

# STATE WIDE VACANCY ANNOUNCEMENT (SWVA)

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| G1 ENLISTED PERSONNEL<br>ARKANSAS NATIONAL GUARD<br>BLDG 7202, ROBINSON MTC<br>NORTH LITTLE ROCK, AR 72199-9600 | DATE:   | SWVA CONTROL NUMBER:  |
| <b>OPEN TO:</b><br>Current members of ARARNG or those eligible to become members of the ARARNG                  | <b>Applications will be accepted until:</b>         |                       |
| <b>POSITION TITLE, SERIES, GRADE, POS#:</b>   | <b>APPOINTMENT FACTORS:</b><br>See Paragraphs Below |                       |
| <b>UNIT, LOCATION OF POSITION:</b>  | <b>MINIMUM GRADE:</b>                               | <b>MAXIMUM GRADE:</b> |

## **BACKGROUND:**

- (1) Reference: DCSPER Directive 2025-04, State Wide Vacancy Announcement (SWVA) Procedures.
- (2) Background: AR ARNG has been unable to fill the below NCO vacancy IAW AR 600-8-19 and the ARARNG MOI for 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 to determine any possible termination and/or recoupment actions that may result from accepting this position.

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Point of Contact for duty description:

Selecting Supervisor:

SWVA and EPS Oversight Authority:

## **APPLICATION INSTRUCTIONS:**

All applications must be submitted via email to the Enlisted Personnel Manager  
[ng.ar.ararng.list.enlisted-promotions@army.mil](mailto:ng.ar.ararng.list.enlisted-promotions@army.mil)

## **APPLICATION CHECKLIST:**

- 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 DCSPER Directive 2025-04.
- Letter of acknowledgment from current unit commander. (If not on a current EPS list)
- Enlisted Record Brief (ERB) or Soldier Talent Profile (STP).
- Last 3 NCOERs. Memorandum may be provided to explain less than 3.
- Most Recent DA Form 705
- Most Recent Certified Height/Weight or DA 5500 or 5501, if exceed Screening Table Weight.

**10-35M. MOS 35M--Human Intelligence Collector (HUMINT Collector), CMF 35 (Army Civilian Acquired Skills Program (ACASP) designated MOS) (Effective 202311)**

a. *Major duties.* Army Human Intelligence (HUMINT) Collectors perform interrogations, debriefings, screenings, source operations and intelligence liaison in all conflict phases in support of multi-domain operations at every echelon. HUMINT Collectors identify adversarial elements, activities, intentions, capabilities, and locations through the questioning of people in the Operational Environment (OE). They perform HUMINT collection in English and foreign languages. They question 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. HUMINT Collectors prepare, edit, and disseminate intelligence and technical reports. They use Army HUMINT computer information systems and communications equipment to address intelligence requirements and to gain situational understanding while planning and conducting HUMINT operations. They also utilize and manage interpreters when applicable. HUMINT Collectors use analytic techniques, tools, and databases to develop, execute, and assess HUMINT operations. The HUMINT Collector uses classified databases and publicly available information for research; they employ security measures to reduce signatures. They conduct coordination in English and foreign languages with host-nation and coalition agencies. Duties for the MOS 35M at each level of skill are:

(1) *MOSC 35M1L.* Skill Level 1 HUMINT Collectors under supervision, perform interrogations, debriefings, screenings, and source operations in support of multi-domain operations to answer intelligence collection requirements. They perform HUMINT collection in English and foreign languages. They can integrate a linguist in support of operations to ensure mission objectives are met. They prepare and submit intelligence and technical reports using Army HUMINT Intelligence Architecture and communications equipment. A HUMINT Soldier uses analytic techniques, tools, and databases to develop and execute HUMINT collection in support of the IWFF. The HUMINT Soldier uses classified databases and publicly available information for research while employing collection security measures to reduce the signature of HUMINT collection. They can perform multi-disciplined intelligence analysis in support of HUMINT operations and assist in generating critical findings to refine ongoing collection operations. They conduct HUMINT operations at every echelon in accordance with (IAW) applicable laws, policies, treaties, regulations, and unit SOP. Human Intelligence Collectors must also remain in compliance with AR 11-6 (The Army Language Program).

(2) *MOSC 35M2L.* In addition to mastering SL1 skills, the 35M SGT provides purpose, motivation, and direction to subordinates through relevant and realistic training and leadership. They coach and counsel subordinate Soldiers as developing leaders. They can recognize pertinent information to be utilized in operations to identify opportunities for cross-cueing and dissemination to outside entities. The HUMINT Collector performs controlled source operations, interrogations, debriefings, intelligence liaison duties, and prioritizes HUMINT sources for questioning. They perform HUMINT collection in English and foreign languages. They supervise language proficiency training and manage assigned interpreters. The HUMINT Collector prepares, edits, and submits intelligence and technical reports using Army HUMINT Intelligence Architecture and communications equipment. They supervise and conduct analysis and research to develop and execute HUMINT collection missions. The HUMINT Collector supervises and employs collection security measures to reduce the signature of HUMINT collection operations. They conduct briefings to internal and external entities to provide a broader understanding of the capabilities of HUMINT and to coordinate HUMINT collection operations. Human Intelligence Collectors must also remain in compliance with AR 11-6 (The Army Language Program).

