



we're looking for a

YOUTH PASTOR



Are you passionate about seeing young people come to know Jesus and grow in relationship with him? We're looking for a Youth Pastor to support the work we're doing and innovate in new spaces, including taking a lead on outreach and pioneering the youth ministry at a new HT congregation in northeast Cambridge. This is a full-time, permanent position.

THE ROLE

This role has been created as part of a restructure of our youth team and will sit under the current youth pastor. Under their leadership, **the postholder will take point on developing a youth ministry at a new HT congregation in northeast Cambridge, which is due to be launched in 2027.** They will also assist the current Youth Pastor in facilitating our growing ministry at our city centre site.

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 be a church for the city.

Vision: our vision is to see Cambridge reached and the world impacted with the good news and transforming power of the risen Lord Jesus.

Values: we believe that the description of the early church in Acts 2:42–47 is still God's heart for his church today and aspire to be a family that is committed to God's word, delighting in God's praise, showing God's love, empowered by God's Spirit, and sharing the good news.

ABOUT HT YOUTH

Core youth values: HT Youth has four additional key values that help direct and shape what we do – being a place of **fun** where youth love to be, being a **family** where everyone can belong, discovering **faith** in Jesus, and exploring what the **fruit** of following Jesus could look like in our own lives.

The greatest aim – above all others – is to help youth find a relationship with Jesus which could last for the rest of their lives. One of our greatest joys has been seeing young people flourish in their faith well beyond their teenage years at university, apprenticeships, or wherever they end up.

The Youth: HT has a brilliant bunch of young people, many of whom are eager to get stuck into learning, growing, and following Jesus! There are currently about 100 youth connected to HT, of whom about 60 make up a committed core. The youth are a real mix from a range of schools and areas around Cambridge and beyond.

What we currently do: The main event of the week is on Sunday evenings during the 5.30pm service, when the youth are usually split into younger and older youth for a combination of games, worship, a talk, small group time, and prayer. Alongside Sunday evenings, there are lots of socials, weekends away, an annual trip to DTI festival, spaces to go deeper in faith, 1–1 meetups, and more. There are so many opportunities with youth throughout the year and plenty of space to add, innovate, and change things around.

Team: HT Youth is a team-based ministry, currently led by a Youth Pastor who is supported by a Ministry Assistant. They are joined by 15 committed volunteers from the wider church, who take on various responsibilities, including games, talks, leading events, leading small groups, and mentoring young people. We're excited to expand our work with young people through the addition of another permanent member of the team.

KEY FOCUSES

The exact content of the Youth Pastor role will remain fluid and be adapted over time – as the ministry changes and grows, the staff team changes, or when it becomes clear that some parts take more time and energy than others, either in general or for a season. But the key focuses of this role will be:



Facilitating the vision and direction of HT Youth: HT Youth is full of exciting potential – there is so much that God might want to do among young people in HT and the surrounding city of Cambridge.



Developing outreach work: a major part of this role would be to help expand our outreach and evangelism, both developing innovative ways to connect with young people who don't attend a church-based youth ministry and equipping and releasing our young people to be missional to their peers.



Pioneering the new youth ministry in northeast Cambridge: this role will take point on the youth ministry at the new HT congregation, launching in 2027. This ministry will look different to our centre youth work, with a more missional focus and a smaller group of young people.

OTHER RESPONSIBILITIES

Supporting the HT Youth Team: God calls all sorts of people to be involved in youth ministry at HT. You will be involved in administratively and pastorally in recruiting, delegating, and supporting the youth team so that they can do excellent youth work!

Behind the scenes admin: from Sunday teaching series to social events, the youth weekend away, summer festivals, formal mentoring arrangements, extra discipleship courses, and evangelistic events, there's lots that needs to happen behind the scenes to make the HT Youth vision a reality.

Safeguarding & risk-assessing: you'll become a master of safeguarding and risk-assessing for all HT Youth events, learning all the key guidelines, executing them well in the day-to-day, responding wisely to concerning disclosures and encouraging the Youth Team to do the same.

