



Delaware Army National Guard Active Guard Reserve (AGR) Position Vacancy Announcement

SECTION I: ADMINISTRATIVE					
Authority: Title 32 USC 502(f), AR 135-18, NGR 600-5					
Position Title S3 Training Officer		Position Number 09-AR-26	Vacancies 1	Open Date 17 FEB 2026	Close Date 16 MAR 2026
MIL MOS 25A	MIL PARA/LIN 107/01	IPPSA POS # 07447573	FTM PARA/LIN 200H/01	Minimum Grade: O1/2LT	
				Maximum Grade: O3/CPT	
Full-Time Duty Location (WTACAA) 198 th ESB-E 1401 Newport Gap Pike, Wilmington, DE 19804					
AGR BRANCH CONTACT INFORMATION					
Email: NG.DE.DEARNG.MBX.HRO-AGR@ARMY.MIL			Phone: (302) 326-7476 or (302) 362-7474		
SECTION II: AREA OF CONSIDERATION					
<p>Zone 1 Restricted Statewide (On-Board DEARNG Active Guard Reserve (AGR) Soldiers Only)</p> <p>Zone 2 Unrestricted Statewide (DEARNG AGR & Traditional Soldiers)</p> <p>Zone 3 Nationwide (DEARNG AGR/Traditional Soldiers & those eligible to become a DEARNG member)</p>					
SECTION III: DUTIES AND RESPONSIBILITIES OF POSITION					
<p>The Training Officer will report directly to the 198th ESB-E XO/AO and is responsible for assisting, reviewing, and administering program requirements and tasks directly related to the Operations and Training of the 198th ESB-E. Tasks will include but not limited to the Mobilization Common Operating Picture (MOBCOP), Defense Travel System (DTS), Innovative Readiness Training (IRT) program, and all other duties expected in the BN S3/Operations section. This position requires a working knowledge of the Delaware Army National Guard task organization and unit designations and stationing locations. A working knowledge of DTS authorizations/voucher processing is required. This position requires a detail-oriented officer possessing the abilities to effectively communicate both orally and in a written military style. This position will develop yearly and long-range training plans. The officer issues instructions and procedures to subordinate units to guide training activities that meet the requirements of the Department of the Army, National Guard Bureau, and/or Joint Force Headquarters-Delaware. Prepares plans and reports pertaining to readiness and mobilization. Provides guidance and assistance to units in preparation of readiness reports. The officer must also possess strong interpersonal skills in order to interact and build relationships with community partners and internal Delaware Army National staff sections. The officer must also possess knowledge of Signal ESB-E operations.</p>					
SECTION IV: MINIMUM PROGRAM ENTRY REQUIREMENTS					
<p>For initial entry and subsequent retention in the Full-Time Military Title 32 Section 502(f) Active Guard Reserve (AGR) Program, applicant must meet and maintain the qualifications below and other standard IAW NGR 600-5, AR 135-18, AR 40-501, AR 600-9, AR 600-10, and other regulations</p>					
<p>Must be in Ready Reserve Status:</p> <ul style="list-style-type: none"> • Be a member of the RC of the Army to which the application for entry in the AGR Program is made. • Be at least 18 years of age and less than 55 years of age for initial entry <p>Physical and Medical:</p> <ul style="list-style-type: none"> • Prior to entry to Active Duty in the AGR Program, must be medically certified as drug free and meet standards in AR 600-110 in reference to HIV. • Must meet the Army Body Composition standards IAW AR 600-9 • When appropriate, the Soldier must also meet the medical fitness standards for flying duty per AR 40-501, or the medical fitness standards for miscellaneous purposes per AR 40-501. If physical, upper, lower, hearing, eye, psychiatric numerical indicator of P3 or P4, then the requirements of AR 635-40 must be met prior to accessioning into the AGR Program. • Must be able to perform functional activities, including living in an austere environment, without worsening the medical condition as outlined in AR 635-40 • Have a favorable Periodic Health Assessment (PHA) in accordance with (IAW) AR 40-501 conducted within last 12 months • Must have passed a record Army Fitness Test (AFT) within the last 6 months for on board AGR Members IAW AR 135-18 Table 2-1, Rule B, and within 12 months for M-Day members. <p>Military Education:</p> <ul style="list-style-type: none"> • If an officer in the grade of Lieutenant or Captain, with less than 5 years time in grade must have completed a Basic Officer Leaders Course. • If an officer in the grade of Captain, with at least 5 years' time in grade, must have completed Captains Career Course. <p>Mandatory Separation:</p> <ul style="list-style-type: none"> • Able to complete a three (3) year initial tour prior to the date of mandatory removal from an active status based on age, or service (without any extensions), under any provisions of law or regulation, as prescribed by current directives. <p>Grade and Specialty:</p> <ul style="list-style-type: none"> • Must possess the grade equal to or below that authorized for the AGR Duty position <p>Must possess the branch area of concentration (AOC) commensurate with the AGR duty position. If MOS is mismatched, the HRC career manager must approve prior to assignment</p> <p>Security Clearance:</p> <ul style="list-style-type: none"> • Possess the valid security clearance with the ability to obtain a top-secret security clearance within 12 months. Not be under suspension of favorable personnel actions (flagged) per AR 600-8-2 or barred from reenlistment. 					

