

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

10 February 2013

**ARMY ACTIVE GUARD/RESERVE TOUR (FTM)
VACANCY ANNOUNCEMENT NO. FY2013 - 08
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: Detachment NCO, E6, 12H3O, Detachment 2, 230th Engineer Company (Vert), Hawaii Army National Guard, Kaunakakai, 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, 25 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** service members, **State-Wide**, belonging to any component of the U.S. Army who are current members or are eligible to become members of the Hawaii Army National Guard, in the grade of E5 – E6. Applicants **MUST** be currently assigned to an army component unit **within the State of Hawaii**. Applicants applying for initial entry into the AGR program, in the grade of E5, **MUST** be able to become MOS 12H qualified within 12 months of tour assignment. Applicants in the grade of E6 **MUST** possess the MOS 12H. AGR Soldiers serving on a subsequent tour (excluding Soldiers within the first 18 months of a new duty position) **MUST** possess the MOS 12H. These are nonwaivable requirements. Any other waivers required for an initial tour or for a subsequent tour (AR 135-18, table 2-2 & 2-5), 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).

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APPOINTMENT REQUIREMENTS: Enlisted personnel, in the grade of E5 – E6, 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/she 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 Program. Pregnancy is not a disqualifying condition for initial appointment. 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: Currently employed Active Duty Personnel, Military Technicians, AGR Soldiers serving on a subsequent tour (excluding Soldiers within the first 18 months of a new duty position), and IDT personnel 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 requirements of AR 135-18 and NGR 600-5. (**Note: Individual certifies that he/she meets all eligibility criteria's by signing in Section V of NGB Form 34-1**).

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 or ERB 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 the JVA closing date. Also include **three other previous APFTs** for a total of **4 scores** submitted.
- (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) Ability to effectively perform specified and implicit duties while working alone in a remote area
 - (c) Knowledge of facility management and physical security
 - (d) Knowledge of ATTRS, GFEBS, DTMS, and DTS
 - (e) Knowledge in the techniques of organization, direction, coordination, and control.
 - (f) Ability to develop, plan, and coordinate complex work assignments.
 - (g) Ability to give specific guidance relative to the position.
 - (h) Skills you possess to assist in the improvement of the position or program.
 - (i) 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

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.

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.

Must be serving on duty in the AGR program and –

Qualifications Criteria: (cont.)

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.

DETACHMENT NCO, E5-E6
DUTIES AND RESPONSIBILITIES

1. Introduction: This position is located in company/detachment size units of the Army National Guard.
2. Purpose: Provide supervisory manpower to enhance the readiness status of units. Readiness encompasses training, mobilization, planning, supply, maintenance, pay, and personnel functions relating to the welfare of the Soldiers and mission capability. The Detachment NCO will be involved in the day-to-day conduct and supervision of these functions and act as the commander's representative and spokesperson in the daily operation of the unit to ensure the highest readiness status of the unit.
3. Duties and responsibilities: Responsible for supervising the successful accomplishment of the commander's mobilization readiness objectives; anticipates and recommends solutions for needs of the unit in all aspects of mobilization readiness, to include:
 - a. Advises the commander on training, logistics, personnel and unit mobilization readiness requirements and ensures that the unit develop, update, and maintain comprehensive mobilization plans including preparation of unit COMPASS and AVEL requests, preparation of the annual post mobilization training activities list and ensuring that the unit is POM/POR qualified; reviews and implements mobilization directives and regulations; obtains all required data for the unit status report and assists the commander in preparing readiness for the unit status report and assists the commander in preparing readiness reports as prescribed by AR 220-1; monitors the equipment-on-hand (EOH) and the equipment readiness (ER) status of the unit and keeps the commander informed on these issues; supervises the duties performed by the units' fulltime logistics personnel, to include the unit supply NCO, in maintaining property accountability ensuring all required equipment is on hand or on valid requisition, on required inventories, audits and reconciliation, and the maintenance of combat parts load (CPL), if retained at unit level; coordinates maintenance support required from supporting OMS or other installation maintenance support activities, and the integration of maintenance training with the supporting OMS shop chief; recommends to the commander courses of action to correct deficiencies in achieving maintenance standards and ensures the accountability and adequacy of CPL's, if maintained at OMS level; must be proficient in unit level logistics procedures and policies.
 - b. Supervises the drafting of training schedules for approval which comply with command guidance and directives and the publications of higher headquarters; supervises the maintenance of the unit training library, unit training extension course (TEC) tapes, and TEC center, and related training equipment and aids; establishes a direct line of communication with training and mobilization action personnel at higher headquarters; supervises the development and monitoring of a comprehensive MOS qualification training program; advises and assists the unit NCO's in the implementation and conduct of supervised on-the-job training (SOJT) programs; advises officer personnel on military education requirements and prepares applications for Army service schools and extension centers; supervises the maintenance of records for the above personnel, and ensures that qualification information is provided to the personnel section for personnel records updating.

