

**STATE OF HAWAII  
DEPARTMENT OF DEFENSE  
OFFICE OF THE ADJUTANT GENERAL  
3949 DIAMOND HEAD ROAD, HONOLULU, HAWAII 96816-4495**

4 January 2013

**ARMY ACTIVE GUARD/RESERVE TOUR (FTM)  
VACANCY ANNOUNCEMENT NO. FY2013 - 04  
List of Eligible**

The following Enlisted position vacancy in the Hawaii Army National Guard is announced. This vacancy is to be filled under the provisions of Title 32, USC 502(f) and Section 502 Public Law 98-94. This is a three-year fulltime National Guard duty tour in Active Guard/Reserve (AGR) status. This vacancy is to be filled through a competitive selection panel process with approval by the Chain of Command. Final selection will be based upon qualifications, suitability, and available manpower resources.

**POSITION AND LOCATION:** Training NCO, E6, 12B30, Co A, 29th Brigade Special Troops Battalion, Hawaii Army National Guard, Kapolei, Hawaii. Applicants, who have applied for a previous Job Vacancy Announcement, **NEED TO REAPPLY**.

**CLOSING TIME/DATE:** Applications must be received by the Hawaii Human Resources Office (HIHRO), **NLT COB 4 February 2013**. The list of eligible will be based upon the APPOINTMENT REQUIREMENTS and AREA OF CONSIDERATION applicable to the specific vacancy.

**POSITION DESCRIPTION:** See attached general description of Duties and Responsibilities.

**AREA OF CONSIDERATION:** Open to **Present, Enlisted, Male** service members, **State-Wide**, belonging to the Hawaii Army National Guard, in the grade of E5 – E6. Applicants applying for initial entry into the AGR program, in the grade of E5, **MUST** be able to become MOS 12B qualified within 12 months of tour assignment. Applicants in the grade of E6 **MUST** be qualified in the MOS 12B. AGR Soldiers serving on a subsequent tour (excluding Soldiers within the first 18 months of a new duty position) **MUST** possess the MOS 12B. This is a nonwaivable requirement. If a waiver is required for an initial tour or for a subsequent tour (AR 135-18, table 2-2 & 2-5), the waiver must be approved prior to the closing date of the Job Vacancy Announcement.

**SALARY:** Military Pay and Allowances.

**PROJECTED AGR START DATE:** Open.

**EQUAL EMPLOYMENT OPPORTUNITY:** All applicants will receive equal consideration for appointment without regards to race, religion, color, national origin, public affiliation, or any other non-merit factor(s).

**THIS ANNOUNCEMENT WILL BE POSTED ON UNIT BULLETIN BOARD  
UNTIL CLOSING DATE**

## VACANCY ANNOUNCEMENT ARMY-AGR, FY2013 - 04, 4 January 2013

**APPOINTMENT REQUIREMENTS:** **Enlisted** personnel, who are currently on suspension of favorable actions, will **NOT** be considered. Upon selection, the selectee will be medically evaluated for clearance to enter the AGR Program by the Office of the State Surgeon (POC: Deputy State Surgeon). If the selected individual is an IDT soldier, he must have a favorable Periodic Health Assessment (PHA) in accordance with (IAW) AR 40-501, Chapter 3, conducted within 12 months prior to initial entry in the AGR program. Soldiers with a favorable enlistment or appointment physical examination (IAW AR 40-501, Chapter 2) or flight physical examination (IAW AR 40-501, Chapter 4) conducted within 12 months prior to initial entry in the AGR program are not required to complete an additional PHA for entry in the AGR Program. Individual must also have a Human Immunodeficiency Virus (HIV) test within the last 24 months prior to entry in the AGR program IAW AR 600-110 and meet body composition standards prescribed in AR 600-9. If PULHES numerical indicator has a P3 or P4, then the requirements of AR 600-60 must be met prior to accessioning into the AGR. Pregnancy is not a disqualifying condition for initial appointment in the AGR Program. There are no medical waivers for initial appointment in the AGR Program if the soldier does not meet the physical and medical requirements IAW AR 40-501. AGR personnel are required to participate in IDT, AT, Special Projects, or other activities requiring their presence. Selected individual **MUST** meet Professional Education Center (PEC) Training Courses prescribed for position vacancy within one (1) year from start date. **AGR Soldiers assigned to their current position for less than 18 months are ineligible to apply.** Persons entitled to Permanent Change of Station (PCS) allowances/benefits may be eligible for consideration contingent upon availability of PCS funds from NGB. (See item #4 below).

