

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

15 October 2014

**ARMY/AIR FORCE ACTIVE GUARD/RESERVE TOUR (FTM)
VACANCY ANNOUNCEMENT NO. FY2015 - 01
List of Eligible**

The following Enlisted position vacancy in the Hawaii 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: Communications Team Chief, E7, 25U4R / 3D1XX, 93d Civil Support Team (WMD), Hawaii 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 14 November 2014**. 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/U.S. Air Force [excluding members assigned to a fenced program element code (PEC)], who are current members or are eligible to become members of the Hawaii National Guard, in the grade of **E6 – E7**. Applicants **MUST** be currently assigned to an army/air force component unit **within the State of Hawaii**. Army AGR Soldiers serving on a subsequent tour (excluding Soldiers within the first 18 months of a new duty position) and initial entry applicants **MUST** possess the MOS 25U. This is a nonwaivable requirement. If any other waiver is required for an initial tour or for a subsequent tour (AR 135-18, table 2-2 & 2-5 / ANGI 36-101), 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/AIR FORCE-AGR, FY2015 - 01, 15 October 2014

SPECIAL ELIGIBILITY REQUIREMENTS FOR WMD-CST DUTY: To qualify for selection to WMD-CST positions, the applicant must –

- (1) Complete a physical examination IAW paragraph 9-3 of NGR 500-3/ANGI 10-2503 before completion of the hiring process. HAZMAT Technician certification requires that each individual on the WMD-CST maintains the minimum medical standards noted throughout their duty assignment.
- (2) Undergo urinalysis drug screen testing upon entry on active duty and periodic testing while assigned to WMD-CST duty.
- (3) Uphold the highest standards of conduct and personal appearance.
- (4) Ensure that outside employment, associations and off-duty conduct/activities are consistent with Federal directives on ethics and with State and Federal conflict of interest policies. Commanders must maintain a copy of the written approval for outside employment of AGR members. However, this employment must not impact the unit mission accomplishment or unit readiness.
- (5) Agree to minimum three-year tour on the WMD-CST after completion of CSSC. All WMD-CST members will attend the CSSC, an eight to nine week primer course that should be completed upon selection into the WMD-CST program.

Additional training requiring for the awarding of the Additional Skill Identifier (ASI) must be completed within the first 18 months of assignment in the duty position. All applicants with a history of Physical Profile capacity of P-3 or higher IAW AR 40-501 will be screened out prior to consideration for WMD-CST assignments. Following initial medical screening the applicant must have an AR 40-501 Chapter 3 Accession Standards physical examination incorporating forms, laboratory tests, and screening tests identified in Appendix I of NGR 500-3 for ARNG personnel. This physical examination must also satisfy the requirements in Code of Federal Regulations (CFR) 1910.120(f). The ability to don and perform physical tasks in PPE is a requirement for all team members. WMD-CST candidates will be screened IAW DA PAM 40-8 and given Pulmonary Function Tests (PFT) prior to accession. These tests will be monitored and results evaluated by the unit HCP. Candidates who do not meet the minimum physical requirements or have medical/psychological conditions that would preclude service on the WMD-CST may not be considered for placement on the WMD-CST. The WMD-CST Commander will review the results with the HCP and will determine eligibility for placement.

All members of the WMD-CST will be administered the standard regimen of individual medical readiness (IMR) immunizations. Given the risk of possible exposure WMD-CST members may encounter while executing their mission, they will also receive the immunizations recommended by the Military Vaccine Agency (MILVAX) IAW AR 40-562. Specifically, WMD-CST members will be administered anthrax and smallpox vaccines IAW DoD guidance.

APPOINTMENT REQUIREMENTS (Army): Enlisted personnel, in the grade of **E6 – E7**, 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

VACANCY ANNOUNCEMENT ARMY/AIR FORCE-AGR, FY2015 - 01, 15 October 2014

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 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. This position will require Top Secret Clearance. If required, an investigation will be initiated for a security clearance. Unfavorable results will be cause for immediate separation. 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 #5 below in Notes to Applicants).

