

California National Guard – Human Resources Offices

Army Active Guard Reserve (AGR)

Officer O3 Vacancy Announcement

Position Details

Announcement Number: 025-21
Opening Date: 23 November 2020
Closing Date: 22 December 2020
Position Title: REC & RET OFCR
DMOS/Branch: 01A00
Selecting Official: RRB Commander
Max/Min Grade: O2 – O3
Duty Location: RRB 70 Corporation Yard Road, Roseville, CA 95678/Duty At: Fresno, CA 93727
Eligibility Requirements: Male, Female, Officer
UIC/TDA/UMR Para/Line Number: 90EAA/007C/01
Security Clearance Requirements: Secret
Minimum Military Education Requirements: Military Education appropriate for grade

Area of Consideration

Membership Eligibility: All applicants must be Branch Qualified in order to apply. Statewide means: The applicant must be a Current California Army National Guard member in order to apply.

Rank Eligibility:

- All other applicants that do not meet the minimum eligibility criteria are ineligible to apply.

Conditions of Employment

IAW AR 135-18, NGR 600-5, and CA ARNG Pam 600-200 applicants must meet the following requirements prior to applications being forwarded for board consideration:

Applications from Soldiers who do not qualify under AR 135-18, Table 2–1, or who have a non-waivable disqualification under Table 2–3, or who fail to meet any additional requirements prescribed by Chief, National Guard Bureau, will be disapproved and returned to the applicant. Soldiers who qualify under Table 2–1, but have a waivable disqualification under Table 2–2, will attach a request for the appropriate waiver to their applications.

- New hire authorizations are subject to priority of fill process IAW with CA ARNG Pamphlet 600-200, 2-2c.; priority fills will supersede all other new hires IAW approved AGR allocations. Effective date of hire will be determined in accordance with priority fill determination / funding.
- To qualify for initial entry into the ARNG Title 32 AGR FTNGD Program applicants must meet the requirements of AR 135-18 (The Active Guard Reserve (AGR) Program); have an approved waiver per AR 135-18; not be disqualified per AR 135-18; and meet any additional requirements prescribed by the Director, Army National Guard
- Officer or Warrant Officer who has not received a referred officer evaluation report under the AR 623-3, in the past 36 months preceding the date of application or the scheduled date of entry in the AGR Program.

- Soldier must not have been relieved for cause from any duty position, including but not limited to relief from command, in the 36-month period preceding the date of application for the AGR Program, or the scheduled date of entry in the AGR Program.
- All applicants will sign a NGB Form 34-2 (Certificate of Agreement and Understanding) during their accession process into the ARNG Title 32 AGR FTNGD Program.
- Accessions into the AGR Program with assignment to Positions of Significant Trust (POST) requires screening of personnel selected for suitability and security before assignment to POST. In order to ensure the best qualified personnel serve in identified POST. The Position of Trust standards are qualifications for specified assignments and not a standard of service.
- This position is in the Full Time Military Force (FTM) – Active Guard Reserve (AGR) program. Military Status will be: Full-Time Military Title 32 Section 502 (f) (AGR). Initial AGR tours are three (3) years.
- Stabilization Policy (When Applicable): IAW NGR (AR) 600-5 Chapter 3, Para 3-5(c). Soldiers entering an initial three-year tour must serve a minimum of 36 months if not MOS qualified, 24 months if qualified. This time period is waivable to 18 months before a soldier can be considered for another AGR position within the State. A waiver request must be submitted IAW NGR 600-5, and CA ARNG Circular 135-18 for initial tour Soldiers with 18 months on AGR status.
- Applicants must not have been relieved for cause from any duty position in the 36-month period preceding the date of application for the AGR Program, or the scheduled date of entry in the AGR Program.
- Applicants must not be Flagged (Adverse, APFT, or Height and Weight) or be in a Medical Non-Deployable (MND) status (IAW AR 40-501, pregnancy is not a disqualifying condition).
- Applicants must currently meet the security clearance requirement.
- IAW AR 135-18, Table 2-1 Rule C (1). Prior to entry on AD or FTNGD in the AGR program, applicants must be medically certified as drug free, be tested negative for Human Immunodeficiency Virus (HIV). HIV test must be within six months.
- IAW AR 135-18, Table 2-1 Rule C (3) and NGB-ARH-08-025. Prior to entry on AD or FTNGD in AGR Program, applicants must meet medical fitness standards. PHA must be within 12 months.