SECTION V: SIGNIFICANT INFORMATION PERTAINING TO THIS POSITION

- Security Clearance: Must have or be able to obtain a top-secret security clearance within 12 months
- Driver's License: Must possess State Driver's License and qualified (or eligible to become qualified) to operate military vehicles organic to the unit.
- Mandatory Training: Selected Soldier must complete the ARNG Training Officer/NCO Course at the National Guard Professional Education Center within 12 months
- Applicant must either hold or meet the eligibility prerequisites to earn required 25A MOS for Full-Time position within 18 months of hire.
- Any enlisted/NCO selected for this position will be required to have a COE.

SECTION VI: LENGTH OF TOUR/PROBATIONARY PERIOD

AGR Soldiers will not be promoted into a position other than the one they were hired for nor reassigned during the first 18 months of their initial tour except in the event of mobilization, force structure changes, or command directed reassignments. All AGR Soldiers will be evaluated for their potential for continued active service during their initial (3) year probationary period. During this probationary period, the DEARNG may terminate the individual's employment for any reason. Soldiers who do not achieve an acceptable level of performance may be released IAW NGR 600-4. Soldiers who voluntarily separate from the AGR Program are not eligible to re-enter for one year from date of separation.

SECTION VII: INSTRUCTIONS FOR APPLYING

All applications will be sent to the NG.DE.DEARNG.MBX.HRO-AGR@ARMY.MIL. Failure to submit all required documents as outlined below will result in your application not being considered for employment. A lack of required documentation requires the applicant to submit written justification to certify the eligibility.

- **DNG AGR Application Packet Checklist**
- **AGR Vacancy Announcement** (This form)
- **NGB Form 34-1** (Application for Active Guard/Reserve (AGR) Position)
- **DNG Applicant Point-of-Contact Data Form**
- **State Driver's License** (valid & unexpired) & **Military Driver's License** (if applicable)
- **Individual Medical Readiness (IMR) Record** the IMR must be dated within the last 12 months to be valid
- **Current Physical profiles** (DA Form 3349) for medical and physical limitations (If applicable)
- **Enlisted Record Brief (ERB)**
- **Statement of all active service performed:**
 - **NGB Form 23B** Retirement Points Accounting Management (RPAM) Statement Army National Guard Retirement Points History Statement). For other services, equivalent retirement point's statement will be accepted.
 - **Certificate of Release/Discharge** (DD Form 214, or DD 220's)
 - **DD Form 1506 (Statement of Service)**.
- **DA Form 705** (Army Fitness Test Scorecard) **Last entry must be passing and dated within 6 months for on board AGR Members IAW AR 135-18 Table 2-1 rule B, and within 12 months for M-Day members.**
- **ATIS Height & Weight Screenshot** **passing results within 6 months** and must **remain current** for a minimum of **30 days from date of placement IAW with AR 600-9**
- **DA Form 5500-R or DA Form 5501-R** (if applicable) to verify Army Body Composition Program Compliance
- **Security Manager Memorandum** verifying clearance level, expiration and date granted
- **NCOER** (E5 and above) Noncommissioned Officer Evaluation Reports (**Gaps in rating periods MUST be explained in writing**)
- **Letters of recommendation** (mandatory for E4 or below)
- **Professional Certifications, Resume, or Biographical Sketch** (optional)

SECTION: VIII: IMPORTANT NOTES REGARDING COMPLETION AND SUBMISSION OF YOUR APPLICATION

- Blank forms can be located on the DEARNG GKN site (<https://armyetaas.sharepoint-mil.us/sites/NGDE-HRO/SitePages/Army-AGR.aspx>) and the DEARNG Official Website (<https://www.de.ng.mil/join/full-time/>)
- Applications must be typed or printed in legible dark ink, signed and dated. Incomplete application packages (i.e., failure to explain "yes" answers in Section IV on the NGB 34-1) will not be processed for board consideration.
- Applications will be submitted to NG.DE.DEARNG.MBX.HRO-AGR@ARMY.MIL as one (1) scanned/combined PDF attachment **no later than 2359 on the closing date of the announcement.**
- Failure to follow the instructions in this announcement will result in packet disqualification.
- Individuals selected for positions SHOULD NOT quit their current job or enter into any contractual agreements with lending institutions, etc. until AGR orders have been published by the HRO-AG office.
- Any falsification of the eligibility requirements will result in immediate release from the AGR Program

The Delaware National Guard is an equal opportunity employer and prohibits employment discrimination on the basis of race, color and national origin as such all applications for this position will receive equal consideration.