



WASHINGTON ARMY NATIONAL GUARD

J1-Human Resources Office
Active Guard Reserve (AGR) Announcement
Job Announcement # **24-037**

OPENING DATE: 03 February 2024

CLOSING DATE: 31 March 2024

VACANCY ANNOUNCEMENT: NATIONWIDE

All applicants **MUST** be worldwide deployable.

GRADE REQUIREMENT: Position is open to grades E4 to E7

Promotion will not exceed maximum rank authorized of SFC for this position.

DURATION: One Time Occasional Tour (OTOT) 2-year tour

POSITION: Recruiting and Retention NCO (79T)

UNIT: Recruiting and Retention Battalion

DUTY LOCATION: Various Locations, WA

SECURITY CLEARANCE: Secret

BRIEF DESCRIPTION OF DUTIES:

Contacts, interviews, and advises civilian personnel to obtain applications for enlistment into the ARNG; contacts civic leaders and other agencies to present the ARNG as an employment and career opportunity; presents formal and informal talks; interviews and counsels' prospective enlistees; gathers individual data and prepares forms and documents incident to enlistment processing. Trains, advises, and cooperates with leadership of assigned unit to address issues relating to retention, attrition management, and no-val pay. Position requires extensive travel throughout area of responsibility with occasional requirements to remain overnight away from home. Additional travel to Camp Murray is possible. Performs other duties as assigned.

MINIMUM QUALIFICATIONS

Open to all enlisted **Soldiers in the rank of SPC to SFC (AGR & Traditional)**. A valid Army Military Occupational Specialty (MOS) in Career Management Field 79T or prior Military service as a Recruiting and Retention NCO is desirable. Applicants **MUST** be qualified in MOS 79T or be eligible to become qualified within 6 months from date of hire. SFC applicants must be 79T qualified with SR Badge. SPC applicants must be a Basic Leader Course (BLC) graduate, have a minimum of 3 years' time in service (TIS), and meet requirements outlined in AR 600-8-19 for promotion to SGT.

RECRUITING AND TRAINING CADRE SUITABILITY SCREENING REQUIREMENTS

(See Army Directive 2018-16 & SMOM 22-009) to be completed upon selection:

- Complete HRR Form 600 (Recruiting and Training Cadre Suitability Questionnaire)

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- Current Periodic Health Assessment (PHA) and medical record review
- Must be able to produce a favorable National Agency Check with Law and Credit (NACLC)
- Must not be listed on the National Sex Offender Public Website
- Must not have a Type I or Type II Offense & must have favorable results from:
 - Department of Army Inspector General (DAIG)
 - Criminal Investigation Division (CID)
 - Office of Military Personnel File Review
 - Army Substance Abuse Program

MANDATORY QUALIFICATIONS

Applicants must satisfy requirements outlined in DA PAM 611-21.

- A physical demands rating of Moderate (Gold).
 - (a) Must possess manual dexterity in both hands.
 - (b) Frequently reviews documents and records/correspondence.
 - (c) Frequently engages in verbal conversation.
 - (d) Frequently sits for extended periods of time.
 - (e) Must not possess obviously distracting physical characteristics or mannerisms to include a shaving profile (waiver not authorized). Tattoos must be in compliance with AR 670-1
- (2) A physical profile of 132221. Soldiers possessing a 3 in Upper Extremities must have prior MOS Administrative Retention Review (MAR2) clearance (waiver not authorized).
- (3) Normal color vision.
- (4) Must possess a valid Army MOS

QUALIFYING SCORES

- (a) Have a minimum general technical (GT) score of 110 (waivable to GT score of 100 or GT score of 95 with a skilled-technical score (ST) of 95)

MINIMUM REQUIREMENTS

- E7 and above non-duty MOSQ applicants must include a memorandum stating acceptance of an administrative reduction with their packet.
- Over-grade applicants must include a memorandum stating acceptance of an administrative reduction with their packet.

CONDITIONS FOR EMPLOYMENT

- IAW AR 135-18, NGR 600-5, applicants must meet the following requirements prior to applications being forwarded for board consideration: Applications from Soldiers who do not qualify under AR 135-18, Table 2-1, or who have a non-waivable disqualification. Under Table 2-3, or who fail to meet any additional requirements prescribed by Chief, National Guard Bureau, will be disapproved and returned to the applicant.
- Soldiers who qualify under Table 2-1 but have a waivable disqualification under Table 2-2, will attach a request for the appropriate waiver to their applications.

