

# STATE WIDE VACANCY ANNOUNCEMENT (SWVA)

G1 ENLISTED PERSONNEL ARKANSAS NATIONAL GUARD BLDG 7202, ROBINSON MTC NORTH LITTLE ROCK, AR 72199-9600	<b>DATE:</b>  22 November 2022	<b>SWVA CONTROL NUMBER:</b>  2023-SWVA-003
<b>OPEN TO:</b> Current members of ARARNG or those eligible to become members of the ARARNG	<b>Applications will be accepted until:</b> 31 AUGUST 2023	
<b>POSITION TITLE, SERIES, GRADE, PARA/LINE:</b> Human Intelligence Collection 35M, E5, 510/02	<b>APPOINTMENT FACTORS:</b> See Paragraphs Below	
<b>UNIT, LOCATION OF POSITION:</b> D CO, 239 <sup>TH</sup> BEB North Little Rock, AR	<b>MINIMUM GRADE:</b> SPC (E4)	<b>MAXIMUM GRADE:</b> SGT (E5)

**BACKGROUND:**

- (1) Reference: ARNG-HRH 24 July 2012 State Wide Vacancy Announcement (SWVA) Procedures (PPOM #12-057).
- (2) Background: ARARNG has been unable to fill the below NCO vacancy IAW AR 600-8-19 and the ARARNG MOI for 2022 EPS Board. Thus, this SWVA is hereby implemented to identify and assign Soldiers to voluntarily fill a Traditional NCO vacancy.
- (3) **This is a Traditional “M-Day” position. It is NOT a full-time position.**

**SOLDIER INCENTIVES:**

Any change in a Soldier’s MOS, except as provided by normal rank progression as outlined in DA PAM 611-21, is not allowed and will terminate that Soldier’s Select Reserve Incentive Program bonus, with recoupment. Accepting a SWVA slot is voluntary change of MOS and falls outside of normal rank progression. Applicants should contact the ARARNG Incentive Manager at 501-212-4028 to determine any possible termination and/or recoupment actions that may result from accepting this position.

**DUTIES:**

The objective of the Army Human Intelligence (HUMINT) Collector is to perform interrogations, source operations, debriefings, screening, and intelligence liaison in all conflict phases in support of multi-domain operations at every echelon. Identifies adversarial elements, activities, intentions, capabilities, and locations through the questioning of people in the operating environment (OE). Performs HUMINT collection in English and foreign languages. Questions enemy prisoners of war and other detainees, enemy deserters, internally displaced persons, liaison contacts, friendly forces, people in the OE with a unique capability to gather information, and other strategic sources. Prepares, edits, and disseminates intelligence and technical reports. Uses Army HUMINT computer information systems and communications equipment to address intelligence requirements and to inform situational understanding; uses and manages interpreters when applicable; plans and conducts HUMINT operations; uses analytic techniques, tools, and databases to develop, execute, and assess HUMINT operations; uses classified databases and publicly available information for research; employs security measures to reduce signatures. Conducts coordination in English and foreign languages with host-nation and coalition agencies. The Army HUMINT Collector operates in the land, cyber, air, and maritime domains as part of an Army unit in a joint/combined OE. Performs duties shown in preceding skill level, leads and provides guidance to subordinate Soldiers. Performs

controlled source operations, debriefing, intelligence liaison duties, and prioritizes HUMINT sources for questioning. Supervises language proficiency training and manages assigned interpreters. Prepares, edits, and submits intelligence and technical reports using Army HUMINT information systems and communications equipment; supervises and conducts analysis and research to develop and execute HUMINT collection; supervises and employs collection security measures to reduce the signature of HUMINT collection. Conducts briefs as required. May serve as unit command language program manager (CLPM). Operates in the land, cyber, air, and maritime domains as part of an Army HUMINT collection element in a joint/combined operating environment. Conducts HUMINT operations at every echelon IAW applicable laws, policies, treaties, regulations, and unit SOP.

## **SPECIFICATIONS:**

Physical demands rating and qualifications for the initial award of MOS. HUMINT collectors must possess the following qualifications:

(1) A physical demands rating of Moderate (Gold).

(2) A physical profile of 222221.

(3) Normal color vision.

(4) Qualifying scores.

(a) A minimum score of 105 in aptitude area ST in Armed Services Vocational aptitude Battery (ASVAB) tests administered prior to 2 January 2002.

(b) A minimum score of 102 in aptitude area ST on ASVAB tests administered on and after 2 January 2002 and prior to 1 July 2004.

