

Maryland Army National Guard
Active Guard Reserve (AGR)
Advertisement

Position Vacancy Announcement # 26-088

SECTION I: ADMINISTRATIVE Authority: Title 32 USC 502(f), AR 135-18, NGR 600-5				
Position Title		Vacancies	Open Date	Close Date
7 Digit MIL MOS	MIL PARA/LIN	IPPSA POS #	Maximum Grade:	
UIC: UNIT ADDRESS (INCLUDE ZIP): Full-Time Duty Location UNIT NAME:				
AGR BRANCH CONTACT INFORMATION				
Email: MD.NG.MDARNG.MBX.MDNG-HRO-AGR@ARMY.MIL			Phone: (667) 887-3998	
SECTION II: AREA OF CONSIDERATION				
Restricted Statewide (On-Board MDARNG Active Guard Reserve (AGR) Soldiers Only) Unrestricted Statewide (MDARNG AGR & Traditional Soldiers of the MDARNG) Nationwide (ARNG AGR & Traditional Soldiers that are of the Army National Guard)				
SECTION III: SIGNIFICANT INFORMATION PERTAINING TO POSITION				
1 <u>Must possess 79T MOS of the AGR duty position or 79T Conversion.</u> 2. Security Clearance: Must have or be able to obtain the level of security clearance required by applicable regulations and directives but not lower than SECRET. 3. Driver's License: Must possess State Driver's License and qualified (or eligible to become qualified) to operate military vehicles organic to the unit. 4. SSG or above, must possess the required grade and MOS level, authorized for the AGR duty position 5. Must possess the Aviation branch area of concentration (AOC) commensurate with the AGR duty position. 6. Selected applicant must complete mandatory training at the Professional Education Center (PEC) within 12 months of hire. 7. Failure to complete the required military- education training as stated above will result in forfeiture of this position and constitute removal from the AGR Program.moval from the AGR Program.				
SECTION IV: MINIMUM PROGRAM ENTRY REQUIREMENTS				
For initial entry and subsequent retention in the Full-Time Military Title 32 Section 502(f) Active Guard Reserve (AGR) Program, applicant must meet and maintain the qualifications below and other standard IAW NGR 600-5, AR 135-18, AR 40-501, AR 600-9, AR 600-10, and other regulations				
1. Be a member of the RC of the Army to which the application for entry in the AGR Program is made. 2. When applying for an AGR position on FTNGD under State control, must be a federally recognized ARNGUS Soldier. Physical and Medical: 3. Prior to entry to Active Duty in the AGR Program, must be medically certified as drug free and meet standards in AR 600-110 in reference to HIV. 4. Must meet the Army Body Composition standards IAW AR 600-9 5. When appropriate, the Soldier must also meet the medical fitness standards for flying duty per AR 40-501, or the medical fitness standards for miscellaneous purposes per AR 40-501. If physical, upper, lower, hearing, eye, psychiatric numerical indicator of P3 or P4, then the requirements of AR 635-40 must be met prior to accessioning into the AGR Program. 6. Must be able to perform functional activities, including living in an austere environment, without worsening the medical condition as outlined in AR 635-40 7. Have a favorable Periodic Health Assessment (PHA) in accordance with (IAW) AR 40-501 conducted within last 12 months •Must have passed a record Army Fitness Test (AFT) within the last 6 months for on board AGR Members IAW AR 135-18 Table 2-1, Rule B. Military Education: •Noncommissioned Officers must be professional military education qualified for their current grade •If an enlisted Soldier, must have completed initial entry training and be currently qualified in any Army MOS Mandatory Separation: •Able to complete a three (3) year initial tour prior to the date of mandatory removal from an active status based on age, or service (without any extensions), under any provisions of law or regulation, as prescribed by current directives. Grade and Specialty: •SSG or above, must possess the required grade and MOS level, authorized for the AGR duty position •SGT or below, must have the potential to become MOS qualified in the first 12 months or be released from Active Duty/FTNGD. •Enlisted Soldier, in the duty position in Recruiting & Retention must become MOS qualified NLT 6 months after entry onto Active Duty/FTNGD or be released from Active Duty/FTNGD (this is subject to the availability of MOS qualification school, quotas and funding). Reenlistment or Extension: •If an enlisted Soldier, must be eligible for reenlistment or extension per NGR 600-200 (ARNGUS) or AR 140-111 (USAR)'s provisions pertaining to the AGR Soldier. Selected individuals must extend their ETS for a period equal to the initial AGR tour. Security Clearance: •Possess the valid security clearance required for the grade, MOS/AOC, and duty position; Not be under suspension of favorable personnel actions (flagged) per AR 600-8-2 or barred from reenlistment.				

