

Arkansas National Guard

Announcement for Army Active Guard Reserve (AGR) Position Vacancy Announcement

SECTION I: Administrative

(Authority: Title 32 USC 502(f), AR 135-18, NGR (AR) 600-5)

Position Title: Retention NCO	Position Number: 24-037A	Open Date: 16 August 2024 Close Date: 30 August 2024
MOS/Branch of Position: 00F	PULHES: 132221	Maximum Grade: SSG/E-6
Point of Contact		Duty Location
Human Resource Office Telephone#: (501) 212-4213		39 th BSB (A CO, R&R) Hazen, AR

SECTION II: Area of Consideration

(1) Priority Placement Roster (2) Lateral AGR Onboard (3) AGR Promotion list in the CMF MOS; (4) Onboard AGR members of the Arkansas Army National Guard (AR ARNG) who possess the required MOS; (5) Members of the Arkansas Army National Guard (AR ARNG) who are able to obtain required MOS; (6) Those eligible to become members of the Arkansas Army National Guard (AR ARNG), who possess or are able to obtain required MOS.

SECTION III: Qualification Requirements *(Upon selection for this position, individual must possess or initiate a National Agency Check with Inquiries (NACI) background investigation. A favorable determination based upon investigative results is mandatory for this position. Failure to meet these requirements will result in termination of employment.)*

Note: Onboard AGRs must have completed 18 months in current assignment

- **Lateral:** Must be an onboard, current AGR member of the AR ARNG, MOS is in-material and grade of SSG/E6.
- **Onboard Non-MOSQ/NEW HIRE:** Must be minimum grade of SPC/E-4 with BLC complete, Have a minimum general technical (GT) score of 110 (waiverable to GT score of 100 or GT score of 95 with a skilled-technical score of 95). A minimum OPAT score of Standing Long Jump (LJ) - 0120 cm, seated Power Throw (PT) - 0350 cm, Strength Deadlift (SD) - 0120 lbs., and Interval Aerobic Run (IR) - 0036 shuttles in Physical Demand Category in "Moderate" (Gold). Meet selection criteria in National Guard Regulations 601-1, 600-200, 600-5, 600-10, applicable SMOMs, Army Regulations (AR) 601-280 and AR135-18 as applicable. Be a high school graduate with diploma or GED. No record of conviction by special or general courts-martial or civilian courts of offenses listed in AR 27-10 (Military Justice), chapter 24 or otherwise required to register as a sexual offender under AR 27-10, chapter 24. Must be able to obtain SQI4. Must be at least 21 years of age. Must have a physical profile (PULHES) no higher than 132221.
- **Medical Qualifications:** Soldiers with a numerical indicator of P3 or P4 in any profile factor (PULHES) must have been determined fit for duty and world- wide deployable by a Medical Review Board. Soldiers with outstanding medical issues (temporary profiles) are not qualified for entry into the AGR Program. Must meet the High Physical Demands test rating of lift and lower 30 lbs. while wearing a combat load of 80 lbs. of gear and carry for 100 feet.
- **Other Requirements:** Upon selection, must complete mandatory Full-Time Support (FTS) training at the Professional Education Center (PEC) within 6 months of assignment if applicable. Note: Individuals who exceed the maximum grade of this position (see Military Grade Requirement above) may apply; however, they will be required to accept an administrative reduction in grade prior to being placed into this position. All applicants must possess a current and valid civilian driver's license. All Recruiters and Drill Sergeants will undergo extensive background checks which will include an FBI fingerprint check, State and Local Criminal History Repository check, behavioral health medical record review that will consider any behavioral health diagnoses and treatment provided within the last 12 months, and the United States Department of Justice National Sex Offender Public Registry. Must possess a Secret security clearance or obtain one within six months. Inability to meet ALL the above requirements will result in disqualification of application; application will not be forwarded for an interview. Applicant will not be eligible to apply for any future positions with Recruiting and Retention Command (Arkansas).