**ELIGIBILITY CRITERIA:** Hawaii Army National Guard Soldiers (excluding AGR Soldiers on an initial tour or within the first 18 months of a new duty position) within the grades specified above are eligible to apply for this position. If not currently in an AGR status, to qualify for appointment, individuals **MUST MEET ALL** initial eligibility qualifications of AR 135-18 and NGR 600-5. (**Note: Individual certifies that he meets all eligibility criteria by signing in Section V of NGB Form 34-1. The Army policy regarding the exclusion of women in combat units applies.**)

**APPLICATION PROCEDURES:** Individuals may apply by submitting the following required documents to the HIHRO. Resumes may be included, but are not required.

- (1) Signed NGB Form 34-1 (Application for Active Guard/Reserve (AGR) Position), **dated November 2010.** **Signature will be in original or digital signature. Errors, omissions of information, application completed in pencil, or unsigned, and those that are late due to the mail system will be returned without action.**
- (2) Valid proof of medical qualification. Any one of the below listed documents satisfy verification of medical qualification:
  - Medical Protection system (MEDPROS) printout of Individual Medical Readiness (IMR) with PHA date within 12 months reflected. (Preferred method).
  - Current Physical – DD Form 2807 and 2808 (or sister service equivalent), within the last 5 years if under 40 years old and within the last year if over 40 years old.
- (3) Last five (5) Noncommissioned Officer Evaluation Reports (NCOERs).
- (4) Certified DA Form 2-1 with current ASVAB test scores.
- (5) DD Form(s) 214 and/or NGB Form(s) 22 (All periods of active duty).
- (6) Proof of highest level of Civilian Education acquired.

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- (7) Proof of security clearance (JPAS printout).
- (8) Copy of DA Form 705 reflecting **passing** APFT and **passing** height/weight data (must meet standards IAW AR 600-9), both taken within six (6) months from JVA closing date. **Also include three additional previous APFTs.**
- (9) Knowledge, Skills, and Abilities (KSAs). Below are listed the KSA's for this position. Each applicant **must address each KSA individually in paragraph format** by explaining any civilian and military work experience(s) (with dates) that provided the KSA. These comments must be addressed in the order they appear below and attached (separate sheet) to the application when applying for the position. **Failure to include the attachment for the KSA statement will result in your application NOT being considered for employment.**
  - (a) Knowledge of the position.
  - (b) Knowledge in the techniques of organization, direction, coordination, and control.
  - (c) Ability to develop, plan, and coordinate complex work assignments.
  - (d) Ability to give specific guidance relative to the position.
  - (e) Skills you possess to assist in the improvement of the position or program.
  - (f) Skill in oral and written communications.

### NOTES TO APPLICANTS:

1. Each applicant is personally responsible for submitting his or her application package to the HIHRO on or before the closing date stated on this JVA. Applications postmarked (U.S. Postal Service) on or before the closing date of this JVA will be accepted. Postmarks by private letter carriers (Federal Express, UPS) will **NOT** be accepted. **Federal law prohibits the use of government envelopes, postage, or facsimile to submit the application. Applications received in such manner will NOT be accepted and will be returned.**
2. Each applicant will ensure that supporting documents, to include diplomas, orders, etc. are submitted with the application as evidence of meeting the APPOINTMENT REQUIREMENTS. **Failure to do so may result in a finding of ineligibility and may cause the applicant to lose consideration for this position.**
3. Request for exceptions to, or waivers of APPOINTMENT REQUIREMENTS as specified herein will **NOT** be accepted. Waiver for certain basic ELIGIBILITY CRITERIA will be considered and must receive NGB approval.
4. Permanent Change of Station (PCS) expenses may be authorized for this position. Authorization for payment of PCS expenses will be granted **only after** a determination is made that PCS is in the best interest of the Hawaii Army National Guard and upon availability of funds from the National Guard Bureau.