CONTINUES ON NEXT PAGE

SECTION V: DUTY DESCRIPTION

Plan develop, and execute targeted marketing campaigns to generate leads and raise awareness of Army National Guard career opportunities. Coordinate with local, state, and regional media outlets to promote Army events and initiatives. Manage official recruiting social media accounts, ensuring consistent, engaging, and compliant messaging. Conduct market research and analyze demographic data to identify potential recruiting opportunities and trends. Develop and distribute promotional materials, advertisements, and digital content to support recruiting objectives. Serve as the liaison between the Recruiting Battalion and community organizations, schools, and civic groups to foster partnerships. Organize and support recruiting events such as career fairs, school visits, community outreach programs, and public demonstrations. Maintain brand compliance with U.S. Army marketing guidelines and Department of Defense regulations. Track, measure, and report on the effectiveness of marketing campaigns to inform leadership and improve strategies. Provide training and mentorship to recruiting team members on effective marketing and outreach techniques. Assist in the development and execution of recruiting incentive program and special promotions. Ensure all marketing activities comply with operational (OPSEC) and public affairs standards.

SECTION VI: LENGTH OF TOUR/PROBATIONARY PERIOD

AGR Soldiers will not be promoted into a position other than the one they were hired for nor reassigned during the first 18 months of their initial tour except in the event of mobilization, force structure changes, or command directed reassignments. All AGR Soldiers will be evaluated for their potential for continued active service during their initial (3) year probationary period. During this probationary period, the MDARNG may terminate the individual's employment for any reason. Soldiers who do not achieve an acceptable level of performance may be released IAW NGR 600-4.

SECTION VII: INSTRUCTIONS FOR APPLYING

All applications will be sent to the MD.NG.MDARNG.MBX.MDNG-HRO-AGR@ARMY.MIL. Failure to submit all required documents as outlined below will result in your application not being considered for employment. A lack of required documentation requires the applicant to submit written justification to certify the eligibility.

SUBMIT APPLICATION IN ORDER LISTED BELOW-SUBMIT APPLICATION AS ONE COMPLETED PACKET

- ☐ NGB Form 34-1, DATED 20131111
- ☐ **SOLDER TALENT PROFILE- IPPS-A**
- ☐ **MEDPROS IMR Report of current Periodic Health Assessment (PHA) within 12 months and HIV Test within 24 months**
- ☐ **DA Form 3349 must be submitted for Soldiers with Permanent Profiles**
- ☐ **ATIS/Vantage screenshot with passing AFT within the last 6 months and Height/Weight within 6 months OR DA 705A & DA 5500/5501.**
- ☐ **Three latest NCOER/OERs (Gaps in rating periods must be explained in a 'Memorandum for' the President of the Board.**
- ☐ **Security Clearance Verification Memorandum signed by Security manager**
- ☐ **Unit memorandum verifying no Flagging Action**
- ☐ **INITIAL ENTRY ONLY: (BOTH of the following must be submitted)**
 - a) **DA 5016 (IPPS-A): Retirement Points History Statement**
 - b) **DD Form 214s. Provide all (Long version copies 2, 4, 7, or 8), DD Form 215 or DD Form 220 (if applicable)**
- ☐ **Completed questionnaire below on page 3.**

SECTION: VIII: IMPORTANT NOTES REGARDING COMPLETION AND SUBMISSION OF YOUR APPLICATION

1. Applicants that do not meet the eligibility requirements outlined above may be eligible for consideration if they meet waiver criteria outlined in AR 135-18 (table 2-2 for entry // table 2-4 for subsequent duty).
2. HRC is the approval authority for DMOSQ or AOC Qualification waivers IAW AR 135-18 Table 2-1 and 2-2.

The Maryland National Guard is an equal opportunity employer and prohibits employment discrimination on the basis of race, color and national origin as such all applications for this position will receive equal consideration.

Questionnaire:

Y/N

- ☐ ☐ Are you currently a Maryland Army National Guard Member?
- ☐ ☐ Are you currently a member in Compo 1 or Compo 3? If so, state which?
- ☐ ☐ Are you currently AGR? If so, what State /Reserves?
- ☐ ☐ Are you currently Technician? If so, what State?
- ☐ ☐ Are you currently deployed? If so, what location?
- ☐ ☐ Are you currently on ADOS? If so, with whom? & What is the ending date?

