

JOB DESCRIPTION



Title: GSI Technician

Department: Restoration

Status: Part-time seasonal position, Mar.– Oct.

Reports to: Susan Shell, Restoration Coordinator

Work location: FOTR headquarters in Plymouth, MI

Hourly Salary: \$20

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

Position Background

Stormwater runoff is a major cause of water pollution in the Rouge River watershed. There is a need to educate landowners about this type of pollution and actions that can be taken to manage stormwater on residential, commercial, business, and municipal property. This is accomplished through public educational workshops and events, and by implementing green stormwater infrastructure (GSI) practices that use vegetation, soils, and natural processes to manage stormwater and create healthier urban environments. Green stormwater infrastructure practices need to be maintained in order to look good and function properly.

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.

Primary Job Duties & Responsibilities

Primary duties for the GSI Technician shall include, but are not limited to, the following:

- Conduct site visits to residential properties to assess suitable GSI options. Communicate options and potential limiting factors of the property to homeowners.
- Record site assessment data in Survey123.
- Submit reports to residents detailing information gathered during site assessments.
- Assist with resident questions and concerns as needed and as pertaining to the program.
- Collaborate with other GSI Technician and FOTR staff to design, plan, and install GSI projects on select residential properties, including rain gardens, rain barrels, and tree plantings.
- Track all hours worked and submit timesheets biweekly.

Additional Job Duties and Responsibilities

The GSI Technician may also be responsible for the following:

- Support green stormwater infrastructure education and outreach, including implementation of and maintenance of best management practices in Detroit and the Rouge River watershed
- Support maintenance workdays at our office headquarters, the Redford Twp. rain gardens, and other sites. Tasks include: loading tools and equipment, weeding, edging, cutting back last year's stalks, cleaning sediment traps, planting, thinning, transplanting perennials, adding fresh mulch, pruning trees and shrubs, and removing trash from garden beds.
- Support rain garden plantings. Tasks include: loading tools and equipment, planting trees, shrubs, and forbs and mulching garden beds.
- Support rain garden site prep. Tasks include: digging the rain garden and adding aggregate and/or soil amendments.
- Support educational sign installation. Tasks include: procuring lumber, constructing sign posts, excavating post holes, placing the signposts/frames, adding dry cement, backfilling soil and securing the signs to the posts/frames.
- Extending downspouts. Tasks may include: loading tools and equipment, digging out trenches and laying 4-inch corrugated tubing, adding pop-up emitters, and covering with the native soil. Training will be provided.
- Support site assessments. Tasks include: Supporting coordinator and design staff with site measurements, obtaining a soil sample, and conducting infiltration tests.
- Provide GSI project support, including procurement of native plants, soil amendments, mulch, downspout extensions, drainage materials, tools, etc.
- Lead volunteer workdays. Training will be provided.
- Maintain FOTR tools, trailer, vehicle, and storage areas.
- Provide excellent customer service to residents, volunteers, and community partners.
- Participate in tabling events.
- Participate in fundraising events.
- Provide additional support to other FOTR programs as requested.
- Other duties as assigned.

Qualifications

Applicants must have experience/knowledge about green infrastructure practices such as rain gardens, rain barrels, and trees. Must have strong verbal and written communication skills. Must be willing to work a flexible schedule including evenings and weekends. Must be a proactive team player and have an interest in public education and community engagement. This position requires excellent organizational and customer service skills. Must have a driver's license and reliable transportation.

Preferences

Candidate is working toward a career in conservation or green infrastructure. Knowledge of plants native to southeast Michigan. Understanding of the life cycle of plants. Interest in working with volunteers.

Physical Requirements

Some physical lifting is required (up to 50 lbs.). Outdoor work may involve walking on uneven ground and steep slopes along the river and bending over during plantings. Position also requires the ability to

use manual gardening equipment (i.e. shovels, rakes) to do outdoor labor in a natural or cultivated garden setting. This position may involve driving a vehicle with an enclosed trailer attached.

Work Environment

This position is mostly outdoor work. Outdoor work occurs in all seasons. Hours are flexible.

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 which describes experience and interest in the position. Please submit as a single PDF file of all three in the following format: **Your Full Name_FOTR_Restoration GSI Technician_ Application**. *Incomplete applications will not be considered.*

Mail/e-mail to: Cyndi Ross, Restoration Manager, cross@therouge.org. Deadline for submission: **Sunday, March 29, 2026, 11:59 p.m.** Early submissions will be evaluated on a rolling basis. Late submissions will not be considered. No phone calls please.

Updated: March 13, 2026

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

Green Stormwater Infrastructure (GSI) Technician

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.