Primary Duties and Responsibilities

Serves as an officer recruiter and retainer for the California Army National Guard. He/she is responsible for achieving the annual officer/warrant officer mission assigned by RRB Commander. The tasks, duties and responsibilities performed are as follows: Coordinates with the MILPO, Officer Personnel Manager, and Commanders, to develop officer procurement priorities. Develops annual officer procurement and marketing plans. Establish liaison with State ROTC programs and units. Develops recruiting programs and materials to increase the number of ROTC graduates, officer candidates and other component officers that join the CAARNG. Facilitates placement of new officers that join the CAARNG. Assists Officers of other components transferring into the CAARNG. Actively recruits qualified Officers assigned to the IRR. Develops and executes Officer Recruiting Programs. Responsible for ensuring the application is complete and within guidance provided by DA / NGB. Facilitates Officer interstate transfers into and out of the State. Works with Commanders to insure effective sponsorship and retention programs are in place. Monitors discharges and transfers of Officers to determine retention trends. Coordinates with the Officer Personnel Section and HR Systems Branch, maintains and provides statistical data on Officer recruiting and retention and other duties as assigned. Provides current status on total lead production and processing. Prospects and refines leads. Conducts unit briefings and Officer Accessions Symposiums. Determines basic commissioning eligibility. Prequalifies individuals for commission. Explains the Selected Reserve Incentive Program and the Montgomery GI Bill, and other incentives

requirements, options/programs/obligations, non-regular service retirement, employer support, and reemployment rights. Briefs applicants on commissioning processes and boards. Prepares and completes accession packets using SIBX, IPERMS, IPPS-A and other required programs. Establishes media contacts. Conducts direct mail, email and other branding/marketing campaigns. Evaluates the unit's retention environment. Conducts strength maintenance interviews and briefings. Develops a time management work plan. Trains unit first line leaders on career planning. Identifies alternatives to separation/transfer/discharge. Initiates security clearance requests. Build applications IAW policies and processes applicants through the monthly Federal Recognition Boards. Submits TAG and NGB waivers as necessary. Coordinates with enlisted recruiters and MEPS to schedule applicant physicals. Packets must be submitted prior to established deadlines. Upon completion of the Federal Recognition board, monitor orders processing and coordinate with gaining unit commanders to ensure a proper hand-off. Maintains administrative and historical data. Compiles applicant's supporting documents, including birth certificate, SSN card, prior service documentation, and letters of recommendation, college transcripts and other items for application. Attends OCS and ROTC training and conducts unit briefings during IDT weekends. Performs other duties as assigned.

Additional Requirements:

- Completion of Captain Career Course (CCC) required for CPT's over 5 years of Time in Grade (TIG).
- All Applicants must complete the Recruiter/Training Cadre Suitability in conjunction with the submission of the AGR application.
- The packet consists of the following documents: Completed HRR Form 600 Recruiting/Training Cadre Suitability Questionnaire, Completed HRR Form 600 Recruiting/Training Cadre Suitability Checklist, Favorable T3 (NACLC) back ground investigation or higher, and MEDPROS printout reflecting current PHA.
- Send completed suitability packet to SSG Dubonnet M. Phillips via email at dubonnet.m.phillips.mil@mail.mil. For questions or concerns regarding suitability packet process call 916-854-1969.
- Past three years and current APFT Card (DA Form 705).

