

Arkansas National Guard

Announcement for Army Active Guard Reserve (AGR)

FY26 Open Announcement

SECTION I: Administrative

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

Position Title: Open Announcement	Position Number: 26-001A	Open Date: 15 September 2025 Close Date: 31 July 2026
MOS/Branch of Position: Branch is assignment dependent	PULHES: See medical below	Maximum Grade: CPT/O-3
Point of Contact		Duty Location
Human Resource Office Telephone#: (501) 212-5486		Duty locations across state of Arkansas

SECTION II: Area of Consideration

- (1) Members of the Arkansas National Guard who possess the required Officer Branch
- (2) 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.*

- This announcement remains open through 31 July 2026 and will be replaced by a new announcement 01 August 2026 for FY27. Each FY will be divided into quarterly application windows. At the completion of each application window, all complete packets will be compared against each other to build an Order of Merit List (OML). The OML will stand until the end of the next application window. This process will repeat through end of FY. Each FY the process will begin again. Applicants must submit new application packets each FY but can provide updates throughout the year if desired. FY26 application windows close 31 October 2025, 31 January 2026, 30 April 2026, and 31 July 2026 respectively.
- Must be in a minimum grade of 1LT/O2 and a maximum grade of CPT/O-3 (date of Rank not to exceed 2 years prior to closing date of announcement period). Some positions are branch specific. Officers must be a graduate of the Basic Officer Leaders Course. Graduation from 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:** Upon selection, must complete mandatory Full-Time Support (FTS) training at the Professional Education Center (PEC) within 6 months of assignment if applicable. 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.**

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 selectee will be assigned to the Arkansas Army National Guard and assigned to a compatible military position in the corresponding Officer Branch. **Must reside or agree to move within commuting distance of the position.**

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), Nuclear Medical Science Officer, Physician Assistant, or other positions as assigned.

A Training Officer develops near term, short range, and long-range training plans and procedures for the Command and to provide staff planning and assistance to ensure that required training and readiness objectives are achieved. Formulates, oversees and evaluates the overall training programs of the command for a Infantry Battalion. Serves as the full-time staff advisor to the S3. Assists with the planning, coordinating, and controlling of movement for all elements under the battalion's control or direction. Prepares OPODs, FRAGOs, plans and reports pertaining to operations, readiness, and mobilization. Coordinates mobilization requirements between mobilization stations and mobilizing units. Develops, coordinates, and schedules mobilization tasks between mobilizing units and state directorates. Prepares routine correspondence and drafts replies on operation and training matters for approval. Coordinates support requirements with external agencies. Manages Full-Time National Guard Duty (FTNGD) personnel and funds to support special projects and peak usage periods. Reviews subordinate training schedules in order to resource and de-conflict as necessary through the Digital Training Management System (DTMS) database. Provides supervisory oversight of the operational support budget of the unit. Responsible for training subordinate operations and training Full Time Staff personnel in reporting of the Unit Status Report in accordance with AR 220-1. Reviews training evaluation reports such as annual training reports or annual general inspection reports to identify needed revisions or improvements to training activities. Schedules and coordinates the use of training sites and facilities. Forecasts for the procurement of supplies such as ammunition, training areas and ranges required to support training activities. Procures training aids, manuals or other instructional material. Serves as subject matter expert responsible for ensuring unit compliance with Physical Security and Communications Security (COMSEC) regulations and conducts assistance visits and inspections of arms, ammunition, and explosives IAW AR 190-11 and AR 190-51. Acts as the Battalion Physical Security Officer and Anti-Terrorism Officer (ATO).

An APMS is responsible for recruiting, counseling, mentoring, teaching and accessing high-quality officers into the Arkansas Army National Guard through the ROTC Program. Provides assistance and support to the Professor of Military Science; both marketing the ARNG and producing quality commissioned officers in the quantity and academic disciplines necessary to meet the ARNG requirements. Responsible for mentoring cadets and encouraging Simultaneous Membership Program participation as well as maximum utilization of Guaranteed Reserve Forces Duty and Dedicated National Guard Scholarships. Responsible for emphasizing and teaching/training cadets to embody the qualities of fitness, academic achievement, and leadership skills, as well as character, ethical behavior, confidence and resilience. Provides pro-active liaison with the Officer Strength Manager and Arkansas Army National Guard units to coordinate placement of SMP cadets.

A Nuclear Medical Science Officer conducts field laboratory analysis of unknown chemical, biological, and radiological substances at a WMD incident. Supervises all actions performed in the Analytical Lab Suite (ALS) in order to ensure compliance with ISO 17025 standards which govern receipt, storage, analysis, and disposition of samples. Maintains evidence chain of custody and provide samples to law enforcement or laboratory response network in the event of a criminal or terrorist incident. Provide hazard analysis for operational planning, including decontamination procedures. Maintains good relationships with designated state and federal agencies in order to exercise subject matter expert reach-back capabilities. Participates in advance planning, coordination, and training with local, state, and federal agencies as well as private entities. Trains alternate ALS operators in analytical procedures. Participates in NGB mandated monthly proficiency testing.

A Physician Assistant is a medical provider with garrison responsibilities to include day-to-day patient care, medical readiness, medical training, administrative record keeping, and personnel management. Synchronizes medical operations during an emergency response by coordinating with on scene medical personnel, the incident commander, and local receiving hospitals in order to ensure appropriate evacuation and treatment. Monitors the medical status of personnel downrange during tactical operations and analyzes scientific data along with signs and symptoms to confirm and identify known and unknown chemical, biological, and/or radiological hazards. Acts as a liaison to multiple state hospital coalitions and advises on CBRN response and capability gaps.

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.

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 VI: Instructions for Applying. Applications must be emailed to HRO. The email address for HRO is: ng.ar.aranng.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 (DQ) and not sent to the hiring official. Packets submitted 15 days or more before the closure of the application window will be vetted and the applicant will be notified of packet acceptance or requirement for correction. Evaluation of application packets will be competitive based on the following criteria: **Military Education, Military experience, Civilian Experience, Performance and Potential, and Basic Active Service Date.** Therefore, it is important that applicants diligently prepare the NGB Form 34-1. Applicants are also encouraged to provide a Civilian Resume. To be considered qualified for positions opening in the following quarter of the FY, applicants must meet the qualification requirements as of the closing date of the application window. 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 DQed. Your application will have 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 DQed. 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).**
 - * If your weight on any document, you submit with your application exceeds the screening table weight allowed in accordance with Army Regulation 600-9 you must include a Body Fat Content Worksheet.
6. **Officer Records Brief (ORB)**
 - * ORB must be pulled within the last 6 months.
7. **The last three (3) current NCOERS and/or OERs, (Selection ORB).**
 - * 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).
8. **Retirement Points Accounting Statement (RPAS) Statement (Must be within the last 30 days of application submission).**
9. **SF 181, Race and National Origin Identification**

All applicants are encouraged to submit the below documents to increase competitiveness of their packet:

1. Civilian Resume
2. Civilian Education documents not in IPERMS (Official College Transcripts and Official Technical Certifications)
3. Letters of Recommendation (Brigade Commander/Brigade Administrative Officer/Company President or Chief Executive Officer)

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.