DETACHMENT NCO, E5-E6 (con't)

- c. Attends all unit training assemblies, additional training assemblies, and annual training periods; provides assistance and guidance in the preparation for and execution of unit training and other mobilization readiness relation activities; ensures that preparatory visits are conducted as necessary to training sites to ensure availability of such sites and to procure training areas, ranges, training equipment, and other facilities required by the unit; responsible for supervising the implementation and accomplishment of the individual training and evaluation program (ITEP, to include SDT) as prescribed in the AR 350-37, and of the battalion training management system (BTMS) at company/detachment level; responsible for supervising the control of materials, publications, and soldier's manuals; responsible for monitoring individual training records and keeping the commander informed on the individual training status of the unit personnel; supervises the overall operation of the fulltime unit support staff; responsible for ensuring that the commander's concept of operations for the fulltime personnel is executed and for advising the commander and supervisory personnel on the status and efficiency of the fulltime personnel; works directly with the commander in monitoring the recruiting and retention activities of the unit; is directly involved in the maintenance of strength and personnel readiness issues of the unit to include employer support and family programs; responsible for the overall supervision of all pay, personnel and administrative activities of fulltime personnel in caring for the welfare of unit soldiers; establishes procedures to be followed in the resolution of all personnel related matters and supervises those procedures until eventual solution; establishes a direct line of communication with pay, administrative, and supply action personnel in higher headquarters; establishes and maintains personnel proficiency in all supply, financial, and personnel procedures.
 - d. Performs other duties as assigned.
4. Supervisory controls: Works under the general supervision of the unit commander; receives technical guidance from supervisory personnel at higher headquarters; accomplishes daily requirements independently in accordance with established policies and procedures. Performance is evaluated on accomplishment of established objectives.
 5. Qualifications:
 - a. Must be qualified for initial entry into or continued service in the AGR program IAW NGR 600-5.
 - b. Required to be or to become fully qualified in an MOS in the predominant career management field authorized in the MTOE of the unit, excluding MOS 92G.
 - c. Must have or be able to obtain the level of security clearance required by applicable regulations and directives not lower than SECRET.
 - d. Must possess state and military operator's licenses and be qualified to operate those vehicles organic to the unit.
 - e. To the maximum extent possible, will possess a secondary MOS in either the supply and/or personnel career management fields.

DETACHMENT NCO, E5 – E6, (con't):

6. Military assignment and maximum grade. Detachment NCO's must occupy a position in the predominant career management field of the unit. They will not be assigned to an MTOE/TDA position related to food service operations. To the maximum extent possible, they shall be senior to all other fulltime personnel in the unit. Military grade shall not exceed E6 for in-state detachments of split units and E7 for company/battery/troop size units and out-of-state detachments of split units. E7's are authorized in separate units and detachments with a UIC ending in "AA" providing an appropriate MTOE/TDA position exists.