

MASSACHUSETTS NATIONAL GUARD
FULL-TIME MILITARY TOUR (AGR)
VACANCY ANNOUNCEMENT

HUMAN RESOURCES OFFICE
2 RANDOLPH ROAD
HANSCOM AFB, MA 01731-3001

AGR Branch will accept applications until **2 May 2025**

On behalf of The Adjutant General and under the provisions of 10 USC 681, Title 32 Section 502, HRO is accepting applications for the following Active Guard Reserve (AGR) position from qualified Massachusetts Army National Guard (MAARNG) Service Members. Current MAARNG AGR Service Members are encouraged to apply.

The hiring of this position is contingent upon the availability of AGR resources and funding in the NGB FY25 authorizations voucher.

Position: Financial Manager	Unit / Location: R&R BN, 2 Randolph Road, Hanscom AFB, MA 01731
Min Grade: O2 Max Grade: O3	MOS: 01A (See Qualification a listed below)
Unit POC: MSG David Matthews, 339-202-9017, david.d.matthews.mil@army.mil	AGR Branch POC: Staffing NCO, 339-202-3184 ng.ma.maarng.mbx.agr-jobs@army.mil
Salary: Full time military pay & allowances	http://www.massnationalguard.org/available-positions.html

1. QUALIFICATIONS:

a. To align with program career progression requirements, selected applicant must become branch qualified in one of the following branches within 12 months or be released from the AGR program: 11A, 12A, 13A, 17A, 31A, 42B, 88A, 90A

b. Officers not qualified in the branches listed above will not be continued into the career program at the conclusion of their initial tour.

c. Selected applicant will be militarily assigned to the unit and placed in the required duty position; applicant must have a valid Army MOS in order to qualify to apply for an AGR position. Selected applicant must become MOSQ within 12 months or be released from the AGR program.

d. Accessions into the AGR Program require the following Medical Fitness Standards:

(1) Applicant must have a favorable Periodic Health Assessment (PHA) in accordance with (IAW) AR 40-501, Chapter 3, conducted within 12 months prior to initial entry into the AGR Program. PHA's (IAW AR 40-501, Chapter 10) for entry in the AGR Program may be conducted at an active military treatment facility, an ARNG medical unit, US Army Reserve medical unit, or a civilian medical facility.

(2) Applicants with a temporary physical profile may not apply until medically cleared.

(3) Applicant must have a Human Immune Deficiency Virus (HIV) test within the last 24 months prior to initial entry into the AGR program IAW AR 600-110.

(4) Applicant must meet the body composition standards prescribed in AR 600-9.

(5) Applicants who have a Physical Profile Serial (PULHES) that contains a "3" or a "4" must meet the requirements of AR 635-40 prior to entry in the AGR Program.

(6) Applicants having a favorable appointment physical examination (IAW AR 40-501, Chapter 2) or flight physical examination (IAW AR 40-501, Chapter 4) conducted within 12 months prior to initial entry into the AGR Program are not required to complete an additional PHA for entry in the AGR Program.

(7) Pregnant female applicants are eligible to apply for AGR tours effective 03 February 2006 per NGB-ARH-S Policy Memo #06-014.

e. AGR personnel may not be eligible for or be receiving an immediate Federal Retirement Annuity (military or civilian).

f. Individuals entering into their initial AGR Tour must be able to serve at least (3) years in an active military status IAW AR 135-18, chapter 2, prior to completing 18 years of Active Federal Service (AFS).

g. Military technicians may not convert in-place to AGR status.

h. Any falsification of the eligibility requirements will result in immediate release from the AGR program.

i. Before applying for any AGR position, please talk to your state’s Incentive Manager in regard to Incentives Termination/Recoupment Rules.

j. Applicants cannot apply if currently under a Suspension of Favorable Personnel Actions (FLAGGED).

k. NACLCT/Tier 3 Investigation (Soldiers with a current revoked, denied, no determination made, or suspended security clearance, who failed to attain or maintain favorable NACLCT tier 3 investigation or higher, are not eligible to apply for AGR positions).

l. In accordance with DoD Government Travel Charge Card Regulations dated March 2022, all DoD personnel are required to have an individual government travel card.

m. IAW NGR 600-5, completion of mandatory training at Professional Education Center (PEC) is a condition of employment

n. Applicants will be required to have a passing record ACFT and Height/Weight within six months of packet submission.

