

ARMY NATIONAL GUARD AGR VACANCY ANNOUNCEMENT

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

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ANNOUNCEMENT NUMBER: FY2026-21

DATE: 25 Feb 26

CLOSING DATE: 11 Mar 26

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POSITION TITLE, PARA LINE, MAXIMUM AUTHORIZED MILITARY GRADE AND MOS:

Plans Officer, PARA 105 LINE 03, O3, 12A

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APPOINTMENT FACTORS:

OFFICER(X)

WARRANT OFFICER( )

ENLISTED( )

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UNIT AND LOCATION OF POSITION:

Headquarters, Headquarters Company, 227th Brigade Engineer Battalion, 91-1227 Enterprise Avenue, Kapolei, HI

\*This AGR position is subject to an indefinite delayed hiring period. The top selected applicant for this JVA with an accepted offer of the specified AGR position may retain a HOLD status for accession into the AGR Program until an available resource becomes available.

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WHO MAY APPLY:

Present members of the Army National Guard in the grades of: O2 to O3. In order to be considered for this position, applicants must meet minimum qualifications as outlined on this announcement.

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AREA OF CONSIDERATION:

•Tier 1: O2 - O3 12A Qualified; Current member of the Hawaii Army National Guard. || •Tier 2: O2 - O3 12A Qualified; Current member of the Army National Guard, NATIONWIDE. || O2 must have minimum Time in Grade (TIG) and have completed the Professional Military Education (PME) for Unit Vacancy Promotion (UVP) || O3 with less than 5 years' TIG must have completed the Basic Officer Leaders Course. || O3 officers with at least 5 years' TIG must have completed the Captains Career Course. || All applicants must possess a valid Secret-level security clearance. AGR Soldiers (excluding those within their first 18 months of an initial tour or authorized stabilization period) may apply. No waivers authorized.

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MINIMUM APPOINTMENT REQUIREMENTS:

For assignment in the AGR Program, an applicant must meet and maintain the qualifications prescribed below, additionally meet standards prescribed IAW NGR 600-5, AR 135-18, NGR 601-1, AR 40-501, AR 40-502, AR 600-9, AR 600-10, AR 600-100, AR 600-8-2, and DA PAM 611-21.

1. Must be a member of the Army National Guard (ARNG).
  2. Selected member must complete an inter-state transfer to the HIARNG (if applicable).
  3. Must be 18 years of age, and less than 55 years of age for initial entry.
  4. Soldiers must meet initial entry criteria for the Title 32 AGR program as listed in AR 135-18, Table 2-1. Soldiers may be disqualified for any criteria as listed in Table 2-2 and 2-3.
  5. Applicant(s) selected for AGR must have a passing Record AFT within 6 months of accession for entry into the AGR program.
  6. If there is a 3 or 4 in current PULHES, include verification of MAR 2 proceeding results. Requirements of AR 40-501, AR 40-502 must be met prior to accession.
  7. Must be able to complete 3 years of Active Federal Service (AFS) in Full-time National Guard duty (FTNGD) prior to reaching 18 years AFS or the date of mandatory removal from an active status based on age or service (without an extension). If applicant has reached 18 years AFS or more, they must sign a sanctuary (18-year lock in) waiver upon accession (if applicable).
  8. Applicants must not currently be under suspension of favorable personnel actions as per AR 600-8-2 even if no flag has been initiated.
  9. Applicants who were involuntarily released from the AGR program are not eligible to re-enter the AGR program.
  10. Single applicants with dependents or applicants married to another service member with dependent(s) must have an approved Family Care Plan upon date of hire.
  11. Applicants must not be a candidate for public office or holding a civil office.
  12. Must meet Army body fat standards IAW AR 600-9.
  13. Selected individual must have a favorable Periodic Health Assessment (PHA) in accordance with (IAW) AR 40-502, Chapter 4, conducted within 12 months prior to initial entry in the AGR program.
  14. 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.
  15. Must be medically certified as drug free and have a Human Immunodeficiency Virus (HIV) test within the last 24 months prior to entry in the AGR program IAW AR 600-110.
  16. Pregnancy is not a disqualifying condition for initial appointment in the AGR Program.
  17. 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 waiver authority approval IAW AR 135-18.
  18. 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.
  19. Persons entitled to Permanent Change of Station (PCS) allowances/benefits may be eligible for consideration contingent upon availability of PCS funds from NGB. Authorization for payment of PCS expenses will be granted only after a determination is made that PCS is in the best interest of the HIARNG and upon availability of funds from the National Guard Bureau (NGB).
  20. Falsification of any eligibility requirements may result in immediate release from the AGR program.
  21. Applicants must be eligible to obtain a government travel card and must not have been suspended by Citi Bank.
  22. Commissioned Officers that are DA Non-Select for Promotion are not eligible to apply.
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**POSITION COMPATIBILITY REQUIREMENTS:**

The individual(s) must qualify for and be placed in the following compatible MOS/AOC: 12A

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**INSTRUCTIONS FOR APPLYING:**

All applications must be submitted in FTSMCS. Individual applicant is responsible for the completion and turn-in of their application, all contents, and attachments. Completed application packet must be submitted no later than 2359 hours, Eastern Time, on the closing date indicated.

