



Worship Pastor & Team Director

We are looking to appoint an experienced and skillful worship leader with excellent organisational skills to join our team as the **Worship Pastor & Team Director** to facilitate the growing worship 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 center 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 fueled 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 750 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 Holy Trinity. Worship is one of our core values; we believe that when we worship, we seek not just to praise Him, but to encounter Him and be transformed by Him.

Our vision for the Worship Team 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.

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 are currently in the process of redesigning and upgrading our live streaming equipment.

In addition to Sunday services, there are many midweek events that involve worship and prayer ministry, from the Alpha course to 20s & 30s gatherings, church prayer meetings, Men's and Women's breakfasts, and many more. Our regular Tuesday night Student Night, in particular, has a major focus on worship and is a great place to grow and train student worship leaders and musicians and try out new songs.

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 in order to shed fresh light on the glory of God.

In March 2023, we recorded our first live album *Season of Singing*, written in-house, and we are excited to be in the midst of releasing this new resource. All this is facilitated by a worship team, including production, of approximately 75 volunteers, led by the Senior Worship Pastor and two full time Ministry Assistants (MAs).

Role Description

This is a significant role in the leadership of the worship ministry of HT for someone who has prior experience of leading worship and teams in a vibrant church environment. This role is a new addition to the team, working alongside and reporting to our current Senior Worship Pastor.

You will be deeply involved in the weekday and weekend worship leading activities, helping to create and foster an atmosphere of worship in each and every setting. As well as worship leading, this role will have a particular focus on recruiting, developing and managing the wider worship team, as well as potentially line-managing the Worship Ministry Assistant and Production Ministry Assistant, depending on experience.

Your organisational skills will be employed putting teams together and forming service rotas for all our worship requirements.

Key Responsibilities

Leading Worship

- Leading worship regularly throughout the week at various church meetings and events and on Sundays.

Developing & Managing Teams

This role will have a particular focus on managing & coaching the wider worship team and developing worship at our mid-week ministries.

- Recruiting and developing the worship and production teams

- Helping to plan and lead training days to upskill the teams in their instruments, vocals, production and worship leading
- Organising and running worship and production team rotas ensuring they are planned well in advance
- Coaching and developing up-and-coming worship leaders
- Working with the Operations team to source worship team members for weddings and other events as required

Pastoring

- Meeting with, caring for, and mentoring team members
- Relationship building and pastoral support for the team

Resourcing Local Churches

- Longer term, we hope this position will play a role in supporting and resourcing worship ministry in partner churches across the wider area

Personal Specifications

Spiritual Requirements

You'll obviously 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.

Worship Leading & Musicianship

Leading worship regularly comes with the job. You will need to be an excellent musician and strong vocalist who is able to lead a band and congregation confidently from guitar and/or keyboard. Preferably, you will be competent in Nashville number system but also confident arranging and rehearsing a band. You will be completely comfortable with HT's informal 'evangelical charismatic' style of worship and you will have significant experience leading more 'spontaneous' ministry and worship in response to the outworking of the Holy Spirit in ministry times / intercessory prayer meetings.

Strategic Leadership & Team Development

You will have a gift for oversight and be able to demonstrate a history of strategic leadership bringing ministries and teams into growth. You will show evidence of being able to plan well and cast vision effectively. Experience in a large church context is not necessary but is preferable. You will be to demonstrate your ability to successfully recruit, train and building teams and show a history of mentoring people into significant positions of leadership.

People Management

You will have excellent people management skills and be able to demonstrate significant experience organising and coordinating volunteer teams. Experience formally line-managing other staff is preferable. You will have a preference for teamwork and be able to show evidence that you thrive working alongside others. While this is a senior role requiring independent leadership, you will be happy to receive oversight and direction from the Senior Worship Pastor.

Pastoral & Safeguarding

You will have significant experience in pastoral ministry. You will have great people skills, with an aptitude for relationship building and be comfortable approaching and engaging with team and congregation members. You have preferably had experience overseeing a pastoral team or system. You will need to undergo an enhanced DBS check, plus overseas equivalents, before appointment to this role. Once in position, you will undertake Safeguarding training (online) with Ely Diocese.

Audio-Visual Experience

You will have at least a good understanding of operating a sound desk and setting up audio equipment for services and events.

It would be advantageous to have...

- Skills in musical software (e.g. Logic, Mainstage, Sibelius)
- Abilities in harnessing wider instruments (e.g. choirs, brass, strings) for band-led worship and have experience of leading / conducting of amateur choirs in one-off services
- Skills in multimedia communication (e.g. video making, website design & editing)
- Gifting and desire to continue to grow in the writing and production of worship songs

Personal Attributes

- Be confident that your faith is robust
- Be able to set realistic goals and priorities for your 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 your approach to work
- Be comfortable striking up conversations and forming new relationships
- Have an optimistic, buoyant character
- Be able to maintain confidentiality and discretion
- Enjoy working with a team of staff and volunteers

Terms & Conditions

Employer:	The PCC of Holy Trinity Cambridge
Responsible To:	Senior Worship Pastor
Hours of Work:	This is a full-time role (minimum 37.5 hours p/w). Contracted for 6 days a week, usual work hours Sunday – Thursday, but with frequent Saturday events and an average of 2 additional evenings per week.
Salary:	£26,300 to £31,300
Pension:	Eligible to be enrolled in our NEST pension scheme, with HT contributing 8% of their salary each month, with optional personal contributions.
Length of Appointment:	Permanent position
Holiday:	Six weeks (36 days) including 6 Sundays (no bank holidays unless booked off). Dates agreed by mutual agreement with line manager.
Probation:	There is a 3-month probationary period during which the progress of the post holder will be reviewed prior to the confirmation of permanent appointment.
Expenses:	Staff Expense policy covers most working expenses on production of receipts (stationery, work-related travel costs, conference fees etc.)
Accommodation:	Whilst the Church can offer guidance, the employee is responsible for finding accommodation and for all costs ensuing.
Occupational Requirements:	This role has an occupational requirement for the post-holder to be a practicing Christian.

	<p>Any job offer is subject to the completion of an enhanced DBS check (and/or overseas equivalent if you have lived overseas).</p> <p>The HT Recruiting Ex-Offenders Policy is available to all applications upon request, please email operations@htcambridge.org.uk</p>
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To Apply:

Applications are now open and completed application forms along with your videos/links of yourself leading worship should be returned no later than **Sunday 28th April 2024** to operations@htcambridge.org.uk.

If you have any questions about the post or would like further information, please contact Stuart at vicar@htcambridge.org.uk before the application deadline.

Interviews will be held for all short-listed candidates on a provisional time of the **Wednesday 8th May 2024**. All candidates will be informed whether or not their application has been successful.