(c) A minimum score of 101 in aptitude area ST (TECH) on ASVAB tests administered on and after 1 July 2004.

(d) A minimum OPAT score of Standing Long Jump (LJ) – 0160 cm, Seated Power Throw (PT) – 0450 cm, Strength Deadlift (SD) – 0160 lbs., and Interval Aerobic Run (IR) – 0043 shuttles in Physical Demand Category in “Heavy” (Black).

(5) A high school graduate or equivalent prior to entry into active duty.

(a) Applicants who are not native-born citizens or who have not attended U.S. schools since the age of six must obtain a minimum score of 80 in reading and listening on the English Comprehension Level Test (ELCT) or American Course Language Placement Test (ACLPT).

(b) Foreign Language aptitude requirements:

(c) Effective 1 October 2017, all Soldiers accessing or reclassifying into 35M MOS must have a minimum qualifying score on the Defense Language Aptitude Battery (DLAB) or a qualifying score on the Defense Language Proficiency Test (DLPT) and Oral Proficiency Interview (OPI). Soldiers not already proficient in a required and documented foreign language will attend language training at the Defense Language Institute Foreign Language Center (DLIFLC) and subsequently demonstrate language proficiency of at least L2-R2 on the DLPT. USAR see paragraph 5g of this section for additional instruction.

(d) The current approved minimum DLAB score for accessions into the MOS is specified in DA PAM 11-8.

(e) The current approved minimum DLPT score for accessions and MOS qualifications is L2-R (listening level 2 – reading level 2).

(f) The current approved minimum OPI score for accession and MOS qualifications is 1+

(g) Prior to FY 2023, USAR has the option based on available seats and funding, but not the requirement, to send accessing 35M Soldiers to DLIFLC.

(h) 35M in the Active Army or ARNG with an enlistment date prior to the start of FY 2018 who never received language training at government expense are not required to obtain or maintain foreign language standards to hold the MOS.

(i) 35M in the USAR with an enlistment date prior to the start of FY 2023 who never received language training at government expense are not required to obtain or maintain foreign language standards to hold the MOS.

(6) Never been a member of the U.S. Peace Corps, except as specified in AR 614-200 (para 3-2.d).

(7) No record of conviction by court-martial.

(8) No record of conviction by a civil court for any offense other than minor traffic violations.

(9) Must be a U.S. citizen.

(10) The Soldier must meet TOP SECRET (TS) Sensitive Compartmented Information (SCI) access eligibility requirements to be awarded this MOS.

(a) To maintain the MOS, a fully adjudicated TOP SECRET with Sensitive Compartmented Information (SCI) must be obtained within 24 months of the graduation of advanced individual training.

(b) Not have information in official military personnel file, Provost Marshal, intelligence, or medical records that would prevent the granting of TOP SECRET security eligibility under AR 380-67 (Para 3-20.a).

(11) MOS 35M clearance requirements are assessed and adjudicated by the Department of Defense Consolidated Adjudications Facility (DoD CAF), MOS 35M does not have Military Affairs Division (MAD) requirements or restrictions. Foreign National Affiliation (FNA) requirements or restrictions do not disqualify the awarding of MOS 35M.

(12) The Soldier must be a U.S citizen. Members of immediate family or relatives must also be U.S. citizens. Soldier and immediate family can be naturalized citizens. If naturalized, there is no minimum residency requirement.

(a) Immediate family members are defined by DoD CAF definition, all immediate family members will be annotated on DoD CAF issued Standard Form (SF) 86, section 18.

(b) Relatives is defined by DoD CAF SF 86, section 18, codes 1-16.

(13) Soldier and spouse must not have immediate family members or cohabitants, as defined by DoD CAF that reside in a country where within its boundaries, physical or mental coercion is known to be common practice either against—

(a) Persons accused of or acting in the interest of the U.S. or

(b) The relatives of such persons to whom they may reasonably be considered to be bound by ties of affection, kinship, or obligation. Immediate family for both Soldier and spouse includes adult children, 18 years of age or older, by birth, adoption, or marriage; natural, adopted, foster, or stepparents; guardians; brothers and sisters either by birth, adoption, or remarriage of either parent; IAW AR 380-67.

(c) A cohabitant is defined by DoD CAF as someone with whom the applicant for a security clearance lives with you as husband and wife and the relationship involves the mutual assumption of marital rights, duties, and obligations, which are usually manifested by married people, including, but not necessarily dependent on, sexual relations.

