



DEPARTMENT OF THE ARMY
DELAWARE NATIONAL GUARD
1 VAVALA WAY
NEW CASTLE DE 19720-2417

Announcement Number: 09-TRAD-25 **Closing Date:** 22 December 2025

Position Title/Unit: CSM, HHC 198th (25X MOS) **Location:** Wilmington, DE

Military Grade Range: Minimum MSG/E8 - Maximum SGM/E9

Military Requirements: The position advertised is designated as 25 Series MOS.

Area of Consideration: Members of the Delaware Army National Guard, in the grade of E8 and E9 on the FY25 Leadership Assignment List.

Under the direction of the State CSM qualified nominees will be referred for interviews.

General Requirements:

1. Current CSM, SGM
2. Current 1SG or MSG on the CSM FY25 Leadership Assignment List.
3. Not recently or currently "Flagged from Favorable Personnel Actions" or "Barred from Reenlistment".
4. E9 AGR Soldiers who apply must be assigned to an equal graded E9 full-time support position.

Summary of Duties: The position of Command Sergeant Major designates the principal senior NCO at the BN level.

The Command Sergeant Major will:

- (1) Principle senior enlisted advisor to the Commander of the 198th ESB BN, with particular emphasis on enlisted morale, welfare, discipline, performance, training, awards and recognition, recruiting, equal opportunity, enlisted assignments and utilization management, as they affect the enlisted Soldiers of the 198th BN.
- (2) Comprehensive individual and unit indoctrination and mission awareness; prevention and resolution of dissatisfaction in the enlisted ranks; and prompt and appropriate recognition of individual enlisted Soldiers whose service is at a conspicuously high level.
- (3) Coordinates with and assists the Major Subordinate Command Sergeant Majors, Non-Commissioned Officers (NCOs) and other enlisted organizations, councils, groups, professional organizations, and their representatives.
- (4) Counsels enlisted personnel on complaints not referred through official military channels. Advises the Commander and battalion staff, as well as other appropriate supervisors, mediates as issues arise and proposes means of resolution.
- (5) Participates, advises and assists in planning, and implementing the battalion's enlisted "awards and recognition" programs. Coordinates with DEARNG Senior Enlisted

Advisor to assure proper dissemination, clarification and administration of all published policies.

(6) Assists, advises and counsels on all recruiting and retention programs.

(7) Assists the DEARNG Enlisted Personnel Branch with promotion and retention boards. Serves as a member on the Command Promotion and Retention Boards for Senior ARNG NCOs.

(8) Advises and implements The Army Leader Development Strategy (ALDS) within the 198th BN CMD. Analyzes directives, regulations and other documents originating at higher headquarters or gaining commands and notes actual and anticipated impact on the duties and responsibilities of enlisted personnel.

(9) Advises and assists in preparation of directives from the commander and staff to assure proper and timely implementation of guidance. Assists in the development of feedback systems to assure compliance with and full understanding of regulatory requirements that depend on or affect enlisted standards and morale. Continuously utilizing through a talent management process to seek employ well-rounded leaders based on the talents they possess.

(10) Advise the commander of conduct and protocol of military ceremonies or events.

Nomination Instructions :

Apply by submitting a completed packet in accordance with checklist (see attached) of ARNG Policy #20.

Nomination packets must be submitted by e-mail or hand-delivered to the Office of the G-1 to SGM Christopher Lazar (christopher.m.lazar.nfg@army.mil) and MSG Brian Kennedy (brian.k.kennedy.mil@army.mil) no later than 1600 hours on the closing date. Nomination packets not completed in accordance with the checklist or received after the closing date/time will not be considered for the position. The use of official mail to forward employment nominations is prohibited. Nominations submitted using government postage will not be considered.