

ACTIVE GUARD/RESERVE VACANCY ANNOUNCEMENT

HUMAN RESOURCES OFFICE ATTN: NGDE-HRO-AG JOINT FORCE HQ-DELAWARE 250 Airport Road New Castle, Delaware 19720	Announcement # 01-SMNCO-15	Opening Date 30 Jun 2015	Closing Date 25th of each Month	
Position Title Strength Maintenance NCO	Army National Guard	<input checked="" type="checkbox"/>	Air National Guard	
Min/Max SPC/E4 -SFC/E7	SSI/MOS IMMATERIAL	Unit and Location of Position DEARNG Recruiting and Retention *(Statewide)		
		Officer <input type="checkbox"/>	Warrant Officer <input type="checkbox"/>	Enlisted <input checked="" type="checkbox"/>
*Duty Location depending on Vacancy within the organization (New Castle, Kent, Sussex County)				

General: Individuals selected for Active Guard/Reserve (AGR) tours will be placed in military duty status under the authority of 32 USC 502f. Initial tours for Army National Guard (ARNG) personnel will be three (3) years. Follow on tours for ARNG Officers will be indefinite, and those for enlisted will coincide with their National Guard ETS. AGR personnel must participate with their unit of assignment during unit training assemblies and annual training periods. Compensatory time is not authorized. If the selectee's military grade (enlisted only) is higher than that advertised, he/she must accept an administrative reduction to the advertised grade. The wearing of the appropriate military uniform is required. AGR personnel receive full military pay and allowances based on grade and time in service.

Qualification Requirements for AGR Status:

1. Must be current member in the Delaware Army National Guard.
2. Must meet medical standards of Chapter 2, 3 or 4, AR 40-501.
3. Must be medically certified as drug free (negative)
4. Must test negative for Human Immuno Deficiency Virus (HIV) within 6 months prior to the start of the tour.
5. Must test negative for pregnancy (if not a member of the DEARNG) within 15 days of tour start date.
6. Must meet body composition standards prescribed in AR 600-9.
7. Must meet the medical fitness standards for retention per AR 501, chapter 3.
8. ARNG applicants must be able to serve at least 3 years in an AGR status prior to completing 18 years of Active Federal Service or mandatory removal from active status based on age or service (without any extensions) under any provision of law or regulation as prescribed by current directives. **(NON-WAIVABLE)**
9. If enlisted, must be 18 years of age and not have yet reached age 55.
10. Must not be eligible for, or receiving a Federal retirement annuity.
11. Enlisted personnel must have sufficient time remaining on current enlistment to permit completion of tour.
12. Must possess a security clearance required for the grade, MOS/AOC and AGR duty position.
13. Applicants who voluntarily separate from the AGR program for one or more days are not eligible to reenter the ARNG program for one year from the date of separation.
14. Applicants who have been involuntarily separated from the AGR program are not eligible to reenter the ARNG program.
15. ARNG officers and Warrant Officers must be qualified for the AOC/MOS of the position advertised. **FOR INITIAL ENTRY ON AGR STATUS**, SSG and above must possess the required grade, MOS and skill level for the position advertised. SGT & below must meet requirements of AR 611-21 to become qualified in advertised MOS within 12 months if not MOSQ. Note: SSG/E6 and above non-MOSQ will be reduced to SGT/E5 for initial entry into the AGR program to meet this regulatory requirement.
16. Additional qualification requirements are outlined in NGR 600-5, AR 135-18 and other applicable regulations and laws governing the Active Guard/Reserve Program.
17. Must not be flagged in SIDPERS for weight, APFT, security violations or pending any adverse actions.
18. Must maintain HIPAA certification and Secret Security Clearance.
19. Applicants applying for POST positions must meet all requirements outlined in ALARCT 188/2014 prior to tour start date.