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- Applicant must provide memorandum from security manager with status of security clearance. IAW AR 135-18, Table 2-1 (H), Applicants must possess a valid security clearance required for the grade, MOS/AOC.
- (For Current AGR Members Only) AGR/HRO must receive a signed memorandum **with Company through Brigade level command concurrence** with the submission of your AGR packet. AGRs on initial tour orders that have served less than 18 months in current position are not eligible to apply.
- Must be able to complete a three-year initial tour of active duty before one of the following:
(a) Reaching the applicable date for Retention Control Points based on grade per NGR 600-5 Table 5-1. (b) Reaching the date of mandatory removal from an active status based on age or service (without any extensions), under any provisions of law or regulation, as prescribed by current directives.
- Individual selected will be stabilized in the position for 18 months, each transfer after the initial 18 months will be 12-month tours. An exception to the 18 month and 12-month rule requires prior approval from TAG. A waiver request must be submitted IAW NGR 600-5.
- Applicants must not have been relieved for cause from any duty position in the 36-month period preceding the date of application for the AGR Program, or the scheduled date of entry in the AGR Program.
- Acceptance of an AGR position will terminate eligibility for all bonuses and student loan repayments effective on the date of entry into AGR status. This does not affect Montgomery GI bill eligibility.
- All applicants will sign a NGB Form 34-2 (Certificate of Agreement and Understanding) during their accession process into the ARNG Title 32 AGR FTNGD Program.
- Applicants must not be Flagged (Adverse, APFT, or Height and Weight) or be in a Medical Non-Deployable (MND) status.
- IAW PPOM 22-023, All Soldiers (M-day / AGR) applying for AGR positions will require a passing ACFT within 6 months of application.
- Must be in compliance with FRAGO I, HQDA EXORD 161-13 Sexual Harassment/Assault Response and Prevention Program Army Stand-Down and SMOM 15-017, Screening of Title 32 Positions of Significant Trust and Authority (POSTA).
- Must have 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.

MEDICAL

- Must meet the Army medical retention standards in accordance with AR 40-501, Chap 2, 3, 4, or 5 as applicable.
- Must meet the Army body composition standards IAW AR 600-9 for entry into the AGR program.
- PHA must be within 12 months of the Vacancy Announcements Closing date.
- IAW AR 135-18, Table 2-1 Rule B (1). Prior to entry on active duty or FTNGD in the AGR Program, must be medically certified as drug free.
- Must meet standards in AR 600-110 in reference to human immunodeficiency virus.
- IAW AR 135-18, Table 2-1 Rule B (3) and NGB-ARH-08-025. When appropriate, the Soldier must also meet the medical fitness standards for flying duty per AR 40-501.

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ADDITIONAL REQUIREMENTS

- Applicant must have a valid state driver's license and be able to operate military vehicles and equipment organic to the unit.
- Ability to maintain a Government Travel Card (GTC).
- Individuals entering the AGR program are required to enroll in the Army Sure-Pay Program (direct deposit).

POSITION FILL

- Applications received are reviewed for eligibility. Complete and accurate data is essential to ensure fair evaluation of candidates. It is the applicant's responsibility to ensure the NGB 34-1 and all supporting documents are accurate and complete. Incomplete packets will not be accepted.

EQUAL OPPORTUNITY

- The Washington National Guard does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender), national origin, political affiliation, sexual orientation, marital status, retaliation, parental status, or other non-merit factor. Selection will be made from the applicants determined best qualified in terms principally involving experience, demonstrated ability/performance, and training.

This announcement will be posted on the website below:

Washington Military Department website at <https://mil.wa.gov/agr-jobs-and-positions>

You can reach the HRO-AGR office at (253) 512-8396.

FOR THE ADJUTANT GENERAL:

//S//
JOHNATHAN E. WALKER
LTC, AR (FA46) WAARNG
AGR Manager

DISTRUBUTION: A

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APPLICATION PROCEDURE:

- Complete and attach the vacancy announcement checklist included with the announcement and submit with your application.
- All applications must be received at HRO-AGR, NLT 1600 hrs. PST on the closing date.
- Label packets with the following naming convention: **24-0XX Last Name, First Name** (Example: 23-006 - Smith, Alex).
- **All applicants must submit one complete single pdf. Portfolio pdfs and pdfs with attachments will not be accepted. It is recommended to print to pdf the application to retain digital signatures.**
- Email application packet via email to HRO-AGR Services (ng.wa.waarng.list.agr-applications@army.mil) to be considered for an AGR position.
- **Packets submitted with multiple attachments will be returned.**
- The documents listed on the checklist may be located on iPERMS, or through your Readiness NCO/ Training NCO/ Battalion S1. It is highly recommended that all applicants use these sources to assist with packet assembly. Follow the checklist for guidance in packet preparation.
- NGB Form 34-1 <https://www.ngbpmc.ng.mil/ngf/> (Application for AGR Position) dated Nov 2013 (must be signed and dated); if applicable attach a sheet explaining any “yes” answers to section IV.
- Make all entries legible and complete. Vacancy Announcement Number and Position Title are required for all applications. Please include contact information (i.e., phone numbers, complete address, and an e-mail address).
- Submit copies of supporting documents that are up to date.
- Make sure copies are clearly legible throughout.
- Additional supporting documents (letters of recommendation, certificates, diplomas, etc.) will be placed at the end of the packet.
- *E-mail applications to:* HRO-AGR Applications Distro List
ng.wa.waarng.list.agr-applications@army.mil

