



PEACE IS OUR MISSION



S.T.R.O.N.G. Youth, Inc.

Program Associate II (PA-II)

Nassau County

S.T.R.O.N.G. Youth, Inc. advances youth safety and opportunity by equipping young people and families with the skills, support, and partnerships needed to prevent violence, strengthen resilience, and build thriving communities.

A Note from Our Executive Director

At S.T.R.O.N.G. Youth, we are building something different.

For more than 25 years, we have walked alongside young people, families, and communities on Long Island – interrupting violence, expanding opportunity, and proving that prevention works. As we enter our next chapter, our focus is clear: strengthening our internal systems, deepening our impact in schools and communities, and delivering prevention-based programming grounded in neuroscience and real-world practice.

We are looking for team members who are not only skilled, but committed – individuals who can build authentic relationships, navigate complexity, and show up consistently for young people who need stability, structure, and support.

This is meaningful work. It is also demanding work. And for the right person, it is an opportunity to grow as a practitioner while contributing to a mission that matters.

Forward, together.



Natasha A. Atkins, MSW, MA
Executive Director
S.T.R.O.N.G. Youth, Inc.

Organizational Overview:

S.T.R.O.N.G. Youth, Inc. was founded more than 25 years ago with a bold vision: to interrupt cycles of violence and expand opportunity for young people on Long Island. What began as a grassroots response to community violence grew into a trusted youth development organization rooted in mentorship, accountability, and hope.

Over the years, STRONG has partnered with schools, families, community leaders, and public agencies to support young people as they navigate complex challenges. Through prevention-focused programming, credible mentorship, and community-based collaboration, STRONG works to keep youth safe, connected, and positioned for long-term success.

Today, STRONG is entering its next chapter – strengthening internal infrastructure, embedding developmentally informed and trauma-responsive practices, and aligning programming with research on adolescent brain development, resilience, and risk reduction. Our work prioritizes early engagement, strong school and community partnerships, and sustainable systems change designed to reduce harm before it occurs and expand pathways to long-term stability and opportunity.

Our Values

Compassion

We believe in the transformative power of love and compassion for those whom society has marginalized. Every program we design, every group we facilitate, every conversation we hold, and every act of advocacy is rooted in dignity, empathy, and care. Compassion is the foundation of how we engage, serve, and lead.

Trust

Our work depends on trust, in one another, in our leadership, in our history, and in the young people and families we serve. We trust our team to share responsibility and carry the weight of this work together. We trust our youth and families as partners, solution-builders, and agents of change. Trust strengthens our culture and sustains our mission.

Honor

Respect at STRONG is grounded in honor. We honor the legacy of those who built this movement, the colleagues who work alongside us, the lives we have lost, and the young people and families who entrust us with their stories. Honor guides how we show up with humility, gratitude, and purpose.

Perseverance

The systemic challenges facing our communities require steadfast commitment. In our outreach, advocacy, healing, and engagement, we remain persistent and solution-oriented. We do not retreat in the face of difficulty. We adapt, learn, and continue forward because our youth deserve nothing less.

Relationships

STRONG is rooted in authentic relationships. We are not transactional; we are collaborative and community-centered. Our partnerships with families, schools, organizations, and community members enable us to thrive – even amid political or financial uncertainty. It is the strength of our relationships that distinguishes our work, but it is also our relationships with those we serve that set us apart from the rest.

Integrity and Accountability

We honor the trust placed in us by stewarding our time, resources, and responsibilities with integrity. We operate with transparency, honesty, and ethical leadership. We hold ourselves and one another accountable and are committed to excellence in service of our mission and the communities we serve.

Program Associate II (PA-II)

Reports To: Director of Programs

Program: Nassau Team

Status: Full-Time, Non-Exempt

Salary Range: \$56,000 - \$59,000

(commensurate with experience)

Location: Nassau County/Uniondale/ Hempstead

Core Responsibilities

Program Management

- Maintain an active portfolio of 25-30 middle school youth, providing case management, outreach, and service coordination at Lawrence Road Middle School.
- Co-facilitate and deliver school-based programming (NeuroQuest™ and SEL workshops).
- Support classroom push-in sessions focused on emotional regulation, identity, and decision-making.
- Build positive relationships with students and staff to strengthen school climate and engagement.
- Deliver structured, evidence-informed skill-building interventions like Skills Training in Affective and Interpersonal Regulation (STAIR) training to parents and caregivers.
- Co-facilitate Beyond the Bell (afterschool) programming.
- Assist STRONG staff with outreach, referrals, and follow-up for high-need students.
- Support coordination with families, school staff, and external providers as needed.
- Represent STRONG in school-based meetings related to student support, behavior, and intervention planning.
- Participate in community-based events, trainings, or roundtables as needed.
- Collaboratively work with the STRONG Nassau Team.

Role Description:

Program Associate II is an experienced, prevention-focused practitioner responsible for leading STRONG's school-based programming within a middle school setting. Operating across Tier 2 (targeted support) and Tier 3 (intensive intervention), this role centers on suspension support, restorative practices, and student re-engagement. As the lead STRONG staff member on-site, the Program Associate II delivers small group interventions, facilitates structured reflection and re-entry processes, and supports students experiencing behavioral challenges or school disengagement. The role requires the ability to work independently, manage a caseload of moderate- to high-need youth, and collaborate closely with school staff and families to promote accountability, behavior change, and sustained engagement.

In alignment with STRONG's Prevention Framework, this position plays a critical role in reducing exclusionary discipline and strengthening school-based intervention systems, with coordination extending to external stakeholders such as probation or school safety personnel as needed.

