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: FY2027-05 DATE: 02 Nov 26 CLOSING DATE: 16 Nov 26

POSITION TITLE, PARA LINE, MAXIMUM AUTHORIZED MILITARY GRADE AND MOS:
C-12 Pilot, PARA 402 LINE 01, W4, 155E

APPOINTMENT FACTORS: OFFICER( ) WARRANT OFFICER(X) ENLISTED( )

UNIT AND LOCATION OF POSITION:
Detachment 3, Company C, 2nd Battalion, 641st Aviation Regiment(WY48C3), HIARNG, 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: W3 to W4. In order to be considered for this position, applicants must meet minimum qualifications as outlined on this announcement.

AREA OF CONSIDERATION:
W3-W4 155E MOS Qualified; Current member of the Hawaii Army National Guard. All applicants MUST be a current Army Aviator, 155E MOS Qualified, and possess a valid Secret level security clearance. Additionally, applicants must be qualified in at least one of the following: Aviation Safety Officer, TACOPS, Maintenance Test Pilot/Examiner, Instructor Pilot, Instrument Examiner, Pilot in Command (assigned aircraft), or completed the Fixed Wing Multi Engine Qualification Course (FWMEQC) and is Army Fixed Wing competency qualified. All applicants in the grade of Chief Warrant Officer Three or above must have completed a Warrant Officer Advance Course or receive MOS proponent equivalent credit. AGR Soldiers within their first 18 months of initial tour may not apply. 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. Applicants must not currently be under suspension of favorable personnel actions IAW AR 600-8-2.
7. Applicants who were involuntarily released from the AGR program are not eligible to re-enter the AGR program.
8. 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.
9. Applicants must not be a candidate for public office or holding a civil office.
10. Applicant(s) selected for AGR must have a passing Record AFT within 6 months of accession for entry into the AGR program.
11. Must meet the 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 will 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.

POSITION COMPATIBILITY REQUIREMENTS:

The individual(s) must qualify for and be placed in the following compatible MOS/AOC: 155E

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 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 ITR printout will not be accepted.
11. Memorandum 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.
12. DA Form 5500/5501 – All applicants must submit four (4) DA Forms 5500/5501. At least one (1) must reflect current data and be dated within six (6) months of the JVA closing date. The most recent form must be a DA Form 5500 reflecting current Waist-to-Height Ratio (WtHR) data. All forms must be properly completed, as applicable, and certified by two (2) unit representatives. ATMS / ATIS ITR printouts will not be accepted.
13. Certificate of Eligibility / United States Army Warrant Officer Candidate School Graduation Certificate. If not applicable, upload a document to state Not Applicable for Certificate of Eligibility or United States Army Warrant Officer Candidate School Graduation Certificate to satisfy FTSMCS requirement.
14. 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 a senior C-12 Pilot-in-Command (PIC) and aviation technical specialist for Detachment 3, Company C, 2nd Battalion, 641st Aviation Regiment (UIC: WY48C3), Hawaii Army National Guard (HIARNG). Responsible for pilotage, mission execution, flight safety, and tactical air movement operations in support of theater operational support airlift (OSA) missions across the United States Indo-Pacific Command (USINDOPACOM) Area of Responsibility (AOR), National Guard Bureau (NGB), Joint Operational Support Airlift Center (JOSAC), and State of Hawaii emergency operations. Serves as a key detachment technical officer, executing primary track duties such as Instructor Pilot (IP), Standardization Pilot (SP), Aviation Safety Officer (ASO), or Tactical Operations Officer (TACOPS)

MAJOR DUTIES AND RESPONSIBILITIES:

1. Operational Flight Operations & C-12 Mission Execution
- Serves as Pilot-in-Command (PIC) on the C-12 Huron (King Air multi-engine turboprop) aircraft, executing high-priority theater airlift, command and control (C2), personnel transport, critical parts movement, and dignitary/distinguished visitor (DV) transport.
- Plans and executes complex inter-island, trans-oceanic, and long-range cross-country flight operations under Day/Night Visual Flight Rules (VFR) and Instrument Flight Rules (IFR) in terminal, en route, and oceanic airspace.
- Prepares comprehensive flight plans, calculating aircraft weight and balance, center of gravity (CG), takeoff and landing performance, fuel burn/endurance with oceanic reserves, and alternate airport logistics.
- Obtains, interprets, and applies weather forecasts, severe weather reports, NOTAMs, TFRs, oceanic tracks, and international flight requirements (including diplomatic clearances and customs declarations when required).
- Exercises final in-flight authority over aircraft operation and passenger safety; enforces strict Crew Resource Management (CRM) principles and Aeronautical Decision Making (ADM) under dynamic mission parameters.
- Maintains immediate readiness for Defense Support of Civil Authorities (DSCA), humanitarian assistance, natural disaster relief, and emergency inter-island state activations.

