in seeing others discover and grow in ministry.

You will have a passion to see children and families who don't yet know Jesus come to know him and enter into all he has for them. You'll also be:

- Enthusiastic and full of initiative
- Optimistic with a buoyant character
- Discreet and trustworthy
- Diplomatic
- Fun-loving and energetic, in possession of a sense of humour and someone who enjoys laughter
- Able to keep calm under pressure
- Personally secure and resilient
- Able to give and receive criticism
- Hardworking and willing to work long hours when necessary
- Flexible and able to work evenings and unsociable hours as church events often require
- A proven team player

Experience

You'll have considerable experience working with children – in churches, schools, or other arenas. Some experience in children's church ministry, either as part of regular Sunday services or summer camps such as New Wine (or similar), is necessary. You'll also have a proven track record of building healthy teams, ideally with some experience in managing a junior employee.

Experience in public speaking, preaching, or teaching is a must, since you'll often be speaking at events with parents and guests as well as children.

Preferably you'll have experience of, and an appreciation for, a safeguarding compliant environment.

Skills

You will have substantial experience working with kids and have the skill to bring out the best in both the quiet, shy kids and the noisy, boisterous ones. You'll be confident leading groups of children of all ages and skilled at including those who want to be there and those who don't.

You will also be able to run events and have proven organisational and administrative skills for this role, where vision combined with safeguarding and details are essential to make any Sunday or event fun, engaging and safe.

The other essentials are:

- Experienced at teaching the Bible in an engaging way to large groups of toddlers, older children, and in an all-age setting
- Some experience with Christian children's ministry
- Experience recruiting volunteers and working with parents
- Excellent communication skills (both written and oral)
- Excellent leadership skills
- Flexibility and grace to 'muck in' as and when required
- Networking and an aptitude for relationship building
- Ability to prioritise work and a high standard for excellence
- First-rate people skills – being part of a friendly team will be important to you

It would be helpful, but not essential, if you also have experience of:

- Church ministry, either as staff or a volunteer, in a large church
- Administering safeguarding compliance in a church context
- Liaising with schools



Terms & conditions

Full-time, permanent contract – 37.5 hours per week
Saturday – Thursday with frequent evenings.*

Salary: £29,000 plus an 8% employer pension contribution.

Start date: June or September 2026

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.

**Saturdays are not usually an 'office' day, most Saturdays are usually 'free' and generally we only work them when there are events on.*

To apply

To apply, please send a completed application form, ensuring three referees are listed, to our Senior Children's Pastor, Cat Meakin: cat.meakin@htcambridge.org.uk.

All candidates will be informed whether or not their application has been successful. The deadline for

applications is 20 April, with interviews on the 28 April 2026. If you would like to have an informal discussion before applying, please contact Cat via email.

Application forms are available on HT's website: htcambridge.org.uk/job-opportunities

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.



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