This role is designed for professionals with demonstrated experience in youth development, behavior intervention, and group facilitation who are prepared to take on increased responsibility in high-impact, school-based prevention and re-engagement work.

Suspension Support & Re-Engagement

- Lead structured reflection and restorative sessions for students returning from suspension.
- Facilitate re-entry planning in collaboration with school staff, ensuring clear goals for behavior, accountability, and engagement.
- Provide targeted support to students experiencing behavioral challenges, chronic absenteeism, or disengagement.
- Monitor student progress post-suspension and adjust supports as needed to reduce repeat incidents.
- Communicate with families to support re-entry, reinforce expectations, and connect to resources.
- Coordinate with external stakeholders (e.g., probation officers, school safety personnel) when appropriate, based on student need.

Group Facilitation

- Support small group interventions for students at risk of disengagement or behavioral challenges.
- Assist in facilitating structured group sessions (e.g., emotional regulation, peer dynamics, conflict resolution).
- Monitor student participation and progress with guidance from STRONG supervisors and school staff.

Program Quality, Data, & Compliance

- Assist with recruitment, outreach, and participant engagement.
- Track participant attendance, progress, outcomes, and service delivery metrics.
- Support data collection for NeuroQuest, SEL, and other program activities.

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85% of parents reported their child's behavior improved a lot during the 2024-2025 school year.

[Annual Report 2025](#)



- Assist in logistical coordination of school-day and after-school materials, scheduling and communication.
- Ensure adherence to confidentiality, ethical standards, and organizational policies.
- Maintain accurate, timely case documentation aligned with funder and legal requirements and in collaboration with leadership.

Required

- Bachelor's degree in Social Work, Psychology, or related field (Master's preferred).
- Minimum 3-5 years of experience in youth development, violence intervention, or community-based services.
- Familiarity with Nassau/Suffolk County systems (schools, probation, courts).
- Demonstrated experience working with justice-involved or high-risk youth.
- Strong skills in crisis intervention, family engagement, and group facilitation.
- Ability to build rapport with youth while maintaining professional boundaries.
- Excellent organizational, documentation, and communication skills.
- Experience in group facilitation or after-school programming.
- Bilingual (Spanish) strongly preferred.
- Valid NYS Driver's License and access to a vehicle.

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Nearly 9 in 10 youth in our programs said they feel safer at school because of STRONG.

Annual Report 2025



Preferred:

- Familiarity with Nassau/Suffolk County systems (schools, probation, courts).
- Exposure to SEL, trauma-informed, or neuroscience-informed approaches.

Skills:

- Passion for supporting youth in making positive life choices and reducing recidivism rates.
- Ability to build rapport with youth, listen actively, and effectively communicate with diverse stakeholders.
- Ability to stay calm in response to emergencies and work in stressful situations.
- Strong mediation/de-escalation skills.
- Knowledge of urban youth issues, specifically youth violence and juvenile justice, and understanding of local resources, challenges, and social service networks.
- Demonstrated ability to work independently and as part of a team.
- Ability to work well with diverse populations; awareness of cultural differences and ability to adapt approaches based on individual needs.
- Proactive, and demonstrates initiative, flexibility, and willingness to try new approaches.
- Punctual and extremely reliable.
- Organized, forward thinking and detail oriented.

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The need for S.T.R.O.N.G. in other schools is essential... increased services to provide assistance throughout more areas of Long Island.

Community Partner, FY2025



Other Requirements

Individuals who are hired for this position will be required to maintain a valid New York Driver's License, valid insurance and DMV clearance throughout your time of employment. The ability to travel is required.

Working Conditions

- Significant school, youth, family and community engagement work.
- Flexible schedule required (evenings and occasional weekends).
- Travel throughout Nassau and Suffolk Counties.

Disclaimer

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position. This position may be required to perform other duties. If such work becomes a permanent and regular part of the job, a new description will be prepared.

This is a grant-funded position subject to renewal based on funding availability.

Equal Opportunity Employer

STRONG is an Equal Opportunity Employer and does not discriminate because of age, color, disability, ethnicity, marital or family status, national origin, race, religion, sex, sexual orientation, gender identity, military veteran status, or any other characteristic protected by law. We are committed to attracting, retaining and maximizing the performance of a diverse and inclusive workforce.

Rooted in Community

Serving Long Island for over 25 years – connecting families and communities with the tools, relationships, and resources to prevent violence and create lasting change.



TEAM MEMBER BENEFIT SUMMARY 2026

STRONG Youth offers a supportive work environment and a benefits package designed to support staff wellbeing. The descriptions in this preview are a summary only. Our Employee Manual explains each benefit in more detail. Benefits may be modified, added or terminated at any time by the insurance company or benefit provider, per the terms of the plan, or by the Company, at its discretion.

Eligible team members may receive:

Team Member Benefits

Health Insurance

Full-time employees working 35 hours per week are eligible for health insurance through UnitedHealthcare, beginning on their first day of employment.

STRONG contributes toward the monthly premium at 72%, with employees contributing the remaining portion through payroll deduction.

401(k) Retirement Plan

Employees may enroll in STRONG Youth's 401(k) retirement savings plan through Paychex upon hire.

Paid Time Off

All employees accrue 10 PTO days beginning on their date of hire.

Birthday Leave

Employees receive one paid day off during their birthday month.

Paid Holidays

STRONG observes several national holidays including:

- New Year's Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Veterans Day
- Indigenous Peoples' Day
- Thanksgiving Weekend
- Presidents Day

STRONG Youth also observes designated wellness closure periods during the last week of summer and the final week of the calendar year.

All interested candidates
must submit their
résumés and cover letters to

HR@strongyouth.com.



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