If you do not receive a confirmation of receipt 2 business days after closing date, please contact the HRO-AGR office at (253) 512-8396 or email the HRO-AGR applications distro.

TITLE 32 AGR APPLICATION CHECKLIST (Enlisted)

Applications not containing all documentation IAW guidance below will not be considered

Name (Last, First):__

Rank: __

DOD ID: __

Current Status: __

Phone Number: __

Email: __

Vacancy Announcement #: __

PACKET SEQUENCE AND DOCUMENT REQUIREMENTS

PII (ie:SS#) must be redacted, Application must be submitted as one single .PDF,

1. __ NGB Form 34-1 dated Nov 2013 must be complete with signature and date. Copy paste link into browser: <https://www.ngbpmc.ng.mil/Forms/NGB-Forms/>
2. __ ERB (Selection Board) containing ASVAB scores (Certified Copy) IAW NGR 600-5. If your ASVAB scores are not reflected on the ERB, a copy of one of the following is required: DD 1966 or Re-Enlistment Eligibility Data Display (REDD) Report. Include a copy of Armed Forces Classification Test (AFCT) Results Memorandum if most current and accurate ASVAB scores are not reflected on requested documentation.
3. __ Individual Medical Readiness (IMR) Report from MEDPROS with last Physical Health Assessment (PHA) within 12 months of application. It is important that you print the report, not the web-page screen. (Log into MEDPROS, Forms, IMR Record, download)
4. __ Copies of all DD 214's (MEMBER -4) and NGB 22's showing all prior service. (**Redact PII**)
5. __ Current NGB Form 23-B (Retirement Points History Statement) if a member of the National Guard.
6. __ Current DA Form 1506 (Statement of Service) if NGB Form 23-B is not available.
7. __ ALL Soldiers applying for AGR positions will require a passing DA Form 705 ACFT within 6 months of application (IAW PPOM 22-023). Profile must be included if applicable.
8. __ Memorandum stating height and weight compliance addressed to the President of the Board and signed by applicant's unit Readiness NCO, First Sergeant, or Commander. Memorandum must be dated within 30 days of application. Regardless of rank or position, applicants may NOT sign their own memorandum. DA Form 705, DA FORM 5500/5501 in lieu of memorandum will not be accepted.
9. __ Copies of last three evaluations in entirety. New E-5 and below, a letter of recommendation is suggested in lieu of evaluations.
10. __ Current Washington AGR Soldiers must submit a Company through MSC level command concurrence memo endorsing your application. AGRs that have served less than 18 months in current position are not eligible to apply.
11. __ HRR Form 600 (in entirety).
12. __ Memorandum of explanation for missing documentation (if applicable). Examples include missing evaluations, PHA not within 12 months, incomplete data on ERB.
13. __ Memorandum for Record for accepting voluntary administrative reduction. (Mandatory for Over grade Applicants).
14. __ Memorandum for Record for accepting voluntary administrative reduction. (Mandatory for NDMOSQ E6 and above applicants)
15. S Memorandum from security manager or S2 stating status of security clearance.
16. __ Applicants applying for RRB positions must complete DD 369 (blocks 1-9, and 11)

THIS CHECKLIST MUST BE INCLUDED IN PACKET

RECRUITING AND TRAINING CADRE SUITABILITY QUESTIONNAIRE

The proponent for this form is ARNG-HRR.

Disclosure: This is required before hiring into a position that supports the accomplishment of the recruiting mission.

