

Job Description

Title: Aquatic Invasive Plant Monitoring Intern

Department: Monitoring

Status: Part-Time Temporary Position

Report to: Monitoring Manager

Work location: FOTR headquarters in Plymouth, MI; out in the field

Stipend: \$3000 (\$15/hour for 200 hours) - This is a seasonal position from May-July 2021, 15-20/week, weekday hours flexible (between 9am-4pm)

Friends of the Rouge (FOTR), founded in 1986, is a nonprofit organization dedicated to restoration and stewardship of the Rouge River ecosystem through education, citizen involvement and other collaborative efforts. The Rouge River is one of the nation's most polluted waterways and is located in the Metropolitan Detroit area of southeastern Michigan. The Rouge has been the focus of intensive federal, state and local restoration efforts.

**See the last page of this job description for our Mission, Vision and Core Values that drive the core of our work.*

Position Background

Friends of the Rouge is a non-profit organization whose mission is to restore, protect and enhance the Rouge River watershed through stewardship, education, and collaboration. Friends of the Rouge's Monitoring Programs collect data about the biological health of the watershed.

DEIJ Statement: Friends of the Rouge strives to increase diversity, equity, inclusion and justice in all elements of our work to serve the Rouge River Watershed and its communities. We strive to carry out our work with inclusivity by recognizing and understanding the social, economic, historic and political context that shaped the Rouge River Watershed landscape and communities. In order to meet our mission to restore, protect and enhance the Rouge River watershed through education, stewardship and collaboration - we must approach our work with understanding of the opportunities and challenges of our partners and those we serve. Successful candidates will demonstrate a commitment to an organization that requires staff time to maintain the culture of both participatory decision-making and support for colleagues to achieve their best.

Position Responsibilities Overview

FOTR seeks an intern interested in expanding their knowledge and experience of the environmental restoration and management or related environmental fields by conducting invasive plant surveys for European frog-bit and other aquatic watch list plant species as part of a project through the Oakland County CISMA (Cooperative Invasive Species Management Area). The intern will be trained in a modified version of the Michigan Clean Water Corps/Cooperative Lakes Monitoring Program protocol to look for and be able to identify submerged aquatic invasive watch list species in retention ponds, lakes and other bodies of water as well as an ArcGIS App used to record the information in the field. The intern will work with the Restoration Assistant to survey 200 sites in the Novi, Farmington, Farmington Hills, West Bloomfield area at sites identified by the Oakland County CISMA. Survey work will be done by going around the perimeter of the water body, throwing and pulling in a rope rake, possibly wading into the water and occasionally surveying from a kayak or canoe. Intern may assist with landowner communication, logistics of surveys and equipment cleanup using protocols provided by CISMA.

Necessary Qualifications

- Ability to follow instructions
- Commitment to learning and applying new skills
- Comfortable with using a computer and a cell phone for data collection
- Good organizational skills
- Be able to conduct field surveys in chest waders or occasionally in a kayak or canoe in varying weather conditions over long days
- Reliable transportation
- Willing to work a flexible schedule including some evenings and weekends

Preferred Qualifications

- Have an understanding and knowledge of invasive and native species, especially aquatic plants
- Experience with ArcGIS Collector or equivalent app

Physical Requirements

Office work will include extended periods of time sitting while using a computer. Some lifting is required (up to 50 lb). Outdoor work may involve uneven ground, steep or slippery slopes along water bodies, throwing and pulling a rope rake and kayaking or canoeing.

Work Environment

This position is primarily an outdoor field position with occasional office work (in 2021 expected part time at home work). Flexible hours and work from home options are negotiable.

Nondiscrimination Policy

It is the policy of Friends of the Rouge (FOTR) to provide equal membership, employment and service opportunities to all eligible persons and to administer personnel policies and practices in accordance with all applicable laws.

We do not discriminate on the basis of race, ancestry, creed, religion, color, personal appearance, national origin, citizenship, age, sex, sexual orientation, marital status, parental status, family responsibilities, and the presence of any sensory, physical or mental disability, learning disability, matriculation, membership in any labor organization, lawful source of income, political affiliation, or political ideology.

Application Instructions

All interested parties are invited to submit 1) a resume, 2) three references, and 3) a cover letter indicating why you are interested in this position and that describes your experience and interest in the position. Please submit as a single PDF file of all three in the following format: **Your Full Name_FOTR_Monitoring Intern_ Application. Incomplete applications will not be considered.**

Mail/e-mail to: Jaclyn Heikkila (she/her), Restoration Assistant, jheikkila@therouge.org.

Deadline for submission: **Monday, March 29, 2021. 11:59 p.m.** Early submissions will be evaluated on a rolling basis. Late submissions will not be considered. No phone calls please.

Updated: November 13, 2020

MISSION

To restore, protect, and enhance the Rouge River watershed through stewardship, education, and collaboration.

VISION

We envision a future where a clean and vibrant Rouge River is the center of our community. Individual and community actions protect and improve the health of the Rouge River, assuring that its natural, economic, and recreational value enhances the quality of life in the Rouge River ecosystem.

CORE VALUES-

Integrity

We ensure public trust by acting with honesty, transparency, ethicality and fiscal responsibility in all actions regarding the watershed and our community.

Stewardship

We commit to protecting and enhancing the watershed and improving the lives of the community through their interaction with the river. Our focus is on enhancing, monitoring and conserving the ecological health of the watershed for the benefit of all members of the community and future generations.

Education

We encourage protection and restoration of the Rouge River by providing opportunities that offer hands-on-immersive learning opportunities. We involve the public and promote engaged and educated stakeholders in the Rouge River watershed.

Evidence based decision making

We provide and utilize evidence based decision making in our promotion of Rouge River restoration and stewardship. We deliver reliable and verified information to watershed stakeholders in order to evaluate the watershed, determine priorities and prioritize restoration efforts.

Community collaboration

We team with individuals, businesses, government, non-profits, citizen groups, and other community organizations for the creation of a strong network of champions.

Quality of life

We provide communities with the ability to personally, economically, and ecologically benefit from the Rouge River by transforming how the river is perceived, accessed, and appreciated.

Diversity-Equity-Involvement

We strive to recruit and retain membership, leadership and staff who reflect the diversity of the communities in which we serve. We believe that the entire community benefits when everyone has equal access to information, programs, services and activities.

Terms of Employment – At-Will Employment Status

All persons employed by FOTR, regardless of classification status, are employed on an “at-will” basis. As such, employment can be terminated with or without cause, and with or without notice, at any time, at either your option or the option of FOTR. No supervisor, coordinator, manager, or other representative of FOTR other than the Executive Director has the authority to enter into any agreement or contract for employment for any specified period of time. The provisions contained in this policy supersede any and all previous oral or written statements or representations that have been made by FOTR or by someone purporting to represent FOTR. Employees should be aware, while FOTR employees are required to participate in regular performance evaluation; this evaluation process is not intended to be a means of creating legal rights and does not affect the “at-will” nature of the terms of employment.