

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

ANNOUNCEMENT NUMBER: FY2026-26

DATE: 29 Apr 26

CLOSING DATE: 13 May 26

POSITION TITLE, PARA LINE, MAXIMUM AUTHORIZED MILITARY GRADE AND MOS:
Health Services Specialist NCO, PARA 210B LINE 02, E6, 42A

APPOINTMENT FACTORS:	OFFICER()	WARRANT OFFICER()	ENLISTED(X)
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UNIT AND LOCATION OF POSITION:

Headquarters, Headquarters Detachment, Army Element, Joint Force Headquarters, 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.

WHO MAY APPLY:

Present members of the Army National Guard in the grades of: E4 to E6. In order to be considered for this position, applicants must meet minimum qualifications as outlined on this announcement.

AREA OF CONSIDERATION:

• E4-E6 42A MOS Qualified and Non-MOS Qualified applicants; Current member of the Hawaii Army National Guard. Non-MOSQ applicants must meet ASVAB line scores for 42A MOS and must complete MOS-T within 12 months of AGR start date or be released from the AGR program. || Non-commissioned officers must be professional military education qualified for their grade. | E6-E7 42A Non-MOSQ applicants may apply and must understand that if selected, they must be administratively reduced, voluntarily, to the grade of E5 prior to accession in the AGR Program. E7 42A MOSQ applicants may apply and must understand that if selected, they must be administratively reduced, voluntarily, to the grade of E6 prior to accession in the AGR program. | All applicants must possess a valid Secret security clearance. No waivers authorized.

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. 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.
 6. 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).
 7. Applicants must not currently be under suspension of favorable personnel actions IAW AR 600-8-2.
 8. Applicants who were involuntarily released from the AGR program are not eligible to re-enter the AGR program.
 9. 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.
 10. Applicants must not be a candidate for public office or holding a civil office.
 11. Applicant(s) selected for AGR must have a passing Record AFT within 6 months of accession for entry into the AGR program.
 12. Must meet the 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 will 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.
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POSITION COMPATIBILITY REQUIREMENTS:

The individual(s) must qualify for and be placed in the following compatible MOS/AOC: 42A

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 five (5) Non-Commissioned Officer Evaluation Reports (NCOERs) - Current and previous four (4), if applicable. If not applicable, upload a document to state Not Applicable for NCOER to satisfy FTSMCS requirement.
5. Current Soldier Talent Profile (STP). (IPPS-A Self Service, search "My Soldier Talent Profile") <https://my.ippsa.army.mil/>
6. All DD 214s, DD 215s, and DD 220s to verify all previous active service.
7. 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).
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, DA705, DA5500/5501, 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.
14. SSG/E6 and above, Non-MOSQ applicants only, Memorandum for Record of understanding that if selected, he/she will be administratively reduced (voluntarily) to E5 prior to accession into the AGR program. If not applicable, upload a document to state Not Applicable for Memorandum to satisfy FTSMCS requirement.
15. For MOSQ applicants in grades higher than the posted JVA grade, must submit a memorandum for record, understanding that if selected, they will be administratively reduced to the posted JVA grade before accession into the position. If not applicable, upload a document to state Not Applicable for Administrative Reduction 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.

BRIEF JOB DESCRIPTION:

a. Brief Job Description:

This position is located in the Military Personnel Office (MILPO) of the Hawaii Army National Guard (HIARNG), Joint Force Headquarters (JFHQ). The purpose of the position is to provide oversight, planning, interpretation, and application of health services policy in support of HIARNG personnel readiness. Serves as the principal NCO advisor to the G1, Deputy G1, and MILPO on all health services matters affecting Soldier readiness, eligibility, and administrative actions. Provides technical expertise and oversight for health services programs that directly support officer and enlisted personnel programs, including accessions, promotions, assignments, separations, and retirements.

b. Duties and Responsibilities:

1. Works directly with the HIARNG Deputy State Surgeon and serves as the principal NCO advisor to the G1/MILPO (Military Personnel Officer) on matters concerning Soldier eligibility for health care, sources of health care, medical aspects of physical readiness training and testing, Active Duty Medical Extensions (ADME), and Line of Duty (LOD) investigations. Organizes, coordinates, and delivers health services briefings and training in support of unit readiness workshops, Active Guard Reserve (AGR) workshops, and the Commanders Course, as required.
2. Manages funds associated with the health services account, ensuring proper allocation, tracking, and accounting of expenditures. Prepares and submits financial reports as required to ensure transparency and compliance with fiscal policies.
3. Responds to inquiries and various correspondence regarding health services issues from Soldiers, units, and external agencies. Maintains a comprehensive action file on all responses to ensure accurate tracking, follow-up, and documentation.
4. Observes and enforces privacy requirements (HIPAA and Privacy Act) regarding the release of medical information concerning individual military members. Coordinates, assembles, monitors, and ensures the proper conduct of the Incapacitation Pay Review Board (INCAP) and the MOS Medical Review Board (MMRB). Serves as a participant on review boards as required.
5. Provides technical guidance and assistance to subordinate units on health services programs, medical readiness requirements, and compliance with Department of the Army, National Guard Bureau (NGB), and HIARNG policies and directives.
6. Coordinates with the State Surgeon's Office, Medical Detachment, and external medical providers to ensure timely and accurate processing of medical-related actions, including profiles, MEB/PEB referrals, and fitness-for-duty determinations.
7. Monitors and tracks Soldier medical readiness status, including Individual Medical Readiness (IMR), periodic health assessments (PHA), dental readiness, and immunizations, ensuring units meet established readiness goals.
8. Assists in the preparation, review, and processing of LOD investigations, ensuring compliance with AR 600-8-4 and applicable NGB guidance.

9. Coordinates with the G1, MILPO, and unit leadership on the medical aspects of personnel actions, including accessions, retention, separations, retirements, and disability processing.
 10. Maintains accurate and current health services records, reports, and databases to support decision-making, audits, and inspections.
 11. Develops, updates, and disseminates Standard Operating Procedures (SOPs) related to health services programs and INCAP/MMRB processes.
 12. Conducts routine coordination meetings with the State Surgeon's Office, MILPO staff, and subordinate unit medical personnel to ensure synchronization of health services programs and initiatives.
 13. Travels as required to attend meetings, conduct training, provide operational support, and represent the HIARNG on health services matters.
 14. Performs all other duties as assigned or required by the chain of command.
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SELECTING SUPERVISOR:

CONTACT INFO:

SFC Hector M. Alegre
(Com) 808-844-6429
(Email) hector.m.alegre.mil@army.mil

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.