JOIN THE TEAM

Do you share a passion for our vision?








Welcome!

Thank you so much for considering joining the staff team at HTB Group, whether within HTB, Alpha, SPTC, Revitalise Trust or one of our Group Professional Services teams.

Our Vision is to play our part in the evangelisation of the nations, the revitalisation of the church and the transformation of society. This includes the work of HTB church, the global growth of the Alpha course in over 189 countries, the planting of 100 city centre resource churches in strategic cities in the UK over the coming years through Revitalise Trust, and the training of future clergy and other church leaders through our theological college, SPTC.

We hope that this guide will give you a sense of who we are and what to expect from our recruitment process. Each member of our team, in whichever entity or role, plays a vital part in making this Vision a reality, and we would love to invite you to prayerfully consider joining us on staff.



Archie & Sam Coates

Vicar, Holy Trinity Brompton

With Best Wishes,

Archie and Sam

About Us

4 Entities, 1 Vision: the **evangelisation** of the nations, the **revitalisation** of the church and the **transformation** of society

Alpha International: An 11-week course to explore the Christian faith, which has been experienced by millions of people in over 100 countries and languages around the globe.

Holy Trinity Brompton: A vibrant Church in the heart of London - 6 sites, 10 services, online & in person. Running initiatives that include supporting the marginalised, leadership development and nurturing relationships.

Revitalise Trust: 93 churches planted and revitalised. 172 network churches supported. 284 leaders trained. 26.7M meals distributed by Love Your Neighbour hubs.

St Paul's Theological Centre: One of the fastest growing theological colleges in the Church of England dedicated to helping Christians explore their faith more deeply, combining academic excellence with a focus on missional leadership.

Group Professional Services: Underpins each entity with professional support covering Finance, Legal, Technology Services, People (HR, Payroll, Safeguarding and Health & Safety) and Giving.



Working Environment

With four charitable entities and a Group Professional Services organisation, together employing around 380 staff and clergy, we are able to offer great opportunities for growth and career development.

As a team we strive for excellence, and endeavour to be gracious and professional in everything we do. It is an exciting and challenging place to work, where innovation, initiative and creativity are encouraged.

We are a Christian organisation, so our faith is an integral part of our working culture and we encourage all staff to be actively part of the worshiping community at HTB or one of our network churches, or to volunteer in one of our ministries.

Highlights in the staff calendar typically includes:



Tuesday Staff Meetings
Our weekly staff meetings provide a valuable opportunity to meet, pray and worship together as a staff team

Staff Investment Days
Twice a year we gather as a staff team, following an extended prayer meeting, to socialise and eat lunch together

Leadership Conference
An opportunity for leaders in every sphere – across contexts, traditions, generations, and cultures – to gather as one at the Royal Albert Hall and encounter Jesus, and be filled with the Holy Spirit



Team Building Days
We value relationship building so each team is given a budget so that they can connect in a relaxed environment and foster deeper bonds with one another



Focus
Our annual holiday for our network of Churches and attended by over 9000 people. We come together to encounter god afresh, have fun, build friendships and grow in faith

Staff Christmas Party
Another opportunity to have fun together as a staff team and celebrate following all that has been achieved in the year

Benefits Overview

Our benefits package includes, but is not limited to:



Full-time employees are entitled to 25 days of Annual Leave, pro-rated for part time employees, including bank holidays



Enhanced sick pay is available if you are absent because of sickness



Enhanced paid maternity, paternity, adoption & shared parental leave for eligible staff who are expanding their family



Access to our independent and confidential Employee Assistance Programme (EAP), available 365 days a year 24/7



We've partnered with MediCash to offer you cashback on health care services (once you have completed your settling-in period)



We provide several development opportunities, including access to inhouse & external courses & programmes



We will auto-enrol you into a pension scheme (when eligible). Impartial professional advice is available from our external advisers



In the unfortunate event of your death in service, your nominated beneficiaries would receive a lump sum payment



Increased holiday allowance, increased pension & gift vouchers to honour our long-serving staff when they reach service milestones

Locations

All of our London sites are based in the Royal Borough of Kensington & Chelsea and are predominantly within a short walking distance of each other, conveniently located in close proximity to South Kensington and Gloucester Road tube stations - both of which are served by the District, Circle and Piccadilly Lines. Parking is available at a staff discount at HTB Brompton Road.

Our main office at Cromwell Road, sits within ‘London’s Museum Quarter’, overlooking the Natural History Museum gardens, with Hyde Park to the north and a hub of cafes and restaurants to the south.



