

ALABAMA ARMY NATIONAL GUARD  
Office of the Human Resource Office  
PO Box 3771  
Montgomery, AL 36109-0711  
ACTIVE GUARD RESERVE (AGR) OFFICER  
VACANCY ANNOUNCEMENT NUMBER: 25-021

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OPENING DATE: 19 February 2025

CLOSING DATE: 23 March 2025

I understand that I am applying for an Officer AGR Position, that will require a Face-to Face Board at Fort McClellan, Alabama scheduled for 02-03 April 2025. Service Members must appear in-person to the Board.

\*\*\*The only provision for a virtual board option are for Service Members currently Mobilized Title 10 U.S.C.\*\*\*

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THIS VACANCY ANNOUNCEMENT WILL PRIMARILY BE USED TO FILL ENTRY LEVEL OFFICER POSITIONS BASED ON THE NEED OF THE ORGANIZATION.

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(Please X, which one applies) APPLICANT FACTORS: [ ] Currently, Mobilized (Title 10 U.S.C)

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**LOCATION OF POSITION:**

**This vacancy announcement will be used to gather an Order of Merit List (OML) to fill multiple vacancies across the State of Alabama as they become available.** This advertisement will be used to fill unit vacancy positions.

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**WHO MAY APPLY:**

Must be a current member of the AL National Guard within the grade(s) of O1 to O3. Selected Soldier(s) may be required to take an administrative reduction based on position grade.

**POSITION COMPATIBILITY REQUIREMENTS:**

Must qualify for and be placed in the following compatible MOS/AOC: ANY. Exact AOC requirements will be determined based on vacancy/specific job.

**AREA OF CONSIDERATION:**

These positions are open to current members of the Alabama Army National Guard in the grades of: O1 to O3. Individual(s) selected may receive an AGR Tour with the Alabama Army National Guard. In order to be considered for these positions, applicants must meet minimum qualifications as outlined on this announcement.

**Applicants will be considered for entry into the AGR program and will only be offered positions for which they are eligible to enter** (i.e., meeting ASVAB score, PULHES, or Security Clearance requirements for MOS/AOC, etc).

**MAJOR ELIGIBILITY REQUIREMENT:**

Must be AOC qualified or able to obtain AOC within 12 months from selection of the position. All AOCs are encouraged to apply.

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 Soldiers integrity and lack of trust.
- (c) No letter of reprimand, censure, or admonition under the provisions of AR 600-37

**BRIEF JOB DESCRIPTION:**

Individuals selected may receive an AGR Tour within the Alabama Army National Guard. Applicants will be evaluated based on their education, experience, training and performance. This advertisement will be used to fill multiple positions to include but not limited to: Training Officer.

**MINIMUM APPOINTMENT REQUIREMENTS:**

1. ALL AOCs will be considered.
2. Must meet current Army Combat Fitness Test Requirements IAW AR 350-1 and height/weight standards as prescribed by AR 600-9 (ACFT will be performed during the Face-to Face Board, if mobilized a DA 705 is required in packet).
3. Must have tested negative Human Immunodeficiency Virus (HIV) within 24 months of accession date IAW AR 600-110 (Periodic Health Assessment (PHA) will be performed during the Face-to Face Board).
4. Must have a security clearance. Security Clearance memorandums must be within 6 months of advertisement closing date.
5. Selectees who do not possess the appropriate MOS/AOC must become qualified within 12 months of assignment. Failure to become MOS/AOC qualified within the specified period is subject to mandatory involuntary separation from the AGR program. Applicants must meet the physical demands rating and qualifications for award of the MOS/AOC in accordance with DA Pam 611-21 and NGR 600-200.
6. Soldiers must meet initial entry criteria for the title 32 AGR program as listed in AR 135-18, table 2-1, table 2-2, and table 2-3, as well as NGR 600-5, table 2-1. Soldiers may be disqualified for any criteria as listed in these tables. Waviable disqualifications require that the waiver request be submitted with the application.
7. Must meet medical standards IAW AR 40-501, chapters 3 and 4, as appropriate. If PULHES numerical indicator of P3 or P4, must meet the requirements of AR 600-60.