Section I: Soldier Information

1. Soldier's Name (Last, First, Middle):	2. Rank/Grade:
3. Unit of assignment:	
4. Position Applying for:	

Section II: Type I Offenses (Over the Soldier's Lifetime)

Have you received a civilian or military conviction, or a finding of guilty in a field grade Article 15, Uniform Code of Military Justice (UCMJ) proceedings for any of the offenses listed below:	YES	NO
5. Possessing, distributing, receiving, or viewing child pornography (Article 134 UCMJ).		
6. Forcible sodomy or bestiality (Article 125 UCMJ) (Article 120 or 134 after 1 January 2019).		
7. Any offense punishable under Article 120, 120a, 120b, and 120c UCMJ (Articles 120, 120b, 120c, and 130 after 1 January 2019); similar civilian offense (rape, sexual assault, aggravated sexual contact, abusive sexual contact, stalking, sexual abuse of a child); or any attempt to commit such acts.		
8. Prohibited activities with a subject of recruiting efforts, future Soldier, or initial entry trainee that fall under DoD Instruction 1304.33, enclosure 3, paragraph 1a(1)(a-c). (Article 93a after 1 January 2019)		
9. Domestic violence or child abuse (as defined in DoDI 6495.03 or AR 608-18); violent crimes; similar civilian offenses; or attempts to commit such acts (Article 88 UCMJ).		
10. Previous separation from any Service for any Type I offense listed above.		
11. Any conviction that requires an individual to register as a sex offender.		

Note: For Type II and Type III Offenses, "adverse information" is any substantiated adverse finding or conclusion from an officially documented investigation or inquiry, or any other credible information of an adverse nature. To be credible, the information must be resolved and supported by a preponderance of the evidence. To be adverse, the information must be derogatory, unfavorable, or of a nature that reflects clearly unacceptable conduct, integrity, or judgment on the part of the Soldier.

Section III: Type II Offenses (Over a Soldier's Military Career, Including Sister Services)

Note: Information in the Soldier's record suggestive of a Type I offense that does not result in a criminal conviction or a finding of guilty in a field grade Article 15 proceeding will be treated as a Type II offense and reviewed by the approval authority.

Is there adverse information listed against you for any of the offenses listed below:	YES	NO
12. Sexual harassment (Article 92, 93, or 117 UCMJ).		
13. Prostitution or pandering (Article 134 UCMJ).		
14. Sexual activity with a subordinate or fraternization of a sexual nature.		

15. Conduct in violation of the Army's policy regarding participation in extremist organizations or activities or criminal gangs (as defined in AR 600-20, paragraph 4-12).		
16. Any special or general courts-martial conviction or any civilian criminal felony conviction (other than a conviction for Type I offenses).		
17. Any criminal offenses involving a child or children (other than Type I offenses).		
18. Extramarital sexual conduct or inappropriate relationship in violation of AR 600-20, paragraphs 4-14 or 4-15 (other than sexual activity with a subordinate or fraternization of a sexual nature)		
19. Wrongful broadcast or distribution of intimate visual images (Article 117a UCMJ).		
20. Illegal drug use or possession or distribution, including abuse of prescription medication and synthetic drugs (Article 112a UCMJ).		
21. Initial enlistment waivers for derogatory information related to any Type I offense.		
22. Type I offenses for which the Soldier was not convicted in a court of law or received an Article 15 or higher UCMJ action.		
23. Alcohol abuse (as defined in AR 600-85, Any irresponsible use of an alcoholic beverage which leads to misconduct, unacceptable social behavior, or impairment of an individual's performance of duty, physical or behavioral health, financial responsibility, or personal relationships).		
Section IV: Type III Offenses (Within the Last 5 Years Unless Otherwise Stated)		
Is there adverse information listed against you for any of the offenses listed below:	YES	NO
24. Relief for cause noncommissioned officer evaluation report or officer evaluation report while in current grade or in the past 5 years, whichever is longer.		
25. Previous separation from any Service for any Type III offense.		
26. Initial enlistment waivers for derogatory information (not related to an offense listed under Type II).		
27. Assault (other than categories listed under Type I).		
28. Larceny, fraud, or robbery (Articles 121, 122, and 132 UCMJ).		
29. Burglary (Article 129).		
30. Prohibited activities with a subject of recruiting efforts, future Soldier, or initial entry trainee that fall under DoDI 1304.33, enclosure 3, paragraph 1a(1)(d-n).		
Section V: Administrative Reports That Prevent Initial Appointment to These Positions		
31. Are you flagged, barred from reenlistment/extension, or coded with any administrative information indicating legal investigation is underway?		
32. Are you pending determination by a Medical Evaluation Board, Physical Evaluation Board, or Military Occupational Specialty Administrative Retention Review process?		
33. Do you have a current revoked, denied, or suspended security clearance, or failed to attain or maintain a favorable NACLC, tier 3 investigation or higher?		
Section VI: Acknowledgement		
By signing below, I acknowledge I have answered the above sections truthfully and honestly.		
Name.	Signature.	Date.