**ARMY NATIONAL GUARD ACTIVE GUARD/RESERVE PROGRAM  
QUALIFICATIONS CRITERIA  
(ENLISTED PERSONNEL)**

**1. BASIC INITIAL ENTRY QUALIFICATIONS:**

A. Membership.

1. Must be in a Ready Reserve status and –
  - a. Be a member of the Reserve Component of the Army of which the application for entry in the AGR program is made.
  - b. When applying for an AGR position on Full-Time National Guard Duty (FTNGD) under state control, must be a federally recognized ARNGUS soldier.
2. If a member of the Regular Army, must agree to accept discharge from the Regular Army with concurrent enlistment in the ARNG. Enlistment must be completed prior to reporting to an initial AGR entry point.
3. If a member of the USAR, must agree to accept transfer from the USAR with concurrent enlistment in the National Guard of the appropriate state.

B. Age.

Must be 18 years of age and not reached his or her 55th birthday.

C. Physical and Medical.

1. Prior to entry on AD in the AGR program, must be medically certified as Drug Free and be tested negative for Human Immunodeficiency Virus (HIV), per AR 40-501 and AR 600-110.
2. Must meet the Body Composition standards prescribed in AR 600-9.
3. Must meet the medical fitness standards for retention per AR 40-501, chapter 3. When appropriate, the officer must also meet the medical fitness standards for flying duty per AR 40-501, chapter 4 retention flight physical within 18 months preceding initial entry.

D. Military Education.

An enlisted soldier must have completed Initial Entry Training (IET).

E. Years of Service.

Must be able to complete a three (3) years initial tour of AD or FTNGD prior to:

1. Completing 18 years of Active Service (AS).

Qualifications Criteria: (cont.)

2. 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.

F. Grade and Specialty.

1. Staff Sergeant or above, must possess the required grade and MOS level authorized for the AGR duty position.
2. Sergeant or below, must have the potential to become MOS qualified in the first 12 months or be released from AD/FTNGD.

G. Reenlistment or Extension

Must be eligible for reenlistment or extension, per NGR 600-200.

H. Security Clearance.

Must possess a valid security clearance required for the grade, MOS / AOC, and AGR duty position.

I. Additional Eligibility Requirements.

1. AGR Soldiers, who were voluntarily released from the AGR program for two (2) or more days, and one (1) year has not elapsed since the date of the release are eligible for a subsequent reentry into the AGR program with a waiver IAW AR 135-18, Table 2-2 D. If selected the Soldier must meet all Initial Entry Requirements to qualify for a subsequent reentry.
2. Soldiers are disqualified from reentry into the AGR program if they were not selected for continuation by a board, were processed for involuntarily release from AD or FTNGD, or for separation because of one of the following:
  - a. For cause, to include unsuitability or unfitness (other than temporary medical disability) for military service.
  - b. As a result of resignation in lieu of adverse personnel action.

This requirement is nonwaivable IAW AR 135-18, Table 2-6, I and K.

3. All AGR soldiers will sign a Certificate of Agreement and Understanding prior to being ordered to FTNGD in the AGR program.
4. Must have at least three (3) years remaining on current enlistment on first day on initial AGR tour. Applicants must reenlist or extend their current enlistment in order to meet this requirement.

Qualifications Criteria: (cont.)