ELIGIBILITY CRITERIA (Army): 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, belonging to any component of the U.S. Army 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/she meets all eligibility criteria's by signing in Section V of NGB Form 34-1).**

APPLICATION PROCEDURES (Army): 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 version November 2013). **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) Medical Protection System (MEDPROS) printout of Individual Medical Readiness (IMR) with PHA date within 12 months reflected.

(3) Last five (5) Noncommissioned Officer Evaluation Reports (NCOERs)

(4) Certified ERB with current ASVAB test scores.

(5) DD Form(s) 214 (All periods of active duty).

(6) Proof of highest level of Civilian Education acquired.

(7) Proof of **SECRET** security clearance (JPAS printout). **If there is no secret clearance than provide Local Agency Check (LAC). Soldier MUST be able to obtain a TOP secret clearance.**

(8) Copy of DA Form 705 reflecting passing APFT and passing ht/wt 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. Knowledge in the techniques of organization, direction, coordination, and control.

c. Ability to develop, plan, and coordinate complex work assignments.

VACANCY ANNOUNCEMENT ARMY/AIR FORCE-AGR, FY2015 - 01, 15 October 2014

- 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.

AGR APPLICATION PROCEDURES (Air Force): The following **must** be submitted:

(1) NGB Form 34-1, *Application for Active Guard/Reserve (AGR) Position, November 2013*; OR a signed resume; OR any other written format with signature. Signature on the application must be an "original" signature. Digital signatures are acceptable in lieu of original signature.

(2) Documents of last performance appraisal. If the performance appraisals are not available, documents of past civilian performance, letter of recommendations, and/or military performance may be submitted. These documents will be evaluated as part of the selection process.

(3) Copy of a current (within the past year) ANG Fitness Assessment Results. If not available, explanation must be provided, i.e., documentation, medical deferral, etc.

(4) A printed copy of your Records Review which can be obtained from the vMPF (AF Portal: Login Page).

(5) Provide Point Credit Summary (PCARs) **from MiIPDS**, in order for HIHRO-A to validate total active federal military service (TAFMS).

See paragraph 3.a, under Hawaii Air National Guard BASIC ELIGIBILITY REQUIREMENTS. The applicant must obtain TAG approved waiver, as required, and submit waiver document with application forms.

(6) 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.**

VACANCY ANNOUNCEMENT ARMY/AIR FORCE-AGR, FY2015 - 01, 15 October 2014

2. Sending application/other supporting forms by e-mail is not allowed. However, personnel who meet eligibility requirements and are currently performing duty outside of CONUS/State of Hawaii are allowed to do so. The applicant must send e-mail with attachments to the fulltime support personnel of their unit of assignment. The fulltime support personnel must print and then provide documents to the HHRO-A office at 3949 Diamond Head Road, Honolulu, HI 96816-4495, Bldg 306, Rm 214.

3. 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.**

4. 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.

5. 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.

6. On-board HIANG AGR members must be in their current position for a minimum of 24 months to be eligible for reassignment to a new position. The Adjutant General (HITAG) may approve waivers in exceptional circumstances.

7. Per ANG1 36-101, 7.1.1: Promotion opportunity is limited to the authorized grade on the incumbent's current AGR position as reflected on the UMD. As an example: The authorized grade of POSNR 009566420R as depicted on the current UMD, is MSgt. If a TSgt is selected/hired, the TSgt can be promoted to MSgt without any further competition, provided they meet all promotion eligibility criteria IAW HIANGI 36-2502 and remain assigned as the sole incumbent to the duty position originally hired into. Promotion rank of opportunity will change accordingly, if the authorized grade, as depicted on the UMD changes.

8. Per ANGI 36-101, paragraph 5.2. The intent of the AGR program is to assess AFSC qualified individuals. However, any applicant selected who does not possess the AFSC, must sign an agreement to retrain to include the statement found in ANG1 36-101, paragraph 5.2.1.1.