INSTRUCTIONS FOR APPLYING: All individuals desiring consideration for this position may apply by submitting, as a minimum, the following:

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| ✓ NGB Form 34-1 | ✓ Optional Form 306 | ✓ SF 181 |
| ✓ <1 year Current PHA
(Physical Health Assessment) | ✓ Certified ERB/ORB
NGB Form 23 or 23b (RPAS) | ✓ DD Form 214
(if applicable) |
| ✓ Professional Certifications | ✓ DA 705 <1 year Current APFT | ✓ Email Address for notification |
- ✓ **Current full length photo in Class A uniform made within the previous 12 months (if NOT within commuting distance and CANNOT appear before the selection board)**

The required forms must be forwarded as to arrive at the HUMAN RESOURCES OFFICE, 250 AIRPORT ROAD, NEW CASTLE, DE 19720, no later than 1630 hours on the closing date indicated. INCOMPLETE APPLICATIONS WILL BE RETURNED.

The required forms must be forwarded to the HUMAN RESOURCES OFFICE, 250 AIRPORT ROAD, NEW CASTLE DE 19720-2431. INCOMPLETE APPLICATIONS WILL BE RETURNED.

This is an ongoing/active advertisement – applications received prior to close of business on the 25th of each month will be reviewed by the Human Resources Office and qualified applicants will be interviewed by the Strength Maintenance NCO Selection Panel during the first week of the following month. Applicants found to be qualified for assignment as a Strength Maintenance NCO will be ranked and placed on an active Order of Merit List (OML). When a vacancy is identified for fill, the soldier at the top of this list will be offered the position. The OML will be revised each month following the selection board/interview process. Selections for vacancies will be made only after completion of the current board/interview process. Selections for vacancies will be made only after completion of the current month's selection board/interview and prior to the monthly closing date (prior to the 25th of any month).

EQUAL OPPORTUNITY: The Delaware National Guard is an equal opportunity employer. Selection for this position will be made without regard to political affiliation, religion, marital status, race, color, sex, national origin, age, membership or non-membership in an employer organization, or other factors, which are not job related.

DESCRIPTION OF DUTIES:

The Strength Maintenance NCO recruits personnel for military service in the Army National Guard. Provides technical guidance to lower grade personnel in performance of these duties. Evaluates performance of subordinate personnel and provides guidance in making improvements. Conducts professional development programs at station level. Assigns duties to subordinates. Prepares station plans and SOP. Supervises resource management. Contacts, interviews, and advises civilian personnel leading to obtaining qualified applicants for enlistment into the Army National Guard. Contacts representatives of schools, public officials, personnel managers, parents of prospective applicants, religious and civic leaders and others to present the Army National Guard as an employment and career opportunity. Presents formal and informal talks on advantages of the Army National Guard (ARNG) at civic and service organizations and student bodies. Distributes and displays recruiting publicity material. Discusses individual aims and goals. Explains Army National Guard benefits including medical care, dependent's allowance, reenlistment bonus, retirement pay, military/civilian educational opportunities, travel, recreational benefits, and similar programs. Explains occupational and organization structure of ARNG to applicants, parents, and interested groups of individuals. Maintains statistics on recruiting programs. Maintains enlistment publications and administrative files. Prepares enlistment reports. Arranges transportation for applicants and issues transportation requests. Performs other duties as required to enlist and retain qualified soldiers in the Army National Guard.

ADDITIONAL REQUIREMENTS:

1. Must be a least SPC/E4 in grade. SPC/E4s must have completed the Warrior Leader Course and be otherwise eligible for immediate promotion to SGT/E5.
2. Must have completed at least 2 years of military service.
3. Must have a minimum score of 110 in aptitude area GT waivable to 100 with a score of 100 in aptitude ST.

FOR A COMPLETE DESCRIPTION OF DUTIES AND RESPONSIBILITIES CONSULT AR 611-21.

FOR FURTHER INFORMATION CONCERNING THIS POSITION OR THE ACTIVE GUARD/RESERVE PROGRAM, CONTACT NGDE-HRO-AG (POC is SSG Jerry Lee 302-326-7118, or SGM Kemberly Hines-Fairfax 302-326-7126.