



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

<b>SECTION I: ADMINISTRATIVE</b>			
Authority: Title 32 USC 502(f), AR 135-18, NGR 600-5			
Position Title	Vacancy Number	Open Date	Close Date
<b>MIL PARA/LIN</b>	<b>FTM MOS</b>	<b>FTM PARA/LIN</b>	<b>Minimum Grade:</b>  <b>Maximum Grade:</b>
<b>Multiple Duty Locations</b>			
<b>AGR BRANCH CONTACT INFORMATION</b>			
Email: <a href="mailto:NG.DE.DEARNG.MBX.HRO-AGR@ARMY.MIL">NG.DE.DEARNG.MBX.HRO-AGR@ARMY.MIL</a>		Phone: (302) 326-7476 or (302) 362-7474	
<b>SECTION II: AREA OF CONSIDERATION</b>			
<p>Zone 1 Restricted Statewide (On-Board DEARNG Active Guard Reserve (AGR) Soldiers Only)</p> <p>Zone 2 Unrestricted Statewide (DEARNG AGR &amp; Traditional Soldiers)</p> <p>Zone 3 Nationwide (DEARNG AGR/Traditional Soldiers &amp; those eligible to become a DEARNG member)</p>			
<b>SECTION III: DUTIES AND RESPONSIBILITIES OF POSITION</b>			
<p>The Strength Maintenance NCO recruits personnel for military service in the Army National Guard. 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.</p>			
<b>SECTION IV: MINIMUM PROGRAM ENTRY REQUIREMENTS</b>			
<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><b>Must be in Ready Reserve Status:</b></p> <ul style="list-style-type: none"> <li>• Be a member of the RC of the Army to which the application for entry in the AGR Program is made.</li> <li>• Be at least 18 years of age and less than 55 years of age for initial entry</li> </ul> <p><b>Physical and Medical:</b></p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• Must meet body composition standards prescribed in AR 600-9 (non-waiverable even with COVID-19)</li> <li>• 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.</li> <li>• Must be able to perform functional activities, including living in an austere environment, without worsening the medical condition as outlined in AR 635-40</li> <li>• Have a favorable Periodic Health Assessment (PHA) in accordance with (IAW) AR 40-501 conducted within last 12 months</li> <li>• Must have passed a record Army Physical Fitness Test within the last 6 months (contingent upon COVID-19 guidance)</li> </ul> <p><b>Military Education:</b></p> <ul style="list-style-type: none"> <li>• Noncommissioned Officers must be professional military education qualified for their current grade</li> <li>• If an enlisted Soldier, must have completed initial entry training and be currently qualified in any Army MOS</li> </ul> <p><b>Mandatory Separation:</b></p> <ul style="list-style-type: none"> <li>• 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.</li> </ul> <p><b>Grade and Specialty:</b></p> <ul style="list-style-type: none"> <li>• If SSG or above, must possess the required grade and MOS level, authorized for the AGR duty position.</li> <li>• If SGT or below, must have the potential to become MOS qualified in the first 12 months or be released from Active Duty FTNGD.</li> <li>• Enlisted Soldier, in the duty position in Recruiting &amp; 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).</li> </ul> <p><b>Reenlistment or Extension:</b></p> <ul style="list-style-type: none"> <li>• Must be eligible for reenlistment or extension per NGR 600-200 (ARNGUS) or AR 140-111 (USAR)'s provisions pertaining to AGR Soldiers. Selected individuals must extend their ETS for a period equal to the initial AGR tour.</li> </ul> <p><b>Security Clearance:</b></p> <ul style="list-style-type: none"> <li>• Possess the valid security clearance required for the grade, MOS/AOC, and duty position</li> </ul> <p>Not be under suspension of favorable personnel actions (flagged) per AR 600-8-2 or barred from reenlistment.</p>			

## SECTION V: SIGNIFICANT INFORMATION PERTAINING TO THIS POSITION

- Security Clearance: Must have or be able to obtain the level of security clearance required by applicable regulations and directives but not lower than SECRET.
- Driver's License: Must possess state driver's license and be qualified to operate military vehicles which are organic to the unit.
- Applicants in the rank of E4 must have at least 3 years' time in service and be a graduate of Basic Leader Course (BLC).
- Must submit Live Scan Authorization and DD Form 369 (Police Record Check) with application. As a condition of employment, all DEARNG applicants must meet State and Federal Position of Significant Trust and Authority (POSTA) screening requirements. Failure to pass the national level POSTA screening, or becoming ineligible to occupy a POSTA, will result in immediate removal from the AGR program.
- Applicant must have a minimum score of 110 in aptitude area GT. This requirement is waivable with GT score of 100 or GT score of 95 or higher with an ST score of 95 or higher.
- If selected, Soldier will be required to attend SQI4 course within first 12 months of employment.

## 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@MAIL.MIL](mailto:NG.DE.DEARNG.MBX.HRO-AGR@MAIL.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** Must have Physical Health Assessment dated within the last 12 months & HIV screening within 24 months to be valid
- **Current Physical profiles** (DA Form 3349) for medical and physical limitations (If applicable)
- **Certified Officer/Enlisted Record Brief** (ORB/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 Physical Fitness Test Scorecard) last entry must be passing, within 6 months and must remain current for a minimum of 30 days from date of placement (guidance may vary due to COVID-19) DTMS screenshot documenting last 3 physical fitness tests
- **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 and date granted
- **OER/NCOER** (E5 and above) Last 3 Officer/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://gko.portal.ng.mil/states/DE/specialstaff/hro/agr/DEARNG\\_AGR/SitePages/Home.aspx](https://gko.portal.ng.mil/states/DE/specialstaff/hro/agr/DEARNG_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](mailto: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
- All qualified applicants will be considered for any of the locations listed on this announcement.
- Applications will be accepted until the closeout date on the announcement.
- All qualified applicants will be retained on an Order of Merit List (OML) for 180 days from date of qualification.
- All applicants will be required to submit any expired documents within 10 days from notification of vacancy. Failure to provide those documents by the suspense date will result in disqualification and your name will be removed from the OML.

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.