Please provide current telephone number and **Military Email address** (Selection and Non-selection Memos will be sent via **Encrypted Email**):

SUBMIT APPLICATION AS ONE PDF DOCUMENT ENTITLED 26-088 MARKETING NCO (79T40) LAST NAME) TO: ng.md.mdarng.mbx.mdng-hro-agr@army.mil

Applications must be received in the HRO not later than close of business on the closing date!
Applications received after the closing date will not be considered.

Recruiting and Retention Battalion (RRB)

POSITIONS OF SIGNIFICANT TRUST AND REQUIREMENTS

Reference: ALARACT 188/2014, HQDA EXORD 193-14, SMOM 15-017 Screening of Sexual Harassment/ Assault Response and Prevention Program Personnel and Others in Identified Positions of Significant Trust.

Applicants applying for POST positions must meet all the requirements listed prior to becoming eligible for acceptance into the AGR program. After State Level Checks have come back favorable, applicants can be hired in a temporary status until NGB Level Checks come back favorable.

State Level Checks: These checks will be conducted by the MDARNG Recruiting and Retention Battalion S1 and Operations Section and must be completed and returned favorable. Applicants who have not completed POST state level screening will **NOT** be HIRED for a Recruiting and Retention position.

- Must not have a Type I or Type II Offense (Attachment 2)
- Must be able to produce a favorable National Agency Check with Law and Credit (NACLC)
- Must complete a Department of the Army Sensitive Duty Assignment Eligibility Questionnaire (**DA Form 7424**) **SUBMIT WITH APPLICATION**
- Must not be listed on the National Sex Offender Public Website
- Must receive favorable results after completing a (**DD Form 369**) **SUBMIT WITH APPLICATION**
- Must complete, and provide, a Behavioral Health Interview (DA Form 3822) to local RRBN CDR. (Schedule with the State Medial Detachment or MTF)

NGB Level Checks:

- Must have favorable results from:
 - Department of Army Inspector General (DAIG)
 - Criminal Investigation Division (CID)
 - Office of Military Personnel File Review
 - Army Substance Abuse Program

NOTE: APPLICANTS APPLYING FOR POST POSITIONS MUST MEET ALL THE REQUIREMENTS LISTED PRIOR TO BECOMING ELIGIBLE FOR ACCEPTANCE INTO THE AGR PROGRAM.

Attachment 1

TYPE I AND TYPE II REPORTS OF UNFAVORABLE INFORMATION OR OFFENSES

TYPE I OFFENSES, (NO TIME LIMITATION):

1. SEXUAL HARASSMENT
2. SEXUAL ASSAULT (INCLUDING, BUT NOT LIMITED TO, VIOLATIONS OF UCMJ ARTICLES 80, 120, 120b AND 125)
3. DOMESTIC VIOLENCE (AS DEFINED IN AR 608-18, OR REF K) OR A CRIMINAL OFFENSE INVOLVING A CHILD OR CHILDREN
4. PANDERING
5. POSSESSION, DISTRIBUTION, RECEIVING OR VIEWING CHILD PORNOGRAPHY
6. ADULTERY
7. INCEST
8. PROSTITUTION
9. BESTIALITY
10. STALKING
11. SEXUAL ACTIVITY WITH A SUBORDINATE OR FRATERNIZATION OF A SEXUAL NATURE
12. ILLEGAL DRUG USE OR POSSESSION, TO INCLUDE ABUSE OF PRESCRIPTION MEDICATION AND SYNTHETIC DRUGS
13. ANY SPECIAL OR GENERAL COURT-MARTIAL CONVICTION OR ANY CIVILIAN CRIMINAL FELONY CONVICTION IN A SOLDIER'S CAREER (INCLUDING SISTER SERVICES COURT-MARTIAL CONVICTIONS)
14. PREVIOUS SEPARATION FROM ANY SERVICE FOR ANY TYPE I OFFENSE

15. CONDUCT IN VIOLATION OF ARMY'S POLICY REGARDING PARTICIPATION IN EXTREMIST ORGANIZATIONS OR ACTIVITIES
16. INITIAL ENLISTMENT WAIVERS FOR DEROGATORY INFORMATION RELATED TO ANY TYPE I OFFENSE LISTED ABOVE

TYPE II OFFENSES, (OVER A SOLDIER'S CAREER, UNLESS OTHERWISE SPECIFIED):