9. Per ANGI 36-101, paragraph 5.2.1. (Retraining). Enlisted Airmen currently serving in AGR status may be selected for a vacant UMD AGR position without the awarded duty AFSC and are subject to the following restrictions: (5.2.1.1.) If the UMD position requires a mandatory training school for the award of the 3-level AFSC, they may be assigned immediately. The following statement will be included in the remarks section of the AF Form 2096 *Classification/On-The-Job Training Action*: —I acknowledge that I will attend the first available course that would qualify me in the new AFSC. I will complete the course successfully and progress in training to a skill-level compatible with my UMD assignment. Failure to do so will result in the termination of my AGR tour. The AF Form 2096 must be accomplished before the orders are published.

10. Applicants may be screened and evaluated on military attributes directly related to the compatible military position required to be assigned into, such as, but not limited to, military bearing, leadership, or ability to work with others (teamwork) in a military environment.

VACANCY ANNOUNCEMENT ARMY/AIR FORCE-AGR, FY2015 - 01, 15 October 2014

11. Final selection will be based upon qualifications, suitability, and available manpower resources.

12. Per ANG1 36-101, paragraph 5.2.1.2. If the Airman fails to successfully complete the required formal training IAW AFI 36-2201, Volume 2, *Air Force Training Program-Training Management* and AFI 36-2101, *Classifying Military Personnel (Officer and Enlisted)* or fails to attend the first available course without permission from the commander or supervisor due to exceptional circumstances, the individual will be removed from AGR status.

13. Fenced Program Element Code (PEC).

a. NGB/A1MP provides Manpower Resource Vouchers (MRVs). HRO-A uses the MRV as the source document of record for determining "fenced" duty positions and associating PEC's.

b. The following are "fenced" PECs as defined by the current MRV provided by NGB/AIMP: 00052625G, 00053110G, 00053115G, 00055167G, 00058150G and 00051721P.

c. The intent of identifying "fenced" PEC's is to ensure fulltime vouchered authorizations (manpower resources) remain assigned to the specific mission that the resources were intended to support/fund.

d. Current HIANG, AGR members assigned to PEC(s) 00052625G, 00053110G, 00053115G, 00055167G, 00058150G, and 00051721P will not be allowed to transfer the fenced AGR resource they are currently encumbering to the non-fenced PEC associated to the vacant duty position advertised in this JVA.

14. Deployed personnel, outside of Hawaii and CONUS, may be allowed an exception to submit application, other forms and supporting documents via email. Applicant must provide the HIHRO office the applicant's deployment order; HIHRO will provide confirmation of allowing email application to be submitted, at time of deployment order verification.

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.

VACANCY ANNOUNCEMENT ARMY/AIR FORCE-AGR, FY2015 - 01, 15 October 2014

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

VACANCY ANNOUNCEMENT ARMY/AIR FORCE-AGR, FY2015 - 01, 15 October 2014

- 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 –
 - 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.

VACANCY ANNOUNCEMENT ARMY/AIR FORCE-AGR, FY2015 - 01, 15 October 2014

G. Grade and Specialty.

1. 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.
2. 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.

HAWAII AIR NATIONAL GUARD ACTIVE GUARD/RESERVE (AGR) PROGRAM

1. GOVERNING DIRECTIVE: ANGI 36-101, 3 June 2010.

2. GENERAL POLICIES:

a. Conditions of Employment:

(1) Must maintain appropriate military membership in a Hawaii Air National Guard (HIANG) military unit by which employed.

(2) Must be assigned to the Duty Air Force Specialty Code (DAFSC) compatible with the full-time requirement as reflected on the unit manning document (UMD) on date of employment.

(3) Duties of AGR personnel will be governed by the functions inherent to the AGR positions they occupy on the UMD and the DAFSC (ANGI 36-101, 3 June 2010, paragraph 7.6.1).