(14) Have neither commercial nor vested interest in a country within whose boundaries physical or mental coercion is known to be a common practice against persons acting in the interest of the U.S. This Requirement applies to the Soldier's spouse as well.

(15) Soldiers that do not meet DoD CAF requirements for MOS 35M may still be eligible to apply for other CMF35 MOS. Not meeting requirements for 35M does not necessarily disqualify a Soldier from other CMF35 MOS.

(16) Meet career management and development criteria contained in AR 614-200 (Para 6-3) and Army Training Requirements and Resources System Course Catalog.

(a) MOS reclassification at SFC and above will be reviewed for validation of skills, by the proponent, during the reclassification process.

(17) Formal training (completion of MOS 35M10 producing course conducted under the auspices of the U.S. Army intelligence Center of Excellence (USAICOE), Ft. Huachuca, AZ) is mandatory.

(18) Be advised that due to the nature of training and assignments, temporary restrictions may be placed on foreign travel both during and after the term of service.

(19) For MOSC 35M1L must meet the ACASP criteria of this pamphlet and below.

(a) Human Intelligence Collector (HUMINT Collector) (MOSC 35M1L): Be eligible for TOP SECRET security clearance and SCI access under AR 380-67.

(b) Must meet all requirements of chapter 9.

(c) Have reading and listening comprehension of at least "2" in needed foreign language under AR 11-6. Language proficiency testing will be accomplished at MEPS under DOD Manual 1145.02 for applicants who claim proficiency in needed foreign language and meet above requirements.

(d) Successfully complete the Human Intelligence Collector's Course.

(e) Special instructions are as follows:

(i) Requirements for MOSC 35M1L for (RA) will be reflected in the REQUEST program in accordance with AR 601-210. Requirements for ARNG and USAR will be obtained from unit's vacancy lists.

(ii) Persons who enlist through this program will not receive language training. On the addendum to DA Form 3286 (for RA), DA Form 3540 (for USAR), NGB Form 5941 (for ARNG), guidance counselors will complete the statement to indicate the enlistee's language. (Example: "I understand that my civilian acquired skill as a Korean Linguist, MOS 35M1LKP, will be recognized under enlistment and..."). The MOSC to include the proper language identifier also will be entered as shown above.

(iii) For RA only, as follows:

a. Guidance counselor will enter the appropriate statement for enlistment, MOS code and title 35M1L, Human Intelligence Collector.

b. Persons who qualify for enlistment bonus based on civilian acquired foreign language also will be enlisted for U.S. Army Cash Bonus Enlistment Program, 9-C. Guidance counselors will enter in the appropriate statement for enlistment, MOS code and title 35M1L, Human Intelligence Collector. MOS code to include language identifier, as reflected by the REQUEST System will be entered in the appropriate statement for enlistment. (Example: 35M1LKP would be entered for a person qualified in the Korean language)

Additional skill identifiers: (Note: Refer to table 12-8 (Listing of universal ASI's associated with all enlisted MOS)).

(1) N7--Strategic Debriefing.

(2) R7--Army Reconnaissance (Skill level 3 and above personnel only).

(3) S1--Source Handler (Skill level 2-4 only).

(4) V4--Advanced Source Handler (Skill level 3 and 4 only).

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Point of Contact for duty description: MSG Edward Palmer– SR HR NCO at 501-212-6702

Selecting Supervisor: CSM Patrick Holthusen– 39<sup>th</sup> IBCT Command Sergeant Major

SWVA and EPS Oversight Authority: CSM Paul Winkle, ARARNG State Command Sergeant Major

**APPLICATION INSTRUCTIONS:**

All applications must be submitted via email to the Enlisted Personnel Manager at

[adam.w.burch.mil@army.mil](mailto:adam.w.burch.mil@army.mil)

[viola.n.schaeffer.mil@army.mil](mailto:viola.n.schaeffer.mil@army.mil)

**APPLICATION CHECKLIST:**

a. Letter of interest from the individual indicating desire to voluntarily transfer to the advertised position and meet all MOS and NCOES requirements within required timelines of PPOM #12-057.

b. Letter of acknowledgment from current unit commander. (If not on a current EPS list)

c. Enlisted Record Brief (ERB).

d. Last 3 NCOERs. Memorandum may be provided to explain less than 3.

e. Most Recent DA Form 705

f. Most Recent Certified Height/Weight or DA 5500 or 5501 if exceed Screening Table Weight.