1. ALCOHOL ABUSE (AS DEFINED IN AR 600-85, OR REF I)
2. LARCENY/THEFT/FRAUD/BURGLARY
3. RELIEF FOR CAUSE NCOER OR OER WHILE IN CURRENT GRADE OR **IN THE PAST 5 YEARS**, WHICHEVER IS LONGER
4. PREVIOUS SEPARATION FROM ANY SERVICE FOR ANY TYPE II OFFENSE
5. INITIAL ENLISTMENT WAIVERS FOR DEROGATORY INFORMATION (NOT RELATED TO AN OFFENSE LISTED IN TYPE I)
6. ASSAULT (OF NON-RELATIVE OR DOMESTIC PARTNER) **IN THE PAST 5 YEARS**

ADMIN REPORTS THAT PRECLUDE INITIAL APPOINTMENT TO A POSITION OF TRUST:

1. SOLDIERS WHO ARE FLAGGED, BARRED TO REENLIST, OR CODED WITH ANY ADMINISTRATIVE INFORMATION INDICATING LEGAL INVESTIGATION IS UNDERWAY ARE PROHIBITED FROM INITIAL APPOINTMENT OR SERVICE IN A POSITION OF TRUST UNTIL THE FLAG, BAR OR CODE IS REMOVED.
2. SOLDIERS PENDING DETERMINATION BY A MEB/PEB/MAR2 PROCESS ARE NOT ELIGIBLE FOR APPOINTMENT AS A SARC/SHARP VA UNLESS FOUND FIT FOR CONTINUED DUTY.
3. SOLDIERS WITH A CURRENTLY REVOKED, DENIED OR SUSPENDED SECURITY CLEARANCE, OR WHO FAILED TO ATTAIN OR MAINTAIN A FAVORABLE NACLC INVESTIGATION ARE NOT ELIGIBLE FOR APPOINTMENT TO A POSITION OF SIGNIFICANT TRUST.

Attachment 2

Recruiting and Retention Battalion (RRB)

Statement of Understanding for Recruiting and Retention NCO

Position of Significant Trust (POST)

I understand I am being nominated for a position of significant trust and authority and I will be conditionally offered this position pending the outcome of State and NGB level screenings. Screenings will be conducted in accordance with ALARACT 188/2014, SUBJECT: HQDA EXORD 193-14 SMOM 15-017. Screening of Sexual Harassment/Assault Response and Prevention Program and others in identified Positions of Significant Trust. Positive screening results and the final acceptance by NGB into a position of significant trust and authority will allow you to enter your initial AGR tour.

SQL 4 Process/79T Conversion

Applicants selected that do not hold 79T or 79R MOS that hold the rank of SFC will be administratively reduced to SSG. Soldiers will be eligible for promotion upon conversion to 79T, and completion of 79T SLC.

All ARNG Soldiers in the rank of Sergeant through Sergeant First Class who successfully completed Basic Recruiting and Retention NCO Course will be awarded SQL 4, Non-Career Recruiting and Retention NCO (RRNCO). The RRNCO Basic Course must be completed within 6 months after beginning the initial tour. On board AGR Soldiers who do not complete the SQL4 course will be reassigned.

The period of assignment for a Non-Career RRNCO is 36 months, waivable up to 48 months with a recommendation from the Recruiting and Retention Battalion Commander. Individuals that do not complete the 79T conversion course will not have their initial AGR tour extended. A 12-month extension may be approved with concurrence from the Recruiting and Retention Battalion Commander. Special Duty Assignment Pay (SDAP) and the ARNG Strength Maintenance Badge are authorized for SQL 4 Soldiers.

SQL 4 Soldiers may request conversion to 79T Career RRNCO after one year as a successful production recruiter per MDARNG RRB SOP.

The RRB will board all eligible Soldiers requesting to convert to Primary MOS 79T. The decision to convert to 79T will be based on the Soldiers' demonstrated performance while in SQL 4 status and future potential as a Career RRNCO.

Soldiers who are not selected for conversion to 79T will be notified by the RRB and released from the AGR program by the Human Resources Office (HRO) at the conclusion of their initial AGR tour if not sooner separated for cause. Soldiers may apply for positions outside of RRB once their initial stabilization period of 36 months has expired.

SQL 4 Soldiers may compete for promotion and will attend NCOES in their career progression MOS (normally primary MOS). After conversion to 79T they will only compete in 79T MOS for promotion and will attend NCOES as a 79T.

I have read, understood and agree to position eligibility requirements of a Recruiting and Retention NCO.

Printed Name & Rank

Signature