

# ALABAMA ARMY NATIONAL GUARD

## ACTIVE GUARD/RESERVE (AGR) VACANCY ANNOUNCEMENT

ANNOUNCEMENT #: 16-072	OPENING DATE: 11 August 2016	CLOSING DATE: 10 September 2016
POSITION TITLE: Recruiting & Retention NCO	MOS/AOC: 79T	GRADE: SPC/E-4 – SSG/E-6

UNIT: 22<sup>nd</sup> R&R Team 3  
 LOCATION: Blount, Jefferson and Shelby Counties  
 NOMINATING OFFICIAL: AGR Selection Board  
 TOUR LENGTH: Three (3) Years

**Only open to current members of the Alabama Army National Guard.**

**AREA OF CONSIDERATION:**

Must meet medical standards IAW AR 40-501, chapter 3 or 4. A physical profile of 132221

Must have a 110 GT score or we can request only one (1) of the following waivers:

- a. If you are an E-4, you must have a 110 GT and have completed WLC.
- b. E-5 and above who do not have a minimum score of 110 in GT can receive a waiver with a 100 GT and 96 or above in ST on ASVAB

High school diploma graduates or has completed one (1) year of college with a GED (no waiver).

MEET SELECTION CRITERIA IN NATIONAL GUARD REGULATIONS 601-1, 600-200, 600-5, 600-10, 601-280, AND AR 135-18 AS APPLICABLE.

NO RECORD OF CONVICTION BY SPECIAL OR GENERAL COURTS-MARTIAL OR CIVILIAN COURTS OF OFFENSES LISTED IN AR 27-10 (MILITARY JUSTICE), CHAPTER 24, OR OTHERWISE REQUIRED TO REGISTER AS A SEXUAL OFFENDER UNDER AR 27-10, CHAPTER 24.

MUST COMPLETE RECRUITING & RETENTION NCO COURSE AT THE NATIONAL GUARD PROFESSIONAL EDUCATION CENTER WITHIN 180 DAYS OF ENTRY INTO THE AGR PROGRAM.

**JOB DESCRIPTION:** Recruiting & Retention NCOs must conform to the highest moral and ethical responsibilities required of a NCO. RRNCOs are responsible for managing their own time and often work long and erratic hours to accomplish assigned missions. Must maintain compliance with applicable strength maintenance regulations, policies, procedures, and State guidance, including the 5-1-2-1 and 1 principle. Specific tasks, duties and responsibilities include the following:

1. Establishes and maintains contacts in designated recruiting area in order to generate interest, leads and enlistment into the AL ARNG. Conducts telephone prospecting, area canvassing and other lead generation activities.
2. Establishes and maintains effective centers of influence (COIs) and very important persons (VIPs) in schools, civic and government organizations.
3. Develops, implements, and maintains effective school recruiting programs.
4. Presents formal and informal presentations to various school and civic groups concerning the AL ARNG mission/role, history, programs, features, benefits, and various enlistment opportunities.
5. Establishes and maintains a liaison relationship with local radio, television, and print media personnel to ensure the public is made aware of the benefits of the AL ARNG.
6. Pre-qualifies prospects to ensure current, basic enlistment eligibility criteria are met. This includes enlistment options, programs, obligations, IET requirements, selective reserve incentive programs (SRIP) and the Montgomery GI Bill.
7. Advises and assists unit commander(s) in assigned areas in developing and implementing an effective strength maintenance program, to include action plans for major training activities, unit events, classes, and seminars.
8. During mobilization and as otherwise required assists commander(s) in the design, development, and implementation of a Family Assistance Center.
9. Conducts retention interviews as required.

**Application Procedures and Checklist:** To ensure you have included the required documents with your application, please mark the following blocks (1-16).

Example:  Signed NGB FORM 34-1.