(4) Will perform a minimum of forty hours of duty per week. Regular or alternate work schedules, as approved by TAG, should not deviate from those approved for military technicians. Will participate with unit of assignment during unit training assemblies or equivalent periods of duty. Will also be available to participate in annual training periods, deployments, and exercises, when required.

(5) All AGR personnel are subject to state military justice procedures and statutes, and civil laws and statutes, as appropriate. When in Federal status under Title 10, the Uniform Code of Military Justice (UCMJ) applies.

b. Military/Technician Grade Comparability: The MCR AGR Grade Comparability Table, ANG1 36-101, 3 June 2010, table 13.1, will be used to determine the highest possible AGR grade that is allowed and is applicable to a full-time position requirement on the UMD. Accordingly, individuals may not enter on AGR duty above the maximum military duty grade authorized for the full-time position.

c. AGR Controlled Grade Ceilings: The controlled grade ceilings provided by NGB/A1 are the maximum available for use by the state. All restorations, promotions and new hires must be accommodated within these controlled grade ceilings.

d. Promotion: Promotion of officers and enlisted military duty personnel will be in accordance with existing ANG promotion policies. Further, such promotions must be within the established AGR end strength, grade ceilings, and not be above the maximum grade authorized for the full-time position.

VACANCY ANNOUNCEMENT ARMY/AIR FORCE-AGR, FY2015 - 01, 15 October 2014

e. Restoration Rights: Military technicians who separate from technician employment to enter into the AGR program have restoration rights. Permanent on-board AGR members who enter an ANG Title 10 Statutory Tour, assigned to the NGB UMD, have restoration rights, not to exceed five years. Permanent on-board AGR members selected for recruiting and retention duty have restoration rights not to exceed five years.

f. Entitlements: AGR personnel and their family members are entitled to most benefits provided by law to personnel on active duty in Federal service. However, for the purpose of Title 38 U.S.C., Veterans' Benefits, service in AGR status under Title 32 U.S.C. 502(f) may not be considered by the Veteran's Administration (VA) to be qualifying service for a variety of VA benefits. AGR Airmen should contact their State VA office to determine their VA entitlements/ benefits.

g. Voluntary Reassignment: Per chapter 6.7., Voluntary Reassignment, ANGI 36-101, reassignment to an AGR position requires the new position to have a grade no lower than the individual's current military grade, unless the enlisted Airman agrees in writing to a reduction in grade IAW ANGI 36-2503, Administrative Demotion of Airmen.

3. BASIC ELIGIBILITY REQUIREMENTS:

a. Should be able to complete 20 years of total active federal military service (TAFMS) prior to reaching mandatory separation - - 28 years commissioned service date for officers; age 60 for enlisted members. Waiver authority of this requirement is The Adjutant General. Individuals selected for AGR tours that cannot attain 20 years of active federal service prior to reaching mandatory separation, must complete a Statement of Understanding. The HING, HRO AGR Branch will maintain the completed and signed Statement of Understanding.

b. Must not have been separated "for cause" from active duty or a previous Reserve Component AGR tour.

c. Must meet the Preventative Health Assessment (PHA)/physical qualifications outlined in AFI 48-123, Medical Examination and Standards. Must also be current in all Individual Medical Readiness (IMR) requirements to include immunizations. RCPHA/PHA and dental must be conducted not more than 12 months prior to entry on AGR duty and HIV test must be completed not more than six months prior to the start date of the AGR tour. The State Air Surgeon will review all medical examinations and determine if a member is physically qualified to enter on AGR duty.

d. Pregnant females are eligible to apply for full-time military duty (AGR) tours. Individuals selected for AGR tours must meet all applicable medical and physical requirements in accordance with AFI 48-123 prior to entering on the tour. If selected, they cannot be appointed and entered on active duty until the pregnancy period has expired and the State Air Surgeon medically clears them.

e. Must have sufficient retainability to complete the AGR tour of duty. The tour cannot extend beyond an enlisted member's expiration term of service (ETS) date. Officers will not be retained in AGR status beyond the officer's mandatory separation date (MSD).

