

# Volunteer In Training Trainer

## Volunteer Position Description

### When you see the whole, your part makes sense.

As a **Volunteer In Training (VIT) Trainer**, you'll spark leadership in high school Girl Scouts (grades 10–12) by guiding them through a dynamic, girl-led training experience. Using GSNEO's curriculum, you'll help teens discover their own leadership style, practice real-world skills like teamwork and conflict resolution, and prepare to step into meaningful volunteer roles with younger girls. This one-day training is all about building confidence, connection, and purpose—while having fun and inspiring the next generation of leaders.

### Alone we can do so little; together we can do so much!

As a VIT Trainer, you'll be supported by the **Coordinator, Program Partnerships & Special Events**, and connected with staff and volunteers across GSNEO.

### Know your role. Rock your role.

Here are some of the awesome things you'll do as a VIT Trainer:

- Lead the training using GSNEO's approved VIT curriculum.
- Coordinate with GSNEO staff to prepare and manage logistics for the training, including organizing supplies, set-up, and clean-up.
- Facilitate activities that help girls:
  - Explore what leadership means and what effective leaders do.
  - Identify their own leadership style through interactive assessments and games.
  - Practice managing groups and resolving conflicts in realistic scenarios.
  - Learn how to create safe, inclusive spaces for girls of all ages.
  - Apply the Girl Scout Leadership Experience (GSLE) and the Three Processes (girl-led, learning by doing, cooperative learning) in practical planning activities.
- Support girls as they reflect on frustrations they've had with leaders, and model positive approaches to group behavior and communication.
- Celebrate girls' growth, encourage their goals, and highlight ways they can use their leadership in Girl Scouts and beyond.
- Communicate clearly with staff, volunteers, and girls.
- Maintain privacy and protect personal information.
- Travel to training locations across GSNEO's 18-county region.

### Grow your skills, grow your future.

This role helps you build valuable skills, including:

- |                                       |  |   |
|---------------------------------------|--|---|
| • Teaching and mentoring youth        | • Planning and leading events                    | • Creative problem-solving and adaptability |
| • Staying organized and managing time | • Problem Solving                                |   |
| • Public Speaking and Facilitation    | • Conflict management and empathy                |   |
|                                       | • Coaching others to set and achieve SMART goals |   |

## Great work starts with clear expectations.

**Follow the Rules:** Comply with GSUSA Policies, Standards and Guidelines, Volunteer Essentials, Safety Activity Checkpoints, GSNEO Bylaws, and GSNEO Volunteer Policies.

**Membership & Safety:** Be a current GSUSA member and pass the volunteer screening process.

**Communication:** Volunteers in this role need to be able to send and receive messages through email, text, or social media and agree to receive emails and texts from GSNEO staff.

**Renewal:** This role is reviewed annually and may be renewed by mutual agreement between volunteers and staff.

**Time Expectations:** Occasional commitment: lead two training courses per year (about two full days total)

**Required Training:** American Red Cross First Aid/CPR/AED, Basic Leadership Training, Girl Scouting 101, Shadow 3 Volunteer In Training Trainings

By volunteering and facilitating this program with Girl Scouts of Northeast Ohio, I promise to follow the Girl Scout Promise and Law, and to keep all information about members, volunteers, and staff private and respectful.

Volunteers make leadership possible. By guiding girls today, you help shape a future filled with stronger communities and a better world.