SECTION IV: Placement Factors

Must have a working knowledge of all Microsoft Office programs. Skill in making contacts, interviews, and counseling. Knowledge of marketing or working with publicity material. Ability to speak clearly in front of large groups. Ability to work with diverse groups. Skill in working with regulations or applying policy. Skill in sales or training. Typing speed of 35 words per minute (WPM) is desirable. Selectee will be subject to uncommon tours of duty, rotational shift assignments and overtime duty. May be required to fly in military or commercial aircraft for Temporary Duty (TDY) purposes. Must meet the requirements of AR 600-9 (height/weight). Must meet the requirements of chapter 3 as per AR 40-501, for accession into the AGR program. Must meet the requirements of Chapter 2, AR 135-18 prior to appointment and pass the Army Physical Fitness Test on a semi-annual basis. Upon selection, will be assigned to the Recruiting and Retention Command and assigned to a compatible military position. Must reside or agree to move within commuting distance (50 miles) of the position within 6 months of hire. Onboard AGR Soldiers will meet the minimum criteria of NGR 600-200. RECRUITING AND RETENTION NCOs WILL NOT BE REASSIGNED DURING THE FIRST 36 MONTHS OF THEIR INITIAL TOUR, UNLESS COMMAND DIRECTED.

In addition: POSITIONS OF SIGNIFICANT TRUST AND REQUIREMENTS (RECRUITING AND RETENTION COMMAND POSITIONS): Reference: ALARACT 188/2014, HQDA EXORD 193-14 Screening of Sexual Harassment/ Assault Response and Prevention Program Personnel and Others in Identified Positions of Significant Trust.

Note: Applicants applying for POST positions must meet all the requirements listed prior to becoming eligible for acceptance into the AGR program. After State Level Checks have come back favorable, selectees will be placed in a temporary FTNGD/OS status until NGB Level Checks come back favorable, if these checks come back less than favorable the selectee will be separated from FTNGD/OS status and disqualified for Recruiting and Retention Command (Arkansas) positions. National Guard Regulation (NGR) 600-200. POSSIBLE 3-YEAR ASSIGNMENT AS A RECRUITING AND RETENTION NCO DURING SELECTEE'S CAREER

- Must not have a Type I or Type II Offense (See HQDA EXORD 193-14, Annex B)
- Must be able to produce a favorable National Agency Check with Law and Credit (NACLC)
- Must complete a Department of the Army Sensitive Duty Assignment Eligibility Questionnaire (DA Form 7424)
- Must not be listed on the National Sex Offender Public Website
- Must receive favorable results after completing a DD Form 369
- Must complete, and provide, a Behavioral Health Interview (DA Form 3822) to local RRBN CDR.
- Must have favorable results from:
 - o Department of Army Inspector General (DAIG)
 - o Criminal Investigation Division (CID)
 - o Office of Military Personnel File Review
 - o Army Substance Abuse Program

SECTION V: Summary Of Duties

The selectee assists in the management of all aspects of Battalion Retention and Attrition Prevention Programs. Ensures leaders are trained on effective attrition and retention practices, recognition of the at-risk factors and appropriate countermeasures. Utilizes timely leadership intervention techniques to counter probable loss conditions of high-risk Soldiers. Maintains continuous contact/communication with Soldiers to maintain/enhance their level of commitment to the unit, the mission and the Army National Guard. Upon demobilization will assist the unit leadership in the reintegration process and mitigation of post mobilization attrition factors. Documents and tracks retention information for Soldiers within the brigade. Selectee will attend National Guard Bureau Career Counselor Course training on first available training date and will hold schedule meetings with Brigade, Battalion, and unit leadership to discuss Retention status and issues. Selectee will serve as the liaison between the Battalion Career Counselors and the ARARNG Retention team. Upon selection, the selectee must agree to perform duties outlined in AR ARNG Reg 601-2. Performs other duties as assigned.

SECTION VI: Instructions for Applying. (Applications must be emailed to HRO. The email address for HRO is: ng.ar.ararng.mbx.hro-agr-applications@army.mil. E-mailed applications must be submitted in one .pdf file unless prior coordination has been made to submit the application in a different format.) Missing documents or documents not following the attachment guidelines, listed below, will be disqualified and not sent to the hiring official.