5. Must not be a candidate for an elective office, holding a Civil Office (full-time or part-time), or engaged in partisan political activities, as defined in AR 600-20.
6. Must not be under current suspension of favorable personnel actions. Additionally, applicants, who are required by AR 600-31 to be under a suspension of favorable personnel actions, as determined by CNGB, are ineligible even if no suspension of favorable personnel actions had been imposed.
7. Applicants must not be entitled to receive Federal Military Retired, Retainer Pay, or receiving Federal Civil Service annuities, or to be eligible for immediate Federal Civil Service annuities.
8. Enlisted applicants, who meet the following dependency criteria(s) are eligible:
  - a. An applicant with no spouse or other dependents.
  - b. An applicant with a spouse and 2 or fewer additional dependents, E4 and below.
  - c. An applicant with a spouse and 3 or more additional dependents, who is in pay grade E5 or above.
  - d. An applicant whose spouse is a member of Regular or Reserve Component of any U.S. Armed Force, whose dependent(s) are under 18 years of age, and have been placed in the custody of an adult (other than the spouse) by court order or approved by State law (if spouse is a member of the Retired Reserve, this custodial restriction does not apply).
  - e. An applicant without a spouse, who has dependents under 18 years of age that have been placed in the custody of the other parent, or another adult by court order, or as provided by State law and is not required to provide child support, or is required by court order to provide child support for 2 or fewer dependents.
9. Additional Eligibility Requirements for Female Personnel
  - a. Enlisted female members are eligible to apply for any authorized AGR position, for which qualified, except in those closed units/positions identified under the Direct Combat Probability Code (DCPC) for the ARNG.
  - b. This JVA is under the Direct Combat Probability Code (DCPC) for the ARNG.

**2. BASIC SUBSEQUENT DUTY QUALIFICATIONS:**

A. Subsequent Duty Definition.

Soldiers on AGR orders beyond the initial 3 year tour of their AGR career.

B. Membership.

Qualifications Criteria: (cont.)

Must be serving on duty in the AGR program and –

1. Be a member of the Reserve Component of the Army in which the AGR duty is performed.
2. If in FTNGD status, must be a federally recognized ARNGUS Soldier.

C. Age.

Must be less than 60 years of age.

D. Physical and Medical.

1. Must meet the body composition standards prescribed in AR 600-9.
2. Must meet the medical fitness standards for retention per AR 40-501.
3. When appropriate for AGR duty, the medical fitness standards for flying duty per AR 40-501 or the medical fitness standards for miscellaneous purposes per AR 40-501.

E. Military Education.

Must not have academically failed the United States Army Sergeants Major Course (USASMC) or must not have been released from the United States Sergeants Major Academy (USASMA) for other than hardship approved by Commandant, USASMA.

F. Years of Service.

Will be released from AD/FTNGD upon achieving 20 years AS unless retained by the appropriate ARNGUS AD/FTNGD tour continuation board. Retained ARNGUS enlisted Soldiers will be placed on incremental (two-year) orders which will not exceed the retention control points in NGR 600-5 or 600-10 established under the authority of paragraph 1-4(d) of AR 135-18.

G. Grade and Specialty.

1. Staff Sergeant or above, must possess the grade and MOS required for the AGR duty position.
2. Sergeant or below, must possess the grade equal to, or below, that authorized for the AGR duty position and must possess the MOS required for the AGR duty position. This is a nonwaivable requirement IAW AR 135-18, Table 2-6 E.
3. Excludes Soldiers within the first 18 months of a new duty position.

H. Reenlistment or Extension.

Must be eligible for reenlistment or extension per NGR 600-200.