2. Standardization & Aircrew Training Program (ATP) Management
- Manages, implements, and enforces the unit Aircrew Training Program (ATP) in accordance with AR 95-1 (Flight Regulations), TC 3-04.11 (Commander’s Aviation Training Program), and the C-12 Aircrew Training Manual (ATM).
- In the capacity of an Instructor Pilot (IP) or Standardization Pilot (SP):
- Conducts qualification, refresher, mission, and tactical flight training for assigned fixed-wing aviators.
- Administers Annual Proficiency and Readiness Tests (APART), instrument flight evaluations, standardization flight checks, and no-notice evaluations.
- Develops local Aircrew Training Program guidelines, tactical training scenarios, and standard operating procedures (SOP).
- Directs and evaluates synthetic training flights in designated Flight Training Devices (FTD) and full-motion flight simulators.
- Maintains, audits, and validates Individual Flight Records Folders (IFRF) and Individual Aircrew Training Folders (IATF) using the Central Flight Records System (CAFRS), ensuring 100% compliance with semi-annual flying hour and task requirements.

3. Flight Operations, Scheduling & Joint Task Coordination
- Coordinates mission tasking with Company C, 2-641st Aviation Regiment, battalion higher headquarters, and the Joint Operational Support Airlift Center (JOSAC).
- Evaluates runway condition readings (RCR), runway length and width constraints, airfield lighting, ground support equipment, and refueling capabilities across military air bases and civilian airfields throughout the Pacific basin.
- Coordinates operational scheduling to maximize aircraft utilization while strictly enforcing crew rest, duty day limitations, and flight physical requirements under AR 95-1.
- Coordinates flight plans, flight following, and tracking through military flight operations, Federal Aviation Administration (FAA) Air Traffic Control (ATC), and Oceanic flight service stations.

4. Aviation Safety & Composite Risk Management (CRM)
- Integrates Composite Risk Management (CRM) into all deliberate and real-time flight profiles; approves or assists with pre-mission Risk Assessment Worksheets (RAW).
- Assists the Detachment Aviation Safety Officer with hazard identification, safety surveys, foreign object damage (FOD) prevention programs, and runway safety procedures.
- Enforces safety directives, aviation life support equipment (ALSE) standards, survival gear inspections for oceanic overflight, and pre-accident plan execution.
- Ensures strict compliance with FAA Federal Aviation Regulations (FARs), DoD Flight Information Publications (FLIP), ICAO rules of the air, and local military airfield operating procedures..

5. Maintenance Coordination & Quality Control Oversight
- Collaborates closely with civilian Contract Logistics Support (CLS) personnel and military aviation maintenance technicians to ensure mission airworthiness and fleet readiness.
- Reviews aircraft logbooks (DA Form 2408 series) and digital automated logs prior to flight to confirm required inspections, status of deferred discrepancies, and airworthiness release.
- Conducts operational check flights (OCF), maintenance test flights (MTF), and functional verification of aircraft avionics, autopilot systems, pressurized environmental systems, and powerplant components following maintenance.
- Coordinates depot-level transport, ferry flights, and scheduled phase maintenance downtimes with battalion maintenance leadership.

6. Mentorship & Officer Professional Development
- Serves as a senior technical leader and primary mentor for junior Chief Warrant Officers (CW2–CW3), warrant officer candidates, and detachment enlisted aviation operations specialists.
- Provides instruction on multi-engine aerodynamics, complex turbine systems, weather radar interpretation, GPS/RNAV/RNP approaches, and oceanic navigation procedures.
- Mentors junior warrant officers on career track progression, WOSC/WOAC military education, evaluations (OERs), and professional development within the Aviation branch.

SCOPE AND LEVEL OF RESPONSIBILITY:
Operates with substantial operational latitude and independence under the general direction of the Detachment Commander and higher leadership of Company C, 2-641st AVN. Exercises authoritative judgment on aircraft airworthiness, go/no-go determinations, diversion actions, and emergency execution. Serves as a technical subject-matter expert representing the detachment during joint exercises, battalion synchronization meetings, and higher headquarters inspections.

Minimum Qualifications & Requirements:
- Grade/Rank: Chief Warrant Officer Three (CW3) or Chief Warrant Officer Four (CW4).
- MOS: 153A / 155A (Fixed-Wing Aviator, C-12 qualified).
- Flight Experience: Senior Army Aviator rating with documented multi-engine turboprop experience.
- Medical / Readiness: Current Class 1 Flight Duty Medical Examination (FDME) and physiological altitude chamber / hypobaric training qualification.
- Security Clearance: Secret (or higher based on operational mission profiles).

SELECTING SUPERVISOR:

CONTACT INFO:
SFC Hector M. Alegre Jr
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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.