Evaluation will be based on the qualification requirements stated in the announcement. Therefore, it is important that every requirement on the announcement be addressed on NGB Form 34-1. To be considered qualified, applicants must meet the qualification requirements as of the closing date of this announcement. Whenever possible, experience should be fully explained. "YES" answers in Part IV of NGB 34-1 (except item 9 and 17) must be explained in the space provided on the NGB 34-1. Substantial changes in duties and responsibilities during a job should be fully explained so that appropriate credit may be given.

ATTACHMENT GUIDELINES - Submit the following documents with the NGB Form 34-1 in the order listed below. All documents will be in a single scrollable PDF file, not as attachments to the NGB Form 34-1. *Multiple attachments in a single email will cause your application to be disqualified.* Your application will have the following naming convention: EOA#_Lastname_Firstname.

1. **NGB Form 34-1** - Application for Active Guard/Reserve (AGR) Position.
* **NGB Form 34-1 must be signed in original ink or digitally.**
2. **Letter to the Hiring Official**
* This letter will be used to address any discrepancies in the packet. If a discrepancy is found and it is not addressed in this letter, the packet will be disqualified. If there are no discrepancies, this letter is not needed.
3. **MEDPROS Individual Medical Readiness (IMR) Report** (with current PHA date.)
* Soldiers with any type of permanent profile must include a current copy of their **DA Form 3349**.
* PHA must not be overdue (within 15 months)
4. **DA Form 705-TEST** - ACFT Scorecard
* Must be within 12 months of the closing date of the announcement.
* Height/Weight must be listed on the DA 705-TEST. If you are outside of regulatory standards or Height/Weight is not listed, a DA Form 5500/5501 must be attached, **regardless of exemption status.**
5. **DA Form 5500/5501** - Body Fat Content Worksheet (DA Form 5500 for males) (DA Form 5501 for females).
* If your weight on any document submitted with your application exceeds the screening table weight allowed in accordance with Army Regulation 600-9 you must include a Body Fat Content Worksheet, **regardless of exemption status.**
6. **DA Form 4037** - Enlisted Records Brief (ERB)/Officer Records Brief (ORB) (Selection ERB/ORB).
* If ERB does not include ASVAB scores, you must also attach **DD Form 1966/1 or other record of ASVAB scores/course completion.**
* ERB must be pulled within the last 6 months.
7. **DA Form 2166-9 or DA Form 67-10** - Last three (3) current NCOERS and/or OERs
* Missing reports must be explained utilizing Letter to the Hiring Official to address due or overdue reports not filed in the Soldiers IPERMS account. (Due or Overdue is determined by the date on your last OER/NCOER).
8. **NGB Form 23A** - Retirement Points Accounting Statement (RPAS)
* Must be within 30 days of the closing date of the announcement.
9. **SF 181** - Race and National Origin Identification
* This form is required to be in the packet, but identifying your race or National Origin is optional.
10. **DD Form 369** - Police Record Check
* The applicant only needs to complete Sections I & II of the DD Form 369, you do not need to complete Section III
* **Must have a separate DD Form 369 for each place the applicant has lived, worked, or attended school in the last seven (7) years continuously with no gaps in history.**
11. **DA Form 7424** - Sensitive Duty Assignment Eligibility Questionnaire
* Must be signed by the applicant **AND** by the commander of the applicant.

Equal Opportunity

THE ARKANSAS NATIONAL GUARD IS AN EQUAL OPPORTUNITY EMPLOYER, AND AS SUCH ALL APPLICATIONS FOR THIS POSITION WILL RECEIVE CONSIDERATION WITHOUT DISCRIMINATION FOR ANY NON-MERIT FACTOR SUCH AS RACE, RELIGION, SEX, NATIONAL ORIGIN, POLITICS, MARITAL STATUS, AGE, OR MEMBERSHIP IN AN EMPLOYEE ORGANIZATION.