Instructions for Applying

Interested applicants who meet the eligibility criteria listed in this announcement may apply by submitting the below listed documents to the California National Guard through [SAFE Website](#) in one .pdf file to ng.ca.caarng.mbx.agr-application@mail.mil. SAFE Instructions are below. **APPLICATIONS SUBMITTED AS AN UNENCRYPTED E-MAIL ATTACHMENT WILL NOT BE ACCEPTED.** All ineligible, illegible, or incomplete applications will be returned to the applicant without consideration from the hiring board. Complete applications must be received at the email address above as one completed file no later than 2359 Hours Pacific Standard time of the day the Vacancy Announcement closes. Items 1-15 below are required if for any reason an applicant is unable to submit all documents below, a memorandum from the applicant must accompany the application explaining the discrepancy with the applicants packet. **Applicants must, as a minimum, submit the following documents: If required item(s) are missing from your packet it will be returned to the applicant due to lack of information:**

- For the Applicant's Worksheet, email steven.j.clough.mil@mail.mil. Ensure that all items are completed in Parts I and Part II of the Notification of Results California National Guard Position.
- [NGB Form 34-1](#) (with signature and date). Ensure that you annotate both Tour Number and Position Title on the top of page one, of the application.

- [NGB Form 34-2](#) (with section II, and III filled out by the applicant).
- Most recent Medical Protection System Individual Medical Readiness (IMR) Record accessible through Army Knowledge Online AKO. The IMR must be dated within the last 12 months to be valid. (Available on AKO). MEDPROS (select IMR record).
- Letters of recommendation, or Officer Evaluation Report (OER) as required by the position announcement. Submit last 3 OERs if the previous 3 OERs are not available, supervisor must provide written statement/memo providing information as to why soldier's OERs are not available. Ensure that this letter is dated within 45 days of effective date of vacancy announcement and that it highlights job assignment, duties and capabilities.
- **Certified Copy** of Selection Board Record Brief (ORB/ERB). (Without DA photo)
- [DA 1506](#) (Statement of Service with signature and date).
- Statement of all active service performed. The following documents are acceptable: Current Retirement Points Accounting Management (RPAM) Statement (NGB Form 23B (Army National Guard Retirement Points History Statement); for other services, equivalent retirement points statement; Certificate of Release or discharge (DD Form 214, (s), DD Form 220(s), and any accompanying DD Form 215(s) if applicable).
- Biographical Summary IAW CA ARNG PAM 600-8-19, Figure A-5.
- **Certified copy** of current DA Form 705 (APFT Scorecard), within six months for "on-board" AGR Soldiers, and within 12 months for traditional Guardsmen. Ensure that height and weight are annotated.
- **Certified copy** of current DA Form 5500 / DA Form 5501 as applicable, Must meet standards IAW AR 600-9.
- Security Clearance Letter of Verification that is within 6 months of the closing date of this Vacancy Announcement. (Letter of Verification can be obtained from the Brigade Security Manager).
- Current DMV print out (within six months) must be enclosed with this packet. Must have a current driver's license. DMV online Driver's record can be submitted if it shows Soldier's name, current address, current driver license status and history on it. [DMV Website](#). Soldiers unable to obtain a current DMV print out due to mobilization must provide a memorandum of justification. Upon return from mobilization, Soldiers must provide a DMV print out prior to orders being published.
- Applicants who answer YES to questions 8 or 12 – 16 of section IV, NGB Form 34-1, dated 20131111, or have not completed initial entry training (IET) are ineligible to apply. **DD Form 214(s) that have unfavorable remarks to include: Unsatisfactory Performance, Misconduct, Dropped from the Rolls (DRF) Unsuitability/Unfitness, or In Lieu of Court-Martial are ineligible to apply IAW AR 135-18, AR 135-91 Chapter 4, 26, AR 135-178 Chapter 3, 8, and 635-200 Chapter 11.**

Instructions for Submitting Applications

- Go to the [SAFE Website](#)
- Select your signature certificate and enter your pin.
- Click Drop-off option
- Under Add Recipient input the following Information:
 - Name: NG CAARNG AGR Branch
 - Email address: ng.ca.caarng.mbx.agr-application@mail.mil and Click Add & Close.
- Select box to encrypt files. Create a passphrase. Click ok.
- Click to Add files to submit your packet. Please submit packet as one PDF.
- Click Drop-off files.

- Email ng.ca.caarng.mbx.agr-application@mail.mil your passphrase in order for your packet to be downloaded by AGR Branch.

Remarks

Salary: Salary IAW current rank and active duty pay documents.

Equal Opportunity: The California National Guard is an Equal Opportunity Employer. All applicants will be protected under Title VI of the Civil Rights Act of 1964 against discrimination based on race, color, religion, gender or national origin.