VACANCY ANNOUNCEMENT ARMY/AIR FORCE-AGR, FY2015 - 01, 15 October 2014

f. Must meet the minimum requirements for each fitness component in addition to scoring an overall composite of 75 or higher for entry into the AGR program. Any member in the Fitness Improvement Program (FIP) is ineligible for entry into any type of AGR tour program.

g. Grade inversion is detrimental to the military nature of the ANG and is not authorized.

4. **EQUAL EMPLOYMENT OPPORTUNITY:** All applicants will receive equal consideration for appointment without regard to race, religion, sex, color, national origin, political affiliation, marital status, non-disqualifying age or disability.

5. **RETRAINING:** [APPLICABLE ONLY IF STATED IN THE JOB VACANCY ANNOUNCEMENT.]

Enlisted airmen currently serving in permanent full-time AGR status may be selected for a vacant UMD AGR position without the awarded duty AFSC and are subject to the following restrictions:

a. If the UMD position requires a mandatory training school for the award of the 3-level AFSC, the individual may be assigned to the new position immediately, but must agree in writing to attend the first available course that would qualify them in the new AFSC. Failure to successfully complete the required formal training or failure to attend the first available course without permission from the commander or supervisor due to exceptional circumstances will result in the termination of the AGR tour.

b. The individual must continue to progress in training IAW AFI 36-2201, Vol 2, and AFI 36-2101 to a skill level compatible with their UMD assignment. Airmen who do not progress to the next skill level will be removed from AGR status.

c. Airmen approved for retraining may incur an ANG service commitment IAW ANGI 36-2101 upon completion of training.

d. The member must sign a statement acknowledging understanding of the above conditions prior to assignment to the full-time position.

COMMUNICATIONS TEAM CHIEF, E7
DUTIES AND RESPONSIBILITIES

1. Duties and Responsibilities:

- a. Prepares WMD CST digital, VHF, UHF, satellite communications plan.
- b. Sets up the communications and digital network for the WMD CST Operations Officer.
- c. Conducts liaison with the Incident Commander's staff to establish uninterrupted communications links and maintain communications/data exchange for all members of the WMD CST.
- d. Monitors maintenance and operational status of communication equipment.
- e. Ensures the WMD CST commander has communications assets to:
 - (1) Provides Command and Control of WMD CST personnel operating in Cold, Warm and Hot Zones.
 - (2) Controls personnel exposure to hazardous material and substances.
- f. Ensures the entire WMD CST has continuous communications during all missions to include: threat detection, identification, and sample collection.
- g. During a response to an (CBRN/TIC) incident, establishes an electronic Reach-back link between the Commander, WMD CST, CBRN, Subject Matter Experts (SME) and home base for technical or logistical support.
- h. Maintains interoperability with civilian and government ICS networks.
- i. Ensures WMD CST recall communications equipment (cellular phones, pagers) is maintained in a 100 percent readiness status.
- j. As required, provides communications systems readiness reports.
- k. Serves as the communications frequency manager for the WMD CST.
- l. Ensures needed communication supplies and equipment are available.
- m. Operates WMD CST communications, Reach-back systems and information management equipment within the command post.
- n. Serves as a WMD CST point of contact for communication equipment issues.
- o. Encrypts WMD CST voice and digital communications.
- p. Writes the WMD CST Communications SOP.

2. Qualification requirements:

- a. **General experience:** Previous communications assignments at unit level.
- b. **Specialized experience:** As required by the appropriate NGR. MOS/AFSC qualified and CBRN Defense course graduate desired. Must be a High School graduate or GED equivalent. Must have the ability to obtain a Top Secret (TS) clearance. Must have knowledge of the organization and mission of the Army National Guard or Air National Guard.