

Maryland Army National Guard**Active Guard Reserve (AGR)****Advertisement****Position Vacancy Announcement # 26-132****SECTION I: ADMINISTRATIVE**

Authority: Title 32 USC 502(f), AR 135-18, NGR 600-5

Position Title Executive Officer / FTS (XO)			Vacancies 1	Open Date 2026-10-02	Close Date 2026-10-16
7 Digit MIL MOS O01A	MIL PARA/LIN 001 02	IPPSA POS # 03187610	Maximum Grade: O4		
Full-Time Duty Location UIC: W90XAA UNIT NAME: Recruiting and Retention Battalion UNIT ADDRESS (INCLUDE ZIP): 13720 Omaha Beach Circle, Reisterstown, MD 21136-4599					
AGR BRANCH CONTACT INFORMATION					
Email: NG.MD.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: REQUIREMENTS FOR POSITION

AOC 01A00 applicants must possess an AOC compatible with the duty position IAW Table 2-1f, AR 135-18. Applicants must have a valid state driver's license with no more than 4 points on their driving record and be able to operate military vehicles and equipment organic to the unit. Applicant must have the ability to obtain an Official Government passport. Applicant must be qualified for appointment in the position. Applicant must have a working knowledge of automated office procedures. Applicant must be able to complete the Military Educational requirements commensurate with their military grade. Must not have any flagging actions that would prevent them from applying. Must meet the physical requirements of AR 350-15, AR 600-9, and AR 40-501 and appointment criteria IAW NGR 600-100 and AR 135-18. Must be an O1-O4. Must hold a secret clearance.

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. Program Entry Requirements:
 - Be a member of the RC of the Army to which the application for entry in the AGR Program is made. When applying for an AGR position on FTNGD under State control, must be a federally recognized ARNGUS Soldier.
2. Physical and Medical:
 - Physical demands rating of Moderate. A physical profile of 122221.
 - 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.
 - Must meet the Army Body Composition standards IAW AR 600-9
 - 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.
 - Must be able to perform functional activities, including living in an austere environment, without worsening the medical condition as outlined in AR 635-40 -- 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.
3. Military Education:
 - Lieutenant or captain, with less than 5 years' time in grade must have completed Basic Officer Leaders Course.
 - Captain, with at least 5 years' time in grade, must have completed a Captains Career Course.
4. Mandatory Requirement:
 - 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.
5. Grade and Specialty:
 - Officers must possess the branch area of concentration (AOC) commensurate with the AGR duty position and the grade equal to or below that authorized for the AGR duty position or become qualified in the first 12 months or be released from Active Duty/FTNGD.
6. Security Clearance:
 - Must currently have or be able to obtain SECRET clearance.; Not be under suspension of favorable personnel actions (flagged) per AR 600-8-2 or barred from reenlistment.

CONTINUES ON NEXT PAGE

SECTION V: DUTIES AND RESPONSIBILITIES OF POSITION

Serves as the Executive Officer (XO) and second-in-command of the Maryland Army National Guard (MDARNG) Recruiting and Retention Battalion (RRB), providing full-time leadership, direction, and operational synchronization for the statewide Strength Maintenance mission. Acts as the principal staff coordinator and chief advisor to the Battalion Commander on all operational, fiscal, personnel, logistical, and marketing activities necessary to achieve state end-strength objectives.

Directs, integrates, and supervises the daily operations of the Battalion Staff (S-1, S-2, S-3, S-4), Section Officers-in-Charge, Military Entrance Processing Station (MEPS) Guidance Counselors, Marketing and Advertising teams, and the Recruit Sustainment Program (RSP). Exercises full-time managerial supervision over the AGR, Title 32/Title 10, ADOS, and civilian Full-Time Support (FTS) workforce assigned or attached to the battalion across regional recruiting facilities and storefronts statewide.

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. Soldiers who voluntarily separate from the AGR Program are not eligible to re-enter for one year from date of separation.

SECTION VII: INSTRUCTIONS FOR APPLYING

All applications will be sent to the NG.MD.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 AS ONE COMBINED 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 or DA 705A within the last 6 months and HWtR within 6 months DA 5500.**
- ☐ **Three latest 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 appli**
- ☐ **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 26-131 XO (WITH 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.