

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: FY2026-39

DATE: 05 Aug 26

CLOSING DATE: 19 Aug 26

POSITION TITLE, PARA LINE, MAXIMUM AUTHORIZED MILITARY GRADE AND MOS:
Assistant S3, PARA 103 LINE 02, O3, 13A

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

Headquarters and Headquarters Battalion, 1st Battalion, 487th Field Artillery Regiment, 77-230 Kamehameha Highway, Mililani, HI 96789

*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: O2 to O3. In order to be considered for this position, applicants must meet minimum qualifications as outlined on this announcement.

AREA OF CONSIDERATION:

•Tier 1: O2-O3 13A Qualified, Current member of the Hawaii Army National Guard. || •Tier 2: O2-O3 13A Qualified; Current member of the Army National Guard. NATIONWIDE. || Lieutenant or Captain, with less than 5 years' time in grade must have completed Basic Officer Leaders Course. || Captain, with at least 5 years' time in grade, must have completed a Captains Career Course. || All applicants must possess a valid Secret level security clearance. Current, Hawaii Army National Guard AGR Soldiers (excluding those within their first 18 months of an initial tour or authorized stabilization period) may apply.

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.

POSITION COMPATIBILITY REQUIREMENTS:

The individual(s) must qualify for and be placed in the following compatible MOS/AOC: 13A

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.

BRIEF JOB DESCRIPTION:

Serves as the Battalion Plans Officer responsible for providing comprehensive staff planning, coordination, and advisory support to ensure achievement of training readiness objectives and operational requirements for the 487th Field Artillery Brigade. Functions as the principal assistant to the S3 in planning and executing joint and combined arms exercises, fire support operations, and training programs in support of Brigade-level mission requirements.

MAJOR DUTIES AND RESPONSIBILITIES

Planning and Operations

- Assists in planning and executing joint and combined arms exercises utilizing the Military Decision Making Process (MDMP) and fire support planning methodologies
- Develops, collates, and presents Operation Orders (OPORDs), fire support plans, and briefings supporting current and future operations
- Assists unit commanders in all phases of readiness and mobilization planning to ensure operational preparedness and fire support capability
- Maintains and updates the Tactical Standard Operating Procedure (TACSOP) and Plans SOP (PSOP) to reflect current doctrine, fire support procedures, and operational requirements

Training Management and Evaluation

- Establishes and conducts comprehensive training evaluation programs for subordinate artillery units to assess gunnery readiness, fire support proficiency, and identify improvement areas
- Reviews and analyzes training evaluation reports, gunnery reports, general inspection reports, and staff assistance reports to ensure training compliance and quality
- Provides guidance and recommendations to unit commanders on methods to enhance artillery training program quality, efficiency, and effectiveness
- Plans, schedules, and conducts various training courses including fire support procedures, communication protocols, leadership development, and weapons qualification training

Resource and Program Management

- Ensures training resources including ammunition, training aids, and range facilities are available, properly tracked, and routinely reconciled to support training activities and operational requirements
- Procures, maintains, and manages training aids, field artillery manuals, technical publications, and applicable regulations required to support unit training programs
- Monitors and manages organizational MOS/AOC qualification programs to ensure Soldiers maintain required qualifications, certifications, and artillery-specific competencies
- Implements and enforces security measures for sensitive items including documents, weapons systems, ammunition, fire control equipment, and communication systems

Compliance and Coordination

- Ensures compliance with directives, programs, and objectives established by Department of the Army, National Guard Bureau, Field Artillery School, and higher headquarters
- Conducts routine operational meetings and coordinates with higher headquarters, Full-Time Manning (FTM) S3 staff, and subordinate training personnel to ensure synchronization of training and operational activities

- Evaluates, develops, and updates organizational tactical and administrative Standard Operating Procedures (SOPs) to reflect current field artillery doctrine and operational requirements
- Assists in management and supervision of S3 FTM personnel to ensure efficient staff operations and continuity

Reporting and Continuous Improvement

- Develops and maintains comprehensive reports covering all facets of training, operations, and fire support readiness
- Continuously identifies and implements improvements to existing methods, procedures, and training programs
- Travels as required to attend meetings, coordinate with supported units, provide operational support, and fulfill mission requirements
- Performs other duties as assigned by the chain of command

KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED

- Thorough knowledge of Military Decision Making Process (MDMP), fire support planning, and field artillery operations
- Comprehensive understanding of Army and field artillery training management, gunnery standards, readiness reporting, and mobilization procedures
- Proficiency in developing operation orders, fire support plans, and military briefings
- Strong analytical skills to evaluate artillery training programs and identify areas for improvement
- Knowledge of field artillery weapons systems, fire direction procedures, and ammunition management
- Excellent communication and interpersonal skills for coordination with multiple organizational levels and supported maneuver units
- Ability to manage multiple priorities and meet deadlines in a dynamic operational environment
- Working knowledge of Army regulations, field artillery doctrine, National Guard Bureau directives, and applicable SOPs
- Familiarity with range operations, safety procedures, and ammunition handling requirements

SELECTING SUPERVISOR:

CONTACT INFO:

SFC Hector M. Alegre Jr
(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.