

Holy Trinity Richmond

Encountering Jesus – Building Community – Seeking Transformation

Youth Pastor – Job Pack – July 2025

Part-time (0.6 FTE) with scope to increase to full-time

Thank you for your interest in this role. We are in an exciting season of HTR's life, having recently launched a new vision to be a vibrant, growing church at the heart of our local community, where people will encounter Jesus, find a home in a loving church community, know God's transforming work in their own life, and be part of his transforming work in the world. We see our work with young people as integral to the outworking of this vision. Might God be calling you to join us?

Job Title	Youth Pastor
Reports to	Senior Leadership Team
Location	Holy Trinity Church Centre, Sheen Park, Richmond. TW9 1UP
Hours	22 hours per week, with scope to increase to 36 hours
Salary	£28,200 to £39,800 pro rata, according to experience
Contract	Permanent, subject to a six-month probationary period

Job Purpose

As Youth Pastor, you would play a key role in shaping the outworking of our church's vision among young people (aged 11-18), in collaboration with the Vicar and the Senior Leadership Team. You would lead, grow and develop our ministry among young people both within the church and in the wider community, helping them to encounter Jesus, grow in their faith, and find their place in the life and mission of our church.

Main Responsibilities

Vision and leadership

- Take the lead in developing and delivering our work with young people on Sundays and midweek, enabling them to encounter Jesus, build community, and seek transformation in their own lives and the world around them
- Build, train and support a strong team of volunteers to deliver our youth ministry
- Network and connect with local and national youth ministry leads

Discipleship

- Help to plan, deliver and grow discipleship groups for young people during Sunday services and midweek
- Enable young people to grow as followers of Jesus through leading regular age-appropriate and engaging Bible teaching, worship and prayer
- Provide pastoral support and encouragement to young people within the church
- Champion young people's involvement across the ministries of the church and create opportunities for them to grow in leadership where appropriate
- Be involved in the planning and delivery of All-Age services and Youth-led services

Outreach

- Grow opportunities for young people in our wider community to connect with the church community through regular and consistent outreach events and trips
- Build up our work in Christ's School alongside the Christ's School Chaplain, supporting Collective Worship, Youth Alpha and Christian Unions
- Creatively explore and develop new areas of mission and outreach to young people

Special Events

- Help to lead holiday clubs and other stand-alone community outreach events involving young people
- Lead the organising of youth weekends away, summer camps or other residential trips

Administration and Safeguarding

- Ensure good communication and administration with parents, young people, staff and volunteers
- Provide financial management of the youth budget
- Play a key role in setting a culture of excellent safeguarding in our youth and children's ministries, working alongside Parish Safeguarding Officers to ensure that DBS checks, risk assessments and other safeguarding measures are in place and that all safeguarding policies are followed

Personal Specification

Essential:

- A vibrant Christian faith, committed to being a full member of our worshipping community and fully supportive of our vision and values
- A passion for seeing young people come to faith and grow in discipleship
- Strong interpersonal skills, and a proven ability to connect with teenagers across a range of backgrounds, with excellent written and verbal communication skills
- Experience of working with young people in a church context
- Willingness to lead upfront, in large gatherings, meetings and small groups
- Good biblical knowledge and the ability to communicate faith in engaging ways
- Ability to build, grow and develop effective teams of volunteers, able to inspire and motivate others
- Understanding of safeguarding and best practice in youth work
- Ability to work flexibly, including evenings and weekends
- Willingness to fully participate in staff meetings, including regular pattern of worship and prayer
- A commitment to ongoing professional, personal and spiritual development

Desirable:

- Theological training or youth ministry qualification
- Proven leadership and team-building skills
- Experience in schools work or other forms of youth outreach
- Musical or creative skills that could enhance youth worship

Additional Information

This is a part-time role (22 hours per week) although there is scope to increase this to a full-time role should the candidate have skills and experience that could contribute towards other ministries in the church. This might include music and worship, communications and social media, graphic design or administration. You will be able to outline any other interests, skills and experience on your application form and we will discuss this further with you if you are invited for interview.

Your line manager will be a member of the Senior Leadership Team. Evening and weekend work will be a regular part of the role, and a working pattern will be agreed with your line manager.

The salary range for this role is intentionally broad. For a less experienced candidate looking for the opportunity to start out in youth ministry, there could be the opportunity to gain a free place at St Mellitus College and study for a qualification in Youth Work, Theology, Mission and Ministry. For a more experienced candidate, there could be the opportunity to be part of the Senior Leadership Team and contribute to the vision and strategy of the wider church.

Salary is paid towards the end of the month. You will receive 30 days holiday each year, plus bank holidays, in proportion to hours worked. We will make a 6% contribution alongside your own 4% contribution to a pension scheme administered through The People's Partnership.

The post will be offered to a successful candidate subject to all appropriate safeguarding checks, satisfactory references and proof of eligibility to work in the UK. Appointment is subject to a six-month probationary period.

There is an Occupational Requirement for the post holder to be a practising Christian, in accordance with Schedule 9 of the Equality Act 2010.