



PEACE IS OUR MISSION



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

### Case Manager - Youth Violence Intervention Nassau County

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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.

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## 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.

## Case Manager - Youth Violence Intervention

Reports To: Director of Programs

Program: STRONG University (Violence Intervention)

Status: Full-Time, Exempt

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

(commensurate with experience)

Location: Nassau County

### Key Responsibilities

#### Direct Service & Case Management

- Maintain an active caseload of 25 high-risk youth, providing intensive case management, including home visits, outreach, and service coordination.
- Deliver individual and family sessions focused on goal-setting, behavior change, conflict mediation, and relationship strengthening.
- Deliver Skills Training in Affective and Interpersonal Regulation (STAIR) training to parents and caregivers.
- Provide crisis intervention and respond to incidents of violence with trauma-informed care and stabilization support.
- Support youth in workforce readiness, education engagement, and life skills development.

#### Systems Navigation & Advocacy

- Advocate for youth across systems including schools, probation, courts, and community-based providers.
- Coordinate with multidisciplinary partners to ensure continuity of care and service alignment.
- Support re-entry planning and stabilization for youth returning from detention or placement.

### Role Description:

The Case Manager is a youth justice practitioner responsible for delivering high-quality, trauma-informed case management services to justice-involved and high-risk youth (ages 14-25).

This role blends direct service, evidence-informed practice, and team leadership, ensuring that youth receive coordinated, culturally responsive support that reduces recidivism, strengthens family systems, and advances long-term educational and economic outcomes.

The Case Manager brings a deep, nuanced understanding of the experiences shaping young people's lives, including systemic inequities, economic barriers, community violence, and family stressors, and approaches this work with empathy, cultural responsiveness, and a strengths-based mindset.

The ideal candidate is able to build authentic, trusting relationships with justice-involved and gang-impacted youth, recognizing their resilience, potential, and capacity for growth. Applicants with lived experience that reflects these realities—such as navigating systemic barriers, community disinvestment, or neighborhood violence—are strongly encouraged to apply, as this perspective enhances credibility, connection, and impact in supporting marginalized youth.

## Program Quality & Compliance

- Maintain accurate, timely case documentation aligned with funder and legal requirements.
- Track participant progress, outcomes, and service delivery metrics.
- Support data collection and reporting processes in collaboration with leadership.
- Ensure adherence to confidentiality, ethical standards, and organizational policies.

## Community Engagement & Collaboration

- Build and maintain relationships with schools, community organizations, and local stakeholders.
- Participate in community meetings, task forces, and outreach initiatives.
- Contribute to mentoring, civic engagement, and parent-focused programming.

## 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.
- Demonstrated experience working with justice-involved or high-risk youth.
- Experience in staff supervision, coaching, or team leadership.
- Strong skills in crisis intervention, family engagement, and group facilitation.
- Ability to build rapport with youth while maintaining professional boundaries.

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

Annual Report 2025



- Excellent organizational, documentation, and communication skills.
- Bilingual (Spanish) strongly preferred.
- Valid NYS Driver's License and access to a vehicle.

### Preferred

- MSW or related advanced degree.
- Experience with evidence-based or evidence-informed intervention models.
- Familiarity with Nassau/Suffolk County systems (schools, probation, courts).

### 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.



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

Annual Report 2025



- Proactive, and demonstrates initiative, flexibility, and willingness to try new approaches.
- Punctual and extremely reliable.
- Organized, forward thinking and detail oriented.
- Must be able to present self and program in a professional manner.
- Flexibility to work evenings & weekends.
- Candidates must be proficient in Microsoft Office (Word, Excel, Outlook) and Google Workspace (Docs, Sheets, Drive).
- Ability to maintain digital documentation and case notes.

### 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 field-based work, including home visits and community engagement.
- Flexible schedule required (evenings and occasional weekends).
- Travel throughout Nassau and Suffolk Counties.

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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



## 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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