

**MILITARY DEPARTMENT OF ARKANSAS  
HUMAN RESOURCES OFFICE, BLDG 7300  
CAMP ROBINSON-HRO-BOX 17  
NORTH LITTLE ROCK, AR 72199-9600**

**AGR EMPLOYMENT OPPORTUNITY ANNOUNCEMENT NUMBER: 25-124A**

**OPENING DATE: 13 Jun 2025**

**CLOSING DATE: 20 Jun 2025**

**POSITION TITLE: Recruiting Training and Evaluation NCO**

**MILITARY GRADE REQUIREMENTS: Onboard AGR Enlisted, not to exceed the grade MSgt/E-7**

**LOCATION: Headquarters Arkansas Air National Guard Camp Joseph T. Robinson, NLR, AR (can be located at Ebbing AB or LRAFB)**

**NOMINATING OFFICIAL: SMSgt Jaclyn Cole**

Individual selected will be ordered to full time duty (state) in Active Guard/Reserve status under Title 32 USC 502(f). Benefits will be commensurate with grade/rank and years of service.

**AREA OF CONSIDERATION:** All onboard AGR members of the 189<sup>th</sup> AW/188<sup>th</sup> WG that possess the applicable Air Force Specialty Code (AFSC). In Accordance With (IAW) Air National Guard Instruction (ANGI) 36-101.

**QUALIFICATION REQUIREMENTS:** Incumbent must have in-depth recruiting experience, possess strong public speaking skills along with outstanding written and verbal communication. Must have excellent organizational and time management skills. Must be thoroughly qualified in the use of all recruiting tools, be knowledgeable in personnel policies, practices, and procedures, and be proficient in time management and sales techniques. Must be proficient in the Air Force Recruiting Information Support System (AFRISS). Must have functional knowledge of Microsoft office programs. Mandatory Qualifications: For selection into the position, member must have at a minimum two years' experience as AFSC 8R000/ 8R200 or 3G0X1 as outlined in the DAFECD. Completion of the 8R Training and Evaluation course and Train-the-Trainer course is required upon selection. Applicants must meet Physical Fitness Standards as stated in the Department of the Air Force Manual (DAFMAN) 36-2905. Selectee must meet the PHA requirements outlined in DAFMAN 48-123 and AFI 48-170 and be current in all Individual Medical Readiness (IMR) requirements in accordance with AFI 10-250. **Note:** Individuals must meet minimum grade requirements. Applicants 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. Must possess a Secret security clearance.

**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. Reserve Component Physical Health Assessment must medically qualify selectee within 12 months of closing date of announcement. Selectee will participate in unit of assignment during Regularly Scheduled Drills (RSDs) and Annual Training periods including deployments, special projects and exercises. Upon assignment, must be a member of the JFHQ, and assigned to a compatible military position in AFSC 4N0/4A0.

**SUMMARY OF DUTIES:** Serves as the primary trainer responsible for sustainment and remedial training of assigned team members, ensuring skill retention and performance standards are met. Duties include conducting new Production Recruiter (PR) orientations, maintaining the State Master Training Plan, and managing the use and compliance of the Management Internal Control Toolset (MICT) checklist per AFI 90-201. This position oversees and updates task information for the ANG Recruiting and Retention Job Qualification Standards (JQS) and provides ongoing training on both JQS and the Air Force Training Record (AFTR). The role supports scheduling, planning, and logistics for the Annual Recruiting and Retention Certification Training, leadership development courses, and working groups, while also leading quarterly and annual state training sessions. Coordination with support functions ensures scenario-based evaluations align with current procedures and experience levels, and curriculum materials are developed and maintained accordingly. The incumbent

manages IMPACT Sales system training in partnership with contractors and aids in the development of assessment tools to guide recruiter performance and leadership potential. This role supports production evaluations, develops improvement plans for underperforming PRs, and conducts annual evaluations to establish performance baselines. Additional duties include coordinating ANG-wide training efforts with NGB/A1YT, managing training seat allocations, and maintaining regular communication with recruiting units. The position reports directly to the Recruiting Production Superintendent and requires the maintenance of exemplary military appearance, conduct, and discipline

## **HOW TO APPLY:**

### **DOCUMENTS MUST BE IN ONE PDF IN THE ORDER LISTED BELOW:**

- 1. NGB 34-1 Application for Active Guard/Reserve (AGR)** – Must ensure employment announcement number (EOA) and position title are filled in appropriately as defined on this announcement. This form must be signed and dated. Must explain any “yes” answer per instructions in Section V (except questions 9 & 17).
- 2. Current Individual Medical Readiness (IMR)** – All statuses must be current/ready. If “not ready” an AF Form 469 is mandatory. Regardless of the profile type, if your IMR under the “Profile” column shows a 469 link the AF Form 469 is required with your package, as it is applicable (see requirement 6). Official copy must have the applicant’s system generated name/date and reflect a PHA within 12 months of announcement close date. It is required to submit your IMR in the following manner: log into your IMR, right click, print, Adobe PDF, select “more settings”, click “headers and footers”. The headers and footers date stamp must be within 30 days of announcement closeout. Screen prints will not be accepted.
- 3. Current Fitness Tracker Report with history** - Submit all pages. Must be the Fitness Tracker Report generated by myFITNESS; no other report will be accepted. Log into myFSS/ myFITNESS and select the Fitness Tracker Report and then the Printable View option. The report run date must be no more than 30 days old from the announcement closeout. The report run date is in the top right-hand corner of the fitness tracker. Official PDF copy from myFitness database must have applicant’s system generated name/date on it. Must reflect current passing fitness results. Any exemptions on the last fitness test must include the applicable AF Form 469 in the package. Screen prints will not be accepted.
- 4. vMPF RIP** - Submit all pages. Log into vMPF, under Personal Data click Record Review/Update, click View/Print All Pages, right click, print, Adobe PDF, select “more settings”, click “headers and footers”. The headers and footers date stamp must be within 30 days of announcement closeout.
- 5. SF 181** – Race and National Origin Identification. Omission or unanswered questions require a justification memorandum.
- 6. AF Form 469** - if applicable to applicant (see requirements 2 and 3).

Print and scan packets or after digitally signing the 34-1, print to PDF and then merge all documents. Once all documents are combined into one PDF, complete a cursory review of the ENTIRE application. Note: A common error that results in most disqualifications is the NGB 34-1 signature is stripped when the PDFs are combined or is stripped in the email system if not saved per the statement above. Failure to do so will result in disqualification.

Limit file size to 3 MB, failure to do so may result in the attachment being stripped from the email or rejected. Downsize instructions – Open PDF, click file, save as other, reduced size PDF, click OK, click save, click yes

**FAILURE TO FOLLOW AND PROVIDE THE DOCUMENTS, IN THE REQUIRED MANNER, WILL RESULT IN A DISQUALIFICATION.**

**E-mail application to both addresses:**

[ng.ar.ararng.mbx.hro-agr-applications@army.mil](mailto:ng.ar.ararng.mbx.hro-agr-applications@army.mil)

AND

[justin.tierney.3@us.af.mil](mailto:justin.tierney.3@us.af.mil)

\*\*\*\*\* Be advised, applications are not reviewed until after the announcement closes. \*\*\*\*\*

Email subject line AND your application must be named: Rank Last name, First name and Announcement Number - Current Status. Failure to do so may result in your application not being received.

\*\*Example: TSgt Doe, John 55-555A – Active Duty, or AGR, or Technician, or DSG

**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.**