Upfront teaching & leading: at HT, we believe in the power of Scripture to change lives. You will regularly find yourself upfront, whether speaking from the Bible, leading a ministry time, or being the point-person at key events.

Meeting up with young people: to encourage them and lead them deeper in following Jesus, whether responding to particular pastoral concerns or making regular time to instil deeper faith and leadership in young people's lives through 1–1 mentoring, coaching, and Bible study. We are particularly looking for someone who can take responsibility for pastoring male young people.

General church events: you will take an interest in the wider ministry of the church and help to make Sundays and other general church events happen.

PERSONAL SPECIFICATION

Spiritual requirements: you'll be a committed Christian and have 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 that. You'll be completely on board with HT's vision and values and be excited about fully participating in the life of the church.

Education & qualifications: you will have basic proficiency on Microsoft Office Suite and be a competent IT user. It would be preferable for you to have completed A-levels to a reasonable standard.

Gifts & abilities

- Good leadership skills, able to draw together, develop, and lead teams, as well as a self-starter who is forward-thinking and full of initiative.
- Good grasp of Scripture and the ability to apply the Bible to everyday life.
- Comfortable leading upfront – including ability to lead ministry in the Holy Spirit and equip others to use their spiritual gifts or excitement to grow in this area.
- Innovative spirit with the ability to think creatively about how to connect with young people.
- Diplomatic, discreet, and trustworthy.
- Good communicator one-to-one, upfront, and over digital media.
- Good people skills in a range of formal and informal settings and with a range of ages.
- Robust organisational and administrative skills, and the ability to coordinate others in order to make vision and ideas a reality, as well as the ability to manage and prioritise tasks, to give and receive feedback, and to keep calm under pressure.
- In possession of good judgement when assisting people in pastoral difficulty.
- Passionate about discipling with young people and seeing them come to Christ.
- Hardworking and prepared to work flexibly and on evenings as church events often require.

Other qualities

- Fun-loving and energetic, in possession of a sense of humour and someone who enjoys laughter.
- Personally secure and emotionally resilient; able to keep calm under pressure.

The physical requirements for this role include: regular use of stairs to office space, meetings and gatherings; the ability to regularly set up work tables (lifting up to 15 kg); and regularly setting up gathering spaces for events including tables and chairs (lifting up to 15kg). Please let us know if you require reasonable adjustments during the recruitment process or within the role to ensure accessibility.

EXPERIENCE

Essential: you'll have significant experience working with young people – either in a volunteer or paid capacity – in a church, school, or Christian ministry. You will have experience of upfront leading, of teaching and preaching from the Bible, of evangelistic events, and of ministry in the Holy Spirit in a relevant context.



SUPPORT YOU'LL RECEIVE

One of HT's strengths is an actively supporting and encouraging its staff team – you'll be well looked after here. As well as meeting frequently with the whole staff team for Bible study, worship, and prayer, there are spaces to engage socially over lunch and other activities. In addition, there are opportunities to attend resourcing events such as Onelife or New Wine leadership conferences, to help fuel both ministry ideas and your spiritual life.

TERMS & CONDITIONS

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

Salary: £29,000 - £31,500 per annum, depending on experience, plus an 8% employer pension contribution.

Start date: ASAP

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. There will be regular work required on evenings and weekends, for which time off in-lieu will be awarded.*

TO APPLY

Please complete the Application Form attached, ensuring three referees are listed. Then sign, date, and return to rebecca.pett@htcambridge.org.uk **by 5.00pm on Sunday 30 August**. Please note, CVs will not be accepted.

All candidates will be informed whether or not their application has been successful. Early applications are encouraged.

If you have any questions about the post or would like further information, please contact our Youth Pastor, Rebecca Pett, on 01223 355397 or rebecca.pett@htcambridge.org.uk before the closing date.

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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