HTB Dalgarno Way
St Francis Community Church, 9 Dalgarno



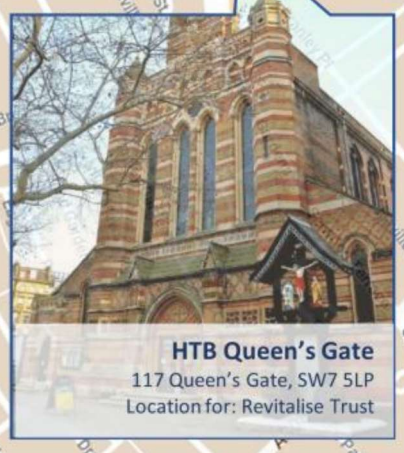
HTB Brompton Road
1 Ennismore Garden Mews, South Kensington, SW7 1JA
Location for: HTB Site Services



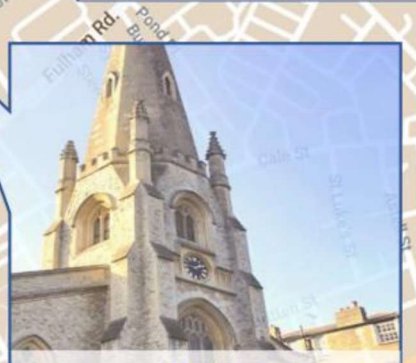
Cromwell Road
5-7 Cromwell Road, SW7 2HR
Location for: HTB, Professional Services & Alpha



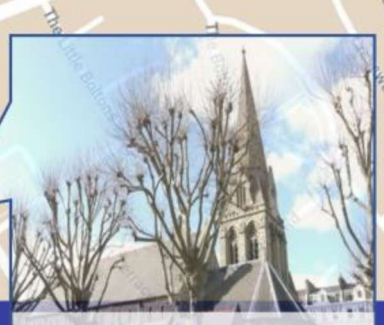
HTB Courtfield Gardens
24 Collingham Road, SW5 0LX
Location for: SPTC & SMC



HTB Queen’s Gate
117 Queen’s Gate, SW7 5LP
Location for: Revitalise Trust



HTB Onslow Square
44 Onslow Square, SW7 3NX



HTB Earl’s Court
St Luke’s Earls Court, Redcliffe Gardens, SW10 9HF

Recruitment Process

Our recruitment process is designed to identify the best candidate for each role, someone who is both highly capable in the role and aligns with our Vision and Values. We aspire to be a truly multi-cultural, multi-ethnic and multi-racial organisation with a staff team that reflects society today. All of our interviews are conducted using criteria/evidence-based interview techniques, to ensure a professional, robust and fair selection, without bias.

All applications are carefully considered. If your CV and covering letter suggest a fit with the requirements of the role, you would typically go through the following process:

Screen Call	A short initial screening call with one of our Recruiters to get to know you a bit better.
First Interview	If you are invited to be interviewed, the first interview is usually with the line manager to whom the role reports and held over Teams. This interview will focus on the requirements of the role and the fit with your experience and expertise
Second Interview	If successful, a second in-person interview with a more senior member of the team, usually the Head of Department, will follow. This interview will focus more on your capability for the role and your fit with the team.
Right to Work Check	We ask that you bring your current passport or other proof of your right to be working in the UK to your in-person interview, so that we can conduct a right to work check. If you are on a visa or have Indefinite Leave to Remain, we will also ask you to provide us with a share code so that we can conduct a standard online right to work check.
References	Following the second interview, we will ask you to provide us with referee details so that we can collect the following three references: 1. Previous Employer - An appropriate contact at your previous employment who will provide a written reference confirming your employment details 2. Pastoral referee - An appropriate contact from your church (such as a pastor or small group leader) who will be able to provide a reference around your faith and church involvement 3. Professional referee - A line manager from your previous employment who has managed you within the last two years who would be prepared to provide a character reference

Final Interview	If successful, the final interview is usually with a Director and held over Teams. This interview will mainly focus on your alignment with our Vision and Values
Offers	Offers to successful candidates typically follow these three interviews stages, however we reserve the right to alter the process, including making an offer to a successful candidate before the closing date has passed in exceptional circumstances, depending on the needs of the role and the team.

Feedback is given after each interview, whether you are successful and invited to the next round of interviews, or not.

If you are not successful after one of the interview stages, we will let you know if there are similar roles available which you may wish to consider. We may also ask to hold your details on file so that we can contact you about future roles.

Reasonable Adjustments

We want to ensure that we can get the best out of candidates, so please let us know as soon as possible if you need any reasonable adjustments to be made during the interview process. This may include:

- Ensuring accessibility for the in-person interview if you are a wheelchair user or struggle with mobility;
- Extra time to complete a written test (you will always be notified if the interview involves a test);
- Having a sign language interpreter provided.



Useful Links:

Our current vacancies

Volunteer with us

Email us

Alpha International

Holy Trinity Brompton

Revitalise Trust

SPTC