(3) *MOSC 35M3L.* In addition to performing duties shown in the proceeding skill level, the HUMINT Collection Sergeant leads Soldiers through subordinate leaders. They coach, develop, and counsel subordinate leaders and Soldiers. They are responsible for the development of HUMINT training, including the identification of collective tasks to train during training events, draft training plans, and preparing to execute training that supports the units' collective tasks, METL, and meets the commander's intent. They supervise source operations, interrogations, debriefing, intelligence liaison, and prioritization of HUMINT sources for questioning. They perform HUMINT collection in English and foreign languages. HUMINT Collection Sergeants can recognize information of interest to Counterintelligence and notify leadership of potential threats. They prepare, edit, review, and disseminate intelligence and technical reports using Army HUMINT Intelligence Architecture and communications equipment. They can perform multi-disciplined intelligence analysis in support of HUMINT operations and generate critical findings to refine ongoing collection operations. HUMINT Collection Sergeants oversee collection security measures

to reduce the signature of HUMINT collection. They manage the production of intelligence and operational products from available individual assessments and threats, vulnerabilities, and opportunities in support of all phases of HUMINT operations across all domains. For additional skills, refer to paragraph 15-3. Human Intelligence Collectors must also remain in compliance with AR 11-6 (The Army Language Program).

(4) *MOSC 35M4L*. In addition to performing duties in the proceeding skill level, the Senior HUMINT Collector executes and manages missions while leading NCOs, who in-turn lead Soldiers. They are responsible for the evaluation of HUMINT training and provide guidance on the development of the training plan in support of the units' collective tasks, METL, and the commander's intent. They manage collective HUMINT operations. They provide oversight and technical asset management to ensure intelligence collection requirements are prioritized based on criticality to the mission and allocate the appropriate HUMINT assets to conduct collection activity. They manage source operations, debriefing operations, intelligence liaison activities, interrogation operations, and screening operations. The Senior HUMINT Collector integrates cultural intelligence and analysis into HUMINT operations. They serve as an advisor to the command and staff on HUMINT operations, training, and policies and procedures. They build relationships and continuously communicate with leaders in other disciplines and sections to create synergy of effort to maximize effectiveness of the IWFF. They integrate HUMINT considerations into MDMP to maximize effectiveness of HUMINT activities. The Senior HUMINT Collector coordinates external capabilities to support HUMINT operations. Human Intelligence Collectors must also remain in compliance with AR 11-6 (The Army Language Program).

*b. Physical demands rating and qualifications for 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 101 in aptitude area ST.

(b) A minimum OPAT score of Long Jump (LJ) – 120 cm, Seated Power Throw (PT) – 350 cm, Strength Deadlift (SD) – 120 lbs., and Interval Aerobic Run (IR) – 36 shuttles in Physical Demand Category "Moderate" (Gold).

(5) 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).

(a) 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 and an OPI of at least 1+ on the DLPT. USAR see paragraph 5e of this section for additional instruction.

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

(c) 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.

(d) 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) Must not have been a member of the U.S. Peace Corps within the last four years. Applicants for this MOS who are former Peace Corps members must be aware of duty assignment restrictions as specified in AR 614-200 (para 3-2. d).

(7) U.S. citizen.

(8) Security Eligibility.

(a) An Interim Top Secret Sensitive Compartmented Information (TS//SCI) clearance is required for initial MOS award.

(b) To maintain the MOS a fully adjudicated TS//SCI must be obtained within 12 months of initial MOS award.

(c) For clearance requirements to attend training, refer to the Army Training Requirements and Resources System (ATRRS).

(9) Maintain career management and development criteria contained in AR 614-200 (Para 6-3) MOS reclassification at SFC and above will be reviewed for validation of skills, by the proponent, during the reclassification process.

(10) Formal training completion of MOS 35M Course (conducted under the auspices of the U.S. Army intelligence Center of Excellence, Ft. Huachuca, AZ) is mandatory.

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

(a) Human Intelligence Collector (HUMINT Collector) (MOSC 35M1L): Be eligible for TS//SCI access under AR 380-67.

(b) Must meet all requirements of chapter 9.

(c) Have reading and listening comprehension of at least "2" on the DLPT and a 1+ on the OPI 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 35M 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)

c. *Additional skill identifiers (ASIs).* (Note: Refer to table 12-8 for (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).

d. *Physical requirements and standards of grade (SG).* Physical requirements and SG relating to each skill level are listed in the following tables:

(1) *Table 10-35M-1.* Physical requirements.

(2) *Table 10-35M-2.* Standards of grade TOE/MTOE.

(3) *Table 10-35M-3.* Standards of grade TDA.