1. NGB Form 34-1 dated Nov 2013 and **application must be signed.**
2. Copy of MEDPROS IMR Report.
3. A current height/weight statement from Commander, which includes your height/weight. Also if you exceed the MAW, you must submit a DA Form 5500-R, Body Fat Content Worksheet.
4. Enlisted Record Brief (ERB) with ASVAB scores posted.
5. Copies of all DD Form 214s **and** a copy of current RPAM Statement.
6. Copy of current DA Form 705 (APFT Scorecard) with last two record APFT.
7. If your current grade exceeds the maximum grade of this announcement you must submit a statement indicating willingness to accept an administrative reduction.
8. Official military photograph IAW AR 640-30 is required if selected and hired for this AGR position.
9. Copies of last 3 NCOERs if applicable.
10. Favorable Action Statement: This document must be signed by your Commander or their designated representative within the last 30 days, identifying that the service member is not / should not be under a current suspension of favorable personnel action. AL ARNG Soldiers flagged in RCAS as of the closing date of the announcement will be disqualified.
11. Letter of Acknowledgement (current on boards AGR only) Letter from your current full time supervisor acknowledging that you are applying for a different full time position.
12. Copy of current DD Form 369 **Police Record Check.**
13. Provide Current Email Address.
14. DA Form 5425 Applicant/Nominee Person Financial Statement (Optional)
15. DA Form 5427 Company Commander Recruiter Candidate Interview and Assessment
16. SF 86 Security Clearance Questionnaire if you do not currently have a security clearance.

Application packet must be received NLT COB on Closing date listed above. Send to: JFHQ, ATTN: AL-HRO-MDM, 1720 Congressman W.L. Dickinson Drive, Montgomery, AL 36109-0711. Any questions concerning this announcement contact SFC Smith (334) 271-7419.

**FAILURE TO COMPLY WITH THESE PROCEDURES WILL RESULT IN RETURN OF APPLICATION WITHOUT ACTION. INCOMPLETE APPLICATION PACKETS WILL NOT BE PROCESSED. APPLICATIONS RECEIVED AFTER CLOSING DATE WILL NOT BE PROCESSED.**

**This position will incur a maximum tour length of 48 months, upon completion, the selected SM will be reassigned to traditional FTUS assignment.**

**Faxed or scanned copies will not be accepted unless the Soldier is deployed.**

Individuals must attend all periods of IDT/AT with unit of assignment without additional compensation as directed by the commander

Job announcements are on the HRO web site @ <https://al.ng.mil/ALABAMA/Careers/HRO/Pages/agr.aspx>

**QUALIFICATION/ELIGIBILITY REQUIREMENTS:**

1. Must be a Federally recognized member of the Army National Guard of Alabama.
2. Must be able to serve at least 3 years in an active military status prior to: (a) Completing 18-years of active Federal service, or (b) The date of mandatory removal (without any extension under any provision of law or regulation from Ready Reserve status based on age or service as prescribed by current directives).
3. Meet medical standards as prescribed by AR 40-501, chapter 3, 4 or 5.
4. Must meet physical standards prescribed by AR 600-9.
5. Must not be under current suspension of favorable personnel actions.
6. Applicants who voluntarily separate from the AGR program for one or more days are not eligible to reenter the program for one year from date of separation.
7. Applicants must not be entitled to receive Federal military retired or retainer pay, receive Federal civil service

annuities, or be eligible for immediate Federal civil service annuities.

8. Individuals who voluntarily resign from the AGR program in lieu of adverse personnel actions are not eligible to reenter the program.

9. Individuals who have been separated from other military services for cause, unsuitability, or unfitness for military service (other than temporary medical disability) are ineligible to enter the AGR program.

10. Individuals who would attain 18 or more years of active military service during their initial tour period of AGR duty are ineligible to enter the AGR program.

11. Individuals involuntarily separated from the AGR program are not eligible to reenter the program.

12. Eligibility of females will be consistent with existing Department of the Army Combat Exclusion policies. Selection and nomination will be made from those applicants determined best qualified in terms principally involving experience, demonstrated ability, performance, training and education.

13. Must be eligible for AGR service IAW AR 135-18.

14. Applicants must be able to obtain a Secret Clearance. Security Clearance cannot be suspended or denied.

**GENERAL INFORMATION:**

1. Applicants are subject to personal interview upon notification of time and place.

2. Selection and nomination will be made without regard to race, religion, color, national origin, gender, political affiliation, or age.