



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 First Sergeant		Position Number 09-AR-23	Vacancies 1	Open Date 23 March 2023	Close Date 06 May 2023
MIL MOS 74D5	MIL PARA/LIN 001/03	IPPSA POS # 03171330	FTM PARA/LIN 201A/04	Minimum Grade: E7/SFC	
				Maximum Grade: E8/MSG	
Full-Time Duty Location (W7LVAA) 31 st Civil Support Team (CST) 103 Artisan Drive, Smyrna, DE 19977					
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					
Zone 1 Restricted Statewide (On-Board DEARNG Active Guard Reserve (AGR) Soldiers Only) Zone 2 Unrestricted Statewide (DEARNG AGR & Traditional Soldiers) Zone 3 Nationwide (DEARNG AGR/Traditional Soldiers & those eligible to become a DEARNG member)					
SECTION III: DUTIES AND RESPONSIBILITIES OF POSITION					
<p>First Sergeant serves as the NCOIC of a 22-person joint (Army and Air Force) Civil Support Team (CST). Conducts operations during Hazardous Materials (WMD) incidents within an exclusion zone in support of other emergency responders and an incident commander. Knowledgeable and proficient with the National Incident Management System (NIMS) and Incident Command System (ICS) to ensure efficient communication with civilian emergency responders. Responsible for the organization and supervision of the CST Operations/Command Post. Plans for future operations and acts as central point of contact for all after action reports. Proficient in safety and immediate life safety actions required during a hazardous materials incident and acts as the unit's Safety NCOIC. supervises and synchronizes all team operations. Able to perform in a high-stress environment. Be trained in and potentially operate in confined space, collapsed structure, and maritime operations. Follow guidelines in 29 CFR 1910.120 and 29 CFR 1926.65. Able to conduct all missions in the appropriate personal protective equipment and respiratory protection. Assess current and potential hazards to responders, civilian population, and critical infrastructure features resulting from identified agents/substances. Advise civil authorities on initial agent site containment and mitigation measures. Meet with designated civilian government agency and/or senior military leaders to discuss WMD-CST concepts, missions, and/or plan WMD- CST participation in state /local responses and exercises. Participate in designated agency domestic terrorism threat briefings. Oversee and develop advanced planning, coordination, and training processes with local, state, and federal agencies to include other CST's. Acts as the Senior Enlisted advisor to the Commander and ensures execution of the Commander's objectives, intent, and strategies. Advises the Commander on all matters pertaining to the unit mission, Soldier development, and readiness. Responsible for oversight of unit administration, personnel actions, enlisted career management, individual training, family support, morale and welfare, professional development, and discipline for all Soldiers assigned. Additional information about this position and the CST can be found at CNGBM 3501.00.</p>					
SECTION IV: MINIMUM PROGRAM ENTRY REQUIREMENTS					
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>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 body composition standards prescribed in AR 600-9 (non-waiverable even with COVID-19) • 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 within the last 6 months (contingent upon COVID-19 guidance) <p>Military Education:</p> <ul style="list-style-type: none"> • Noncommissioned Officers must be professional military education qualified for their current grade • If an enlisted Soldier, must have completed initial entry training and be currently qualified in any Army MOS <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"> • SSG or above, must possess the required grade and MOS level, authorized for the AGR duty position. 					

- Enlisted Soldier, in the duty position in Recruiting & Retention must become MOS qualified NLT 6 months after entry onto Active Duty/FTNGD or be released from Active Duty/FTNGD (this is subject to the availability of MOS qualification school, quotas and funding).
- Reenlistment or Extension:
- If an enlisted Soldier, must be eligible for reenlistment or extension per NGR 600-200 (ARNGUS) or AR 140-111 (USAR)'s provisions pertaining to the AGR Soldier. Selected individuals must extend their ETS for a period equal to the initial AGR tour.
- Security Clearance:
- Possess the valid security clearance required for the grade, MOS/AOC, and duty position.
- 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

- Assignment requires two (2) years previous experience on a civil support team.
- Security Clearance: Must have or be able to obtain a SECRET security clearance.
- Driver's License: Must possess State Driver's License and qualified (or eligible to become qualified) to operate military vehicles organic to the unit.
- Soldier is currently listed on the Command Eligibility List for 1SG.
- Not currently "Flagged from Favorable Personnel Actions".
- E7 applicants require completion of Master Leader Course (MLC) prior to promotion.
- Applicant must either hold or meet the eligibility prerequisites to earn the 74D MOS.
- If selected, applicant must complete the required training to obtain the 74D MOS within 12 months of hire.
- Selected individual must complete the Company Commander and First Sergeant Course (CCFSC) within 6 months of assuming 1SG duties.
- Must successfully complete and pass an OSHA HAZMAT physical examination prior to being hired IAW CNGBM 3501.00
- Must demonstrate ability to wear and function in level A (CLASS III) Hazardous materials encapsulated suit with self-contained breathing apparatus (SCBA) prior to hire.
- Must be willing to train and conduct operations with live nerve agents and other chemical toxins/hazards.
- Must participate in Anthrax and Smallpox immunization programs.
- Selected applicant must reside within a 90 minute/60-mile commute from duty location within six (6) months of being hired. PCS move is authorized.
- Position will require at least 500-750 hours of technical training above and beyond any MOSQ or professional education courses.
- Uphold the highest standards of conduct and personal appearance.
- All CST members must attend and complete Civil Support Skills Course (CSSC). Soldiers will incur, at a minimum, a three (3) year service obligation upon successful completion of CSSC IAW CNGBM 3501.00.
- Applicants will have their medical records screened by the 31st CST Nurse Practitioner prior to selection.
- First-time first sergeants must successfully serve a minimum of 365 days in a first sergeant position and be approved for an SQI M by the first general officer in the Soldier's chain of command.

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 within 6 months (guidance may vary due to COVID-19) DTMS screenshot documenting last 3 physical fitness tests.00
- **DTMS Height & Weight Screenshot** **passing results within 6 months** and must **remain current** for a minimum of **30 days from date of placement**.
- **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
- **Letters of recommendation** (mandatory for E4 or below)
- **Standard Form 181** (Ethnicity and Race verification)
- **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 GKO site (<https://states.gkoportal.ng.mil/states/DE/hro/agr/SitePages/Home.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.