**TRAINING NCO, 12B3O, E6**  
**DUTIES AND RESPONSIBILITIES**

1. Duties and responsibilities

- a. Combat engineers supervise, serve, or assist as a member of a team, squad, section, or platoon; provide combat engineering support to combat forces; 12B3O, E-6 must be able to perform at skill level 3 as a Combat Engineer. Performs duties in preceding skill level, supervises lower grade soldiers and provides technical guidance to the soldiers in the accomplishment of their duties. Tasks, supervises, and instructs squad and section personnel. Directs utilization and maintenance of vehicles and equipment. Provides unit and job site security. Prepares and issues an oral squad operation order. Conducts the maneuver of a squad in a patrol. Directs minefield installation, removal, and submits minefield reports. Conducts breaching operations. Collects data and calculates the requirement for explosives and related material. Directs construction of combat bunkers, shelters, and non-explosive anti-vehicular obstacles and expedient lifting devices. Conducts ground reconnaissance for roads, routes, bridges, tunnels, fords, and ferries. Prepares a demolition and engineer reconnaissance report. Directs assembly of various military bridges.
- b. Advises the commander on training, logistics, personnel and unit mobilization readiness requirements and ensures that the unit develops, updates and maintains comprehensive mobilization plans.
- c. Accomplishes duties pertaining to training of unit members and the unit's training support requirements; requests and has on hand required training materials, supplies, and training aids such as ammunition, pieces of equipment, films, models of equipment etc from TASC; recommends individuals to serve as instructors for training activities based on their knowledge, skills and qualifications; provides assistance and guidance to members of the unit on preparation of lesson plans, proper methods of instruction and obtaining reference material and teaching aids; drafts training schedules for approval and other memoranda; maintains training records and training library; prepares and submits requests for training areas; completes applications for service schools, officer candidate schools, and correspondence courses; advises unit members of the availability of training courses and encourages them to attend those courses that will benefit the unit and the individual. Prepares and submits all training related reports, briefs, memorandums as required. Responsible for managing the units RMA program. May be required to attend special schools and/or conferences that support the units training programs or objectives. May be required to provide leadership and supervision if serving as the senior member of the unit's FTUS workforce. Will be required to cross train with the company supply sergeant and admin clerk to provide continuity in support of priority actions during their absence.
- d. Assists the commander with execution of the unit's supply programs and conducts ongoing coordination with all other fulltime personnel in the organization to ensure that short and long range readiness requirements are understood and accomplished in a timely manner.
- e. Serves as ammunition manager for the unit. Coordinates ammunition requirements through logistical channels and the ammunition manager at higher headquarters.

- f. Performs recruiting duties for the purpose of maintaining the unit at authorized strength; participates in school activities such as “Career Day” for the purpose of informing individuals and groups of the benefits of belonging to the Army National Guard; meets with individuals and members of their families to outline the Army National Guard programs; provides guidance and assistance to, and at times supervises, fulltime and part-time recruiters of the unit; informs the unit commander, other personnel of the unit and higher headquarters of current recruiting programs and procedures, and status of the unit in attaining required strength; determines the qualifications of prospective guard members and strives to assign them to vacancies in the unit where their skills and knowledge will be best utilized; schedules training for non-prior service enlistees in order to provide the unit with needed skills and to satisfy, in-so-far as possible, the individual’s desires; determines that individuals are eligible and qualified for enlistment, taking into consideration such things as age, physical qualifications, police record, prior military service, previously attained skills, etc.

2. Qualification requirements.

- a. **General experience:** Two years of progressively responsible general office experience, which has demonstrated the ability to perform administrative duties satisfactory to the grade level of the position.
- b. **Specialized experience:** One year of experience in the field in which the duties of the position are to be performed or in fields directly related to the position (e.g., personnel, supply, training, public relations, etc.).
- c. **Combat engineers must possess the following qualifications:** (1) A [physical demands rating](#) of very heavy. (2) A [physical profile](#) of 111221. (3) Normal color vision. (4) A [minimum score](#) of 90 in aptitude area CO in Armed Services Vocational Aptitude Battery (ASVAB) tests administered prior to 2 January 2002. A [minimum score](#) of 87 in aptitude area CO on ASVAB tests administered on and after 2 January 2002. (5) Formal training (completion of MOS 12B course conducted under auspices of U.S. Army Engineer School) mandatory.

**NOTE: This job is closed to women.**