8. Must not be under a current suspension of favorable personnel action (flagged), to include Bar to Reenlistment.

9. INSTRUCTIONS FOR APPLYING: All applications will be submitted to SFC Stayce E. Montgomery at [stayce.e.montgomery.mil@army.mil](mailto:stayce.e.montgomery.mil@army.mil).

10. Applicants with complete packets will be boarded by a centralized board and placed on order of merit list (OML), which will be used to select qualified individuals as positions become available. Applicants will remain on the OML for up to one year from approval but may submit updated packets as desired. Only the most the current score will be maintained on the OML.

#### APPLICATION DOCUMENTS:

The documents listed as “**Mandatory**” must be submitted for AGR eligibility screening. Documents missing or not in compliance with announcement instructions will result in **DISQUALIFICATION** if not corrected. Missing/out of date documents **MUST** be addressed by a brief memorandum citing the document discrepancy with a short explanation. Documents listed as “**Board**” are required for evaluation by the hiring board. Missing or out of date documents will not disqualify applicant from screening but may result in an unfavorable evaluation by the hiring board. Missing/out of date documents may be addressed by a brief memo citing the document discrepancy with a short explanation. **Applications with missing or out of date documents will be marked as incomplete and sent back to the applicant (at the email provided) for correction. Corrections must be submitted prior to the close date of the application, or they will not be considered.**

1. (Mandatory) NGB Form 34-1 (version 20131111): Must be signed. Pay attention to instructions in Section IV and V. If “YES” for #3 or #4, provide police report.
2. (Mandatory) Individual Medical Readiness Record (IMR): Located under "Forms" in the MEDPROS Medical Readiness Portal at <https://medpros.mods.army.mil/portal/>. Must reflect current favorable PHA in accordance with (IAW) AR 40-501, Chapter 3, conducted within 15 months prior to the close date. Any PULHES with a P3 or P4 must be cleared by the Physical Evaluation Board (DA Fm 199). Screenshots of MEDPROS screen are not authorized. Applicant **MUST** submit IMR.
3. (Mandatory) Verification of AR 600-9 compliance (memo, DA 5500/5501, or FNG 206): HT/WT screening must be current within 6 months of job closing date. Soldiers that do not require a tape due to an ACFT score  $\geq 540$  on record ACFT [as of 01MAR23] with at least 80 points in each of the six events, must state this on their HT/WT verification document.
4. (Mandatory) Certified Selection Board Soldier Record Brief (ERB/ORB) (Certified by the unit): Updated copy within 180 days of job closing date. Enlisted only: ERB must include ASVAB scores with date of test.
5. (Mandatory) Security Clearance Verification Memo: Must be obtained from local security manager. Must be within 6 months of advertisement closing date.

6. (Mandatory) NGB Form 23B Retirement Points Statement (RPAM): Submit a current copy, dated within 12 months of job closing date. (See your unit for this document) (Initial hire only - current ALARNG AGRs are exempt).
7. (Mandatory) DD Forms 214: All ever received. The DD 214 must be one of the following copies: #2, #4, #7 or #8 which includes all special additional information (Initial hire only-Current ALARNG AGRs are exempt).
8. (Mandatory - as required) Waiver request for initial entry: Required for applicants who require a waiver IAW AR 135-18 2-2b/NGR 600-5. Soldiers who require a waiver for entry in the AGR Program will submit a request for the appropriate waiver, for each disqualification, through their command in a memorandum format per AR 25-50 enclosed with their application.
9. (Mandatory/Board) Discrepancy Memo: Explain any deficiencies in packet (missing/incorrect documents).
10. (Board) Memo stating interest in Recruiting and Retention Positions.
11. (Board) Letters of Recommendation: Must be from military supervisor of applicant.
12. (Board) Resumé (optional): Focus on official military training and civilian experience (do not include cover letter).
13. (Board) NCOER: All copies during the last 3 years to include current (thru date on or before close date of announcement) Address any issues in discrepancy memo.

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**AGR STAFFING CONTACT INFO:**

SFC Stayce E. Montgomery  
**Email:** stayce.e.montgomery.mil@army.mil  
**Phone:** (334) 271-7468

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**EQUAL OPPORTUNITY:**

The Alabama National Guard is an Equal Employment Opportunity Employer. All qualified applicants will receive consideration for this announcement without regard to race, color, religion, national origin, sex, or sexual orientation.