

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: FY2026-30

DATE: 14 May 26

CLOSING DATE: 28 May 26

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

Plans Officer, PARA 106 LINE 01, O3, 02A

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APPOINTMENT FACTORS:

OFFICER(X)

WARRANT OFFICER( )

ENLISTED( )

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UNIT AND LOCATION OF POSITION:

Headquarters, Headquarters Company, 29th Infantry Brigade Combat Team, 91-1227 Enterprise Avenue, Kapolei, Hawaii 96707-2150

\*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: O3, 02A AOC Qualified, Captains Career Course completed, current member of the Hawaii Army National Guard. || • Tier 2: O3 or O2 (DA Select for promotion to O3), 02A AOC Qualified, current member of the Hawaii Army National Guard. || O2 or O3 with less than 5 years' time in grade must have completed Basic Officer Leaders Course. || O3 with at least 5 years' time in grade, must have completed a Captains Career Course. || All applications must possess a valid Secret level security clearance. AGR Soldiers within their first 18 months of initial tour may not 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 Hawaii Army National Guard.
  2. Must be 18 years of age, and less than 55 years of age for initial entry.
  3. 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.
  4. Applicant(s) selected for AGR must have a passing Record AFT within 6 months of accession for entry into the AGR program.
  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 as per AR 600-8-2 even if no flag has been initiated.
  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. Must meet Army body fat standards IAW AR 600-9.
  12. 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.
  13. 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.
  14. 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.
  15. Pregnancy is not a disqualifying condition for initial appointment in the AGR Program.
  16. 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.
  17. 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.
  18. 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).
  19. Falsification of any eligibility requirements may result in immediate release from the AGR program.
  20. Applicants must be eligible to obtain a government travel card and must not have been suspended by Citi Bank.
  21. 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: 02A

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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. Current Soldier Talent Profile (STP). (IPPS-A Self Service, search "My Soldier Talent Profile") <https://my.ippsa.army.mil/>
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:

Serves as the Brigade Plans Officer responsible for providing staff planning and advisory support to ensure the achievement of required training and readiness objectives. Assists in the planning, coordination, and execution of joint exercises and operations in support of Brigade-level mission requirements.

- a. Assists in the planning and execution of Joint Exercises utilizing the Military Decision Making Process (MDMP).
- b. Establishes and conducts comprehensive training evaluation programs for subordinate units to assess readiness and identify areas for improvement.
- c. Reviews and analyzes training evaluation reports, general inspection reports, and other staff inspection and assistance reports to ensure compliance and quality of training.
- d. Provides guidance and recommendations to unit commanders on methods to enhance the quality, efficiency, and effectiveness of training programs.
- e. Ensures compliance with directives, programs, and objectives established by the Department of the Army, National Guard Bureau, major Army headquarters, and other higher headquarters.
- f. Plans, schedules, and conducts various training courses, including but not limited to communication procedures, leadership development, and marksmanship training.
- g. Ensures all training resources are available, properly tracked, and routinely reconciled to support training activities and operational requirements.
- h. Procures, maintains, and manages training aids, manuals, and applicable regulations as required to support unit training programs.
- i. Assists unit commanders in all phases of readiness and mobilization planning, ensuring units are prepared to meet operational requirements.
- j. Implements and enforces security measures for sensitive items including documents, arms, ammunition, and communication equipment.
- k. Monitors and manages the organization's MOS/AOC qualification programs to ensure Soldiers maintain required qualifications and certifications.
- l. Evaluates, develops, and updates organizational tactical and administrative Standard Operating Procedures (SOPs) to reflect current doctrine and operational requirements.
- m. Assists in the development, collation, and presentation of Operation Orders (OPORDs), plans, and briefings in support of current and future operations.
- n. Assists in the management and supervision of S3 Full-Time Manning (FTM) personnel to ensure efficient and effective staff operations.
- o. Develops and maintains comprehensive reports covering all facets of training and operations, while continuously identifying and implementing improvements to existing methods and procedures.
- p. Maintains and keeps current the Tactical SOP (TACSOP) and Plans SOP (PSOP) to ensure relevance and compliance with current doctrine.
- q. Conducts routine operational meetings and coordinates with higher headquarters, FTM S3 staff, and subordinate FTM training personnel to ensure synchronization of training and operational activities.
- r. Travels as required to attend meetings, provide operational support, and fulfill mission requirements.
- s. Performs all other duties as assigned or required by the chain of command.

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#### SELECTING SUPERVISOR:

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#### CONTACT INFO:

SFC Hector M. Alegre Jr  
(Com) 808-844-6429  
(Email) [hector.m.alegre.mil@army.mil](mailto:hector.m.alegre.mil@army.mil)

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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.