The documents listed WILL be submitted "AS A MINIMUM". If any of the required documents are not reasonably available to you, a brief letter will be submitted citing the documents missing with a short explanation necessary to certify the Soldier as eligible. Failure to do so may result in a finding of ineligibility and may cause the applicant to lose consideration for this position. Additional documents not required in accordance with the posted job announcement will not be sent forward to the Selecting Official.

1. NGB Form 34-1.
2. Individual Medical Record (IMR) printout from MEDPROS MODS. Periodic Health Assessment (PHA) must be dated within the last 12 months to be valid. Utilize the provided URL listed while applying in FTSMCS.
3. DA Form 3349, all current profiles for medical and physical limitations (if applicable). If not applicable, upload a document to state Not Applicable for DA 3349 to satisfy FTSMCS requirement.
4. Last (5) Officer Evaluation Reports (OERs) - Current and previous (4), if applicable.
5. Soldier Record Brief (SRB), selection board redacted version. Validated or certified within six months of this JVA's closing date. Ensure that DA Photo, race, ethnicity, and gender identification data is removed prior to submission. Include your civilian email address on the upper right-hand corner.
6. Current DA 5016 Statement of Service or NGB Form 23B Army National Guard Retirement Points History Statement (IPPS-A Self Service, search My Retirement Points).
7. All DD 214s, DD 215s, and DD 220s to verify all previous active service.
8. Proof of highest level of Civilian Education acquired.
9. Security Clearance Verification Memo, current, within 6 months. Memo must be verified by the Soldier's appointed unit security manager or the HIARNG Security Manager.
10. DA Form 705 (Record ACFT/AFT) - reflecting most current passing record ACFT or AFT. Additionally, include three (3) previous record ACFTs/AFTs for a total of four (4) scores submitted. ATMS / ATIS ITR printout will not be accepted.
11. DA Form 5500/5501 - All applicants must submit four (4) DA Form 5500/5501s. At least one (1) must be reflecting current HT/WT data and dated within six (6) months of the JVA closing date. If within HT/WT standards (IAW AR 600-9), complete Name, Rank, HT, WT, and Age only. If exceeding HT/WT standards, a fully completed DA Form 5500/5501 must be submitted. All forms must be certified by two (2) unit representatives. ATMS / ATIS ITR printouts will not be accepted.
12. Memo explaining any gaps or missing required documents (DD214, DD215, DD220, ACFT/AFT, NCOER/OER, etc.). If not applicable, upload a document to state Not Applicable for Memorandum to satisfy FTSMCS requirement.
13. Letter(s) of Recommendation specific to the JVA (optional). If not applicable, upload a document to state Not Applicable for Letters of Recommendation to satisfy FTSMCS requirement.

For help with the FTSMCS application, please refer to Hawaii National Guard HRO site: <https://dod.hawaii.gov/hro/job-vacancies/>. Click on FTSMCS Instructions Tab.

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**BRIEF JOB DESCRIPTION:**

1. Introduction: This position is located in a brigade combat team or comparable size headquarters of the Army National Guard.
  2. Purpose: The purpose for this position is to provide staff planning and assistance to ensure that required training and readiness objectives are achieved.
  3. Duties and responsibilities:
    - a. Aids in establishing and conducting training evaluation programs for subordinate units.
    - b. Assists in the review of various training evaluation reports such as general inspection and other staff inspection/assistance reports.
    - c. Provides guidance and assistance to unit commanders on ways to improve the quality of training.
    - d. Ensures compliance with directives, programs, and objectives of the Department of the Army, National Guard Bureau, major Army headquarters, and other higher headquarters.
    - e. Coordinates with higher headquarters and other units, organizations and activities to obtain necessary support for all training requirements.
    - f. Manages scheduling and execution of various training courses and events (e.g., communication procedures, leadership courses, marksmanship training, etc.).
    - g. Ensures that equipment and supplies are available for training activities.
    - h. Procures and maintains training aids, manuals, and various regulations.
    - i. Allocates and manages resources within the organization to ensure that subordinate units are able to execute all planned and scheduled training.
    - j. Assists the S3 in all phases pertaining to readiness and mobilization.
    - k. Provides assistance in the implementation of various security measures for such items as documents, arms ammunition, and communication equipment.
    - l. Manages the organization's MOS qualification program.
    - m. Manages the organization's formal military education requirements.
    - n. Assists with the evaluation and updating of organization and subordinate unit tactical and administrative SOPs.
    - o. Manages the Unit Status Report.
    - p. Serves additional duty as the HING CBRNE Enhanced Response Force Package (CERFP) Operations Officer.
    - q. Performs all other duties as assigned.
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**SELECTING SUPERVISOR:**

CPT Andrew L. Hutchinson, 808-844-6157, [andrew.l.hutchinson.mil@army.mil](mailto:andrew.l.hutchinson.mil@army.mil)

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**CONTACT INFO:**

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**EQUAL OPPORTUNITY:**

The Hawaii National Guard is an Equal Employment Opportunity Employer. Soldiers and Airmen will not be accessed, classified, trained, promoted, or otherwise managed on the basis of race, color, religion, gender, national origin, or reprisal, except as the direct combat probability coding policy applies to women.