

**ALABAMA ARMY NATIONAL GUARD  
ACTIVE GUARD RESERVES (AGR)  
STATEWIDE VACANCY ANNOUNCEMENT # 24-018**

**GRADE:** E4-E5/SPC-SGT

**POSITION:** Human Resources Sergeant

**IPPSA Position #:** 03036986

**FEMALE ASSIGNMENT ELIGIBILITY:** Yes

**MOS/AOC:** 42A

**UNIT:** HQ STB 167<sup>TH</sup> TSC

**LOCATION:** Fort McClellan, AL

**OPENING DATE:** 09 November 2023

**CLOSING DATE:** 08 December 2023

**AREA OF CONSIDERATION:**

Open Statewide to all AGR, Military Technician, and Traditional Guardsman in grades E4 through E5 who are, current members of the Alabama Army National Guard.

**Duty Position Job Description/Criteria:**

The Human Resources (HR) NCO performs personnel and administrative functions in support of battalion and companies in advising the commander, the staff and battalion Soldiers on human resource matters. The HR NCO supervises personnel management activities to include maintaining enlisted personnel records and processing personnel actions concerning Soldiers. The HR NCO operates and manages field personnel information systems, trains and assist system users, or monitors system activities. Prepares personnel accounting and strength management reports. Prepares and processes recommendations for awards and decorations and arranges for awards ceremony. Prepares, updates, and coordinates requests for evaluations, to include responding to evaluation inquiries. Prepares and monitors requests for promotions and arranges for promotion ceremony, to include promotion declinations, reconsideration for promotions, and arrange for reduction and removal boards for Soldiers on local promotion standing lists. Processes centralized and decentralized promotions and reduction actions. Prepares and monitors requests for reductions, transfers, and discharges. Applies knowledge of provisions and limitations of Freedom of Information and Privacy Acts. Requisitions and maintains office supplies, blank forms, and publications. Type military and non-military correspondence in draft and final copy. Prepares and maintains functional files per Army Records Information Management System (ARIMS). Evaluates personnel qualifications for special assignment. Prepares orders and request for orders Posts changes to Army regulations and other publications. Executes and monitors automated interface with other automated systems. Monitors status of unresolved errors and initiates required corrective action. Monitors processing of feedback from Higher Headquarters and takes necessary corrective action. Identifies problems and discrepancies. Provides assistance or refers resolution to superiors. Performs 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 95 in aptitude area CL in Armed Services Vocational aptitude Battery (ASVAB) tests administered prior to 2 January 2002.

(b) A minimum score of 92 in aptitude area CL on ASVAB tests administered on and after 2 January 2002 and prior to 1 July 204.

(c) A minimum score of 90 in aptitude area CL on ASVAB test administered on or after 1 July 2024.

(d) As of 1 September 2015, individuals enlisting into this MOS, must have a minimum score of 100 in aptitude area GT on the ASVAB.

(e) 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 “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
5. Last 3 record APFT / ACFTs (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 **08 December 2023**. Please email packet to SFC Azure S. Prad, [azure.s.prad.mil@army.mil](mailto:azure.s.prad.mil@army.mil) and [ng.al.alrang.list.j1-mdm@army.mil](mailto:ng.al.alrang.list.j1-mdm@army.mil). All applications must be in a single PDF. Any questions concerning this announcement contact SFC Prad, at the above email or call 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.**