

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: Open Announcement	Position Number: 25-109A	Open Date: 7 May 2025 Close Date: 30 September 2025
MOS/Branch of Position: 01A	PULHES: See medical below	Maximum Grade: 1LT - CPT
Point of Contact		Duty Location
Human Resource Office Telephone: (501) 212-4201		Duty locations will vary within the State of Arkansas

SECTION II: Area of Consideration

- (1) Priority Placement Roster
- (2) Members of the Arkansas National Guard who possess the required Officer Branch
- (3) Members of the Army who possess the required Officer Branch

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

- **Onboard Non-MOSQ and New Hire** Must be in a minimum grade of 1LT/O2 and maximum grade of CPT/O-3. This position is not branch specific. Must possess a secret security clearance. Officers must be a graduate of the Basic Officer Leaders Course. Graduates of Captains Career Course is preferred. Must possess a baccalaureate degree. Successful company-level command or equivalent staff leadership experience/assignment is preferred.
- **Medical Qualifications:** Soldiers with a numerical indicator of P3 or P4 in any profile factor (PULHES) must have been determined fit for duty and worldwide deployable by a Medical Review Board. Additionally, non-MOS qualified Soldiers must medically qualify for MOS reclassification. A current Periodic Health Assessment (PHA) within 12 months is required for entry into the AGR Program. Soldiers with outstanding medical issues (temporary profiles) are not qualified for entry into the AGR Program.
- **Other Requirements:** Experience in STEM programs is highly preferred. Must possess a baccalaureate degree. A grade point average of 2.5 (on a 4-point scale) or higher is preferred. Successful company-level command or equivalent staff leadership experience/assignment is preferred. **Must possess or be able to obtain a SECRET Security Clearance.** Upon selection, must complete mandatory Full-Time Support (FTS) training at the Professional Education Center (PEC) within 12 months of assignment (if applicable).

SECTION IV: Placement Factors

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 Army Regulation (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 and Physical Fitness Test In Accordance With (IAW) AR 350-1 prior to appointment. Upon selection, the officer will be assigned to the Arkansas Army National Guard and to a compatible military position in corresponding Officer Branch. **Must reside or agree to move within commuting distance of the position.** Onboard AGR Soldiers will meet the minimum criteria of National Guard Regulation (NGR) 600-200.

SECTION V: Summary Of Duties

The selectee will be considered for an officer position within the Arkansas Army National Guard that may include duties as a Training Officer, Assistant Professor of Military Science (APMS), Staff Officer, Recruiting Operations Officer, or other positions as assigned.

The Training Officer prepares OPORDs, FRAGOs, and reports pertaining to operations, readiness, and mobilization as well as develop near-term, short-range and long-range training plans and procedures for the Command. Provides staff planning and assistance to ensure that required training and readiness objectives are achieved.

The APMS assists the Professor of Military Science (PMS) in the development, management, and the administration of programs to commission the future officer leadership for the United States Army. Recruits cadets from Army National Guard units and officer accessions from ROTC into the Army National Guard by advising and counseling cadets on the opportunities available in the Army National Guard.

A Staff Officer researches, develops, plans, and coordinates operational projects as directed. Coordinates and processes staff input and facilitate communication at all echelons. Prepares and presents briefings as required.

A Recruiting Operations Officer manages and optimizes the recruiting process focusing on efficiency, data-driven decision-making and the overall accession process resulting in streamlining processes and implementing technology-driven solutions.

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. The 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 34-1 in the order listed below. All documents will be in a single scrollable PDF file, not as attachments to the NGB 34-1. Multiple attachments in a single email will cause your application to be disqualified. Applications will utilize the following naming convention: EOA#_Lastname_Firstname.

- 1. NGB 34-1 - Application for Active Guard/Reserve (AGR) Position. NGB 34-1 must be signed in original ink/digital signature. Must utilize the most recent version (20131111).**
- 2. Letter to the Hiring Official -** This will be used to address any discrepancies within the packet. If a discrepancy is found and not addressed in the letter, the packet will be disqualified. If there are no discrepancies, the 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, APFT Scorecard** (must be within 12 months). Ht/Wt must be listed on DA 705. If you are outside of regulatory standards or HT/WT is not listed, a DA Form 5500-R or 5501-R must be attached.
- 5. Body Fat Content Worksheet (DA Form 5500-R for males or DA Form 5501-R for females).**
- 6. Officer Records Brief (ORB)**
- 7. The last three (3) current Officer Evaluation Reports (OERs).**
 - Missing OERs must be explained utilizing the Letter to the Hiring Official to address due or overdue evaluations not filed in the Soldiers IPERMS. (Due or overdue is determined by the date on your last OER).
- 8. Civilian Resume**
- 9. Retirement Points Accounting Statement (RPAS) Statement (Must be within the last 30 days of the closing date of the announcement).**
- 10. SF 181, Race and National Origin Identification**

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.