

**ALABAMA ARMY NATIONAL GUARD  
ACTIVE GUARD RESERVES (AGR)  
STATEWIDE VACANCY ANNOUNCEMENT # 24-096**

**GRADE:** E4-E5 (SPC-SGT)  
**POSITION:** #1 Human Resources Sergeant  
**IPPS-A Position #:** 3088929  
**FEMALE ASSIGNMENT ELIGIBILITY:** Yes  
**OPENING DATE:** 12 April 2024

**MOS:** 42A20  
**UNIT:** HHC, 1-131 AVN REGT  
**LOCATION:** Hope Hull, AL

**CLOSING DATE:** 12 May 2024

**AREA OF CONSIDERATION:** Open Statewide to all AGR, Military Technicians and Traditional Guardsman in grades E4-E5 who are members of the Alabama Army National Guard.

**Duty Position Job Description/Criteria:**

Serves as a Battalion administrative NCO; performs personnel and administrative functions in support of company, or in other similar organizations, activities, and units; and advises the commander, the staff, and unit Soldiers on human resource matters. The human resources specialist conducts personnel management activities to include maintaining officer and enlisted personnel records and processing personnel actions concerning Soldiers and their families. Provides and manages postal operations. Prepares and processes recommendations for awards and decorations and arranges for awards reduction actions. Prepares and monitors requests for reductions, transfers, and discharges. Prepare orders and request for orders. Prepares and maintains officer and enlisted personnel records. Process personnel for separation and retirement.

Processes bars to reenlistment, suspension of favorable personnel actions. Process flight orders, Aviation Career Incentive Pay (ACIP). Perform other duties as assigned.

**IAW DA PAM 611-21 qualifications for initial award of the applicable MOS:**

- (1) A physical demands rating of Moderate (Gold).
- (2) A physical profile of 323222.
- (3) Qualifying scores.
  - (a) A minimum score of 90 in aptitude area CL in Armed Services Vocational aptitude Battery (ASVAB)
  - (b) A minimum OPAT score of Standing Long Jump (LJ) – 0120 cm, Seated Power Throw (PT) – 0350 cm, Strength Deadlift (SD) – 0120 lbs., and Interval Aerobic Run (IR) – 0036 shuttles in Physical Demand Category in “Moderate” (Gold).
- (4) Formal training (completion of a resident course of instruction for MOS 42A conducted under the auspices of the U.S. Army Adjutant General School) mandatory. Effective 1 June 2013, attendance to formal training is limited to personnel in the rank/grade of SSG/E6 non-promotable and below. Soldiers with contracts or reclassification packets approved prior to 1 April 2013 are excluded from this requirement and will be processed for training. Initial award of MOS 42A is limited to personnel in the ranks of SSG/E6 non-promotable and below.
- (5) A security eligibility of SECRET.
- (6) Be a U.S. citizen.

**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. Must be able to obtain and maintain a secret clearance. Security clearance must not be suspended or denied.
15. No documented instances in the last 5 years of conduct which reflects adversely on the character, honesty, or integrity of the Soldier to include:
  - (a) No conviction by court-martial or by any Federal or state court.
  - (b) No punishment under Article 15, Uniform Code of Military Justice (UCMJ) or Alabama Code of Military Justice (ACMJ) caused by incidents that reflect adversely on the soldier's integrity and lack of trust.
  - (c) No letter of reprimand, censure, or admonition under the provisions of AR 600-37
  - (d) No Driving While Under the Influence (DUI) or Driving While Intoxicated (DWI) charges
  - (e) No history of alcoholism
16. All permanently filed adverse documents from any time or service in any component must be disclosed and included with packet. Soldier can provide additional explanation as needed. Failure to disclose all documents above may result in curtailment of the AGR Tour.

***In accordance with AR 135-18, Staff Sergeant or above must possess the required grade and MOS level authorized for the AGR duty position. Sergeants or below must have the potential to become MOS qualified in the first 12 months or be released for active duty/FTNGD.***

**GENERAL INFORMATION:**

1. Must meet the physical qualifications outlined in AR 40-501, as appropriate. Must comply with the military duty eligibility requirements IAW DA Pam 611-21.
2. Must not be flagged for weight, APFT, security violations or pending any adverse actions.
3. This position requires some travel and training away from home station.
4. Applicants are subject to personal interview upon notification of time and place.
5. The Alabama National Guard is an Equal Opportunity Employer. All qualified applicants will receive consideration for this announcement without regard to race, color, religion, national origin, or gender.
6. Individuals must attend all periods of IDT/AT.

**If interested in interviewing for this position, forward the following documents with this checklist on top:**

1. NGB Form 34-1 (AGR Application dated November 2013)
2. Copy of current MEDPROS IMR Report
3. Copy of last 3 NCOERs (if applicable)
4. Current ERB with ASVAB Scores
5. Record Army Combat Fitness Test (AFCT) within the last 6 months (DA 705)
6. Commander's Height & Weight Memo
7. DA 5500 or 5501 (if applicable)
8. Copies of all DD 214s
9. Current RPAM Statement
10. If your current grade exceeds the maximum grade of this announcement, you must submit a statement indicating willingness to accept and administrative reduction.
11. Memorandum from MACOM AO acknowledging your interest in the position (For current AGR members only).

Application packet must be received NLT COB on **12 May 2024**. Please email packet to **SFC Stayce Montgomery [stayce.e.montgomery.mil@army.mil](mailto:stayce.e.montgomery.mil@army.mil)** and **[ng.al.alarnng.list.j1-mdm@army.mil](mailto:ng.al.alarnng.list.j1-mdm@army.mil)**. **All documentation must be combined into a PDF Packet**. Any questions concerning this announcement contact **SFC Montgomery, at the above email** or call **334-271-7468**.

**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.**