



HT
Kids

we're looking for a
**kids pastor
for juniors.**

Are you passionate about seeing children come to know Jesus for themselves and grow in all he has for them? We're looking for a Kids Pastor to join our team. This is a one-year, fixed-term contract based in the centre of Cambridge.

About HT Kids

Holy Trinity (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, our children's ministry – HT Kids – doubled in size. This growth has continued post lockdown. We have 180 children aged 0–11 who regularly come on a Sunday, with 95+ families counting HT as 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. We have 50+ volunteers from the church family – young people, undergraduates, and adults – who serve regularly to help make that vision a reality.

About the role

Alongside the Senior Children's Pastor and Children's Pastor (Infants and Babies), you will be responsible for pastoring the children of HT in Years 3–6 and their families, bringing hands-on leadership to the wider team involved in HT Kids, and reaching 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 (Infants and Babies).

Setting culture & 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'll 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 one of the most visible faces of HT Kids, you'll be a primary role model for the children, embodying the passion for Jesus, love for others, and sense of fun that we long to see in every child's life.

General church events

As a member of the wider staff team at HT, you'll take an interest in the wider ministry of the church, helping to make Sundays and other general church events happen.

Sundays

Sundays are the cornerstone of our children's ministry. You'll be responsible for the week-by-week running of HT Kids groups in the 9.30am and 3.45pm services. This includes ensuring that there are sufficient volunteers each week and that they are well prepared. You will source or write teaching material for the groups in your age bracket. 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 you will regularly be giving notices and praying for the children as they leave for their groups.

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 very 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, comprising a 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.

Facilitating growth

We don't have enough space for families who already know Jesus, let alone those who don't yet know him. 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 required. You'll also be adapting or reinventing events to take into account new numbers of children and parents.

Outreach and reaching families with the gospel

At HT Kids, we're 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 families. You will also design events and develop other opportunities to reach children and families outside the church to meet Jesus for themselves.

Staff

You will work with the Senior Children's Pastor, the Children's Pastor (Infants and Babies), and the two Children's Ministry Assistants (one- or two-year training posts). One of the MAs is line-managed by the Children's Pastor (Infants and Babies), the other will be managed by you.



Safeguarding & compliance

You'll 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 Parish Safeguarding Officer (PSO).

Occasional events

HT Kids has several flagship evangelistic events across the year which provide more opportunities for children to invite their friends. For example, 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 to HT. Given our growth in numbers, these events will need adapting to our new size. You will work with the Senior Children's Pastor and Children's Pastor (Infants and Babies) 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 (Infant and Babies).

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 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. At present, these are the elements of the Children's Pastor for Juniors Role:

Developing discipleship of the children, for example: midweek discipleship, night away, outings, 1-1s in line with our safeguarding policy, and visiting families.

Sundays for the groups for Years 3–6, including: recruiting training, and pastoring the team, material writing, stocking boxes with crafts and equipment, registers, rotas, speaking to parents, discipline etc.

Heading up events, for example: the Nativity play, end of year Jesus Green games, supervising the Children's MA to organise the Good Friday event, supporting the other Children's Pastor Infants in the events they supervise, outreach in schools for example assemblies and Christian Union support, plus potentially developing a holiday club.

Parents: co-lead a parents' dinner with the other Children's Pastor, help with a parenting or parenting for faith course/ other family ministry things alongside the Adults' Team.

Line-management of the Children's MA who is responsible for the crèches at one service and leading the Reception–Year 2 group at the other service. You will train them to: recruit, train, and pastor team members, write material, stock boxes with crafts and equipment, speak with parents, discipline, lead the New Creations crèche, complete registers, and fill rotas.

Plus general staff tasks including but not limited to: Sunday services, Family Gatherings, Equipped for Life etc.

Support you'll receive

One of HT's strengths is an actively supportive and encouraging staff team – you will be well looked after here. You will report to and meet regularly with the Senior Children's Pastor. 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 enjoy laughter. What's more, you'll be able to keep calm under pressure, personally secure and resilient, able to give and receive criticism, hardworking, a team player and willing to work long, flexible hours when necessary (including evenings and weekends).

Experience: you'll have considerable experience working with children, either in church, schools, or other arenas. Some experience in children's church ministry, either as being 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: vision combined with safeguarding and fine 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. In addition, some experience with Christian children's ministry, experience recruiting volunteers, excellent communication skills (both written and oral), experience working with parents, excellent leadership skills, flexibility and grace to 'muck in' as and when required, networking and an aptitude for relationship building, ability to prioritise work, a high standard for excellence, first-rate people skills, and 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, and/or liaising with schools.

A little more 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 vision is to see Cambridge reached and the world impacted with the good news and transforming power of the risen Lord Jesus.

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.

We aim to present Jesus to a world that is spiritually hungry but also spiritually ignorant, at least when it comes to the gospel. The Bible is at the heart of all we do, and teaching from it is central, as is the desire to be open to the full work of the Holy Spirit.





Terms, conditions & applications

This is a fixed-term, one-year contract (maternity leave cover) with a 90-day probationary period, starting in January 2026. It is a full-time (37.5 hours per week) role, Saturday–Thursday with regular evenings.*

Salary: between £25,000 and £29,000 per year, depending on experience. In addition, HT offers an 8% contribution to your pension.

Holidays: 36 days of paid annual leave (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 will be Holy Trinity, Market Street, or any other sites HT may operate from in the future.

**Saturdays are not generally working days, but you may be required to work them when there are events.*

To apply

Please complete the Application Form on our website, ensuring three referees are listed. Then sign, date, and return to Cat Meakin (cat.meakin@holyltrinitycambridge.org.uk) by **Monday 24 November 2025**.

All candidates will be informed whether or not their application has been successful. Interviews will be held for all short-listed candidates, and are likely to be on 2 or 3 December. If you have any questions about the post or would like further information, please contact Cat Meakin.

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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