2. APPLICATION PROCEDURES: Allow ample time to complete and compile your packet.

Forms are available at the MANG Careers page: <http://www.massnationalguard.org/available-positions.html>. All applicants will submit the following documents:

a. This announcement (with Applicant Contact Information filled in below).

b. NGB Form 34-1, dated 20131111 (Application for Active Guard/Reserve AGR position). Attach additional sheets of information, if necessary.

c. Individual Training Record (ITR) from DTMS reflecting a passing record ACFT and height/weight history with gender data redacted. Must be current within the last 6 months from the date bulletin closes.

d. Memorandum from Commander, AO, or Director that states:

- (1) applicant meets the height / weight standards.
- (2) is not flagged and is within good standing.
- (3) is not on DMD/ODD or scheduled to deploy within the next six months.
- (4) deployable to all austere environments.

e. All previous DD Form 214s and NGB Form 22s.

f. Last five evaluation reports (if applicable).

g. Soldier Record Brief (SRB) – Selection Board Version dated within the last 12 months. Enlisted only must show ASVAB scores.

h. Medical Protection System Individual Medical Readiness (IMR) dated within last 12 months with gender data redacted.

i. NGB 23B (RPAM Statement).

j. Completed Pre-employment Reference Check Form.

k. Current MA AGR Soldiers will submit full-time Commander or AO memo stating concur/non-concur with request for reassignment.

l. Completed 2023 CORI request form with front/back color copy of driver’s license.

m. Letters of Recommendation are permissible, but not required.

APPLICANT CONTACT INFORMATION

NAME: _____ PMOS: _____ SMOS: _____

HOR: _____

PRIMARY PHONE: _____ MILITARY EMAIL: _____

NOTE: Any missing documentation requires a letter of explanation in the application packet. Incomplete applications will not be considered.

Submit packets as one PDF file (Portfolio format not accepted) to: ng.ma.maarng.mbx.agr-jobs@army.mil. Use Subject Line as follows: Announcement Number, Title of Position, and Applicant’s Name.

It is the Applicants responsibility to submit their completed application to AGR Branch.

3. ADDITIONAL REQUIREMENTS: (if any)

a. Physical Demand rating and qualification for initial awarding of **11A** AOC. Infantrymen must possess the following qualifications.

- (1) A physical demands rating of very heavy
- (2) A physical profile of 111121
- (3) Color discrimination of red/green.

b. Branch qualifications for AOC **12A**. DA Pam 600-3 lists qualifications for entry and professional development in this branch.

c. Physical Demand rating and qualification for initial award of the AOC **13A**. Field Artillery Officers must possess the following qualifications:

- (1) A physical demands rating of Heavy (Black).
- (2) A physical profile of 112211
- (3) Color discrimination of red/green
- (4) Formal training under the auspices of USAFAS is mandatory to qualify for the award of the AOC.
- (5) A minimum OPAT score of Standing Long Jump (LJ) – 0160 cm, Seated Power Throw (PT) – 0450 cm, Strength Deadlift (SD) – 0160 lbs., and Interval Aerobic Run (IR) – 0043 shuttles in Physical Demand Category in “Heavy” (Black).

d. Branch qualifications for AOC **17A**: Must be a U.S. citizen with no other citizenships. Must obtain and maintain a TOP SECRET clearance with eligibility for access to sensitive compartmented information (TS/SCI). A favorable special background investigation (SBI) is required. Officers must initiate procedures to obtain a TS/SCI clearance immediately upon notification of Cyber branching or AOC 17A. DA PAM 600-3 lists additional Cyber Branch details.

(1) Special qualifications.

(a) Security requirements. In addition to obtaining and maintaining a TS/SCI clearance, individuals must be able to successfully pass a counterintelligence (CI) scope polygraph based on specific unit assignment requirements and be able to gain and maintain access to NSA/CSS and U.S. Cyber Command Facilities.

(b) Prerequisite education. A Bachelor of Science or higher degree is preferred but not required in Computer Science, Computer Engineering, Computer Information Systems, Electrical Engineering, Mechanical Engineering, Cybersecurity, Cyber Operations, Systems Engineering, Data Science, Mathematics, Physics, Chemistry, Information Technology, Information Systems Security, and/or other relevant STEM degrees coupled with national/international government, policy, or language studies.

(c) Initial accessions. All Officers directly accessing into the Cyber Branch will be required to complete the Cyber Branch Assessment and Selection Process, which includes but is not limited to an interview, aptitude assessment exam, questionnaire, packet submission, and initial security screening. This process is defined and governed by the Office of the Chief of Cyber (OCC). Additional consideration should be given to those individuals actively participating in the Cyber Leader Development Program (CLDP) or who has earned the corresponding Skill Identifier C1, as well as those participating in the Cyber Branch scholarship program for ROTC. After commissioning, Cyber lieutenants designated for AOC 17A will attend Cyber Basic Officer Leader Course (CyBOLC) at the U.S. Army Cyber School, Fort Eisenhower, GA.

(d) Cyber Direct Commissioning Program (CDCP). All directly appointed officers in the rank of lieutenant through colonel under this program will attend the Army’s Direct Commission Course, followed by the Cyber Direct Commission BOLC, unless granted an exception to policy/waiver by the Commandant, U.S. Army Cyber School (or authorized delegate) based on specific prior military training/experience. Cyber Officers directly appointed in the rank of captain through the CDCP are required to attend their designated Cyber Captains Career Course (CCC) if receiving less than seven years of total constructive service credit at the time of appointment. Cyber Officers directly appointed in the rank of captain with seven or more years of credit are exempt from the CCC attendance requirement to optimize initial mission-focused assignments and individual promotion opportunities/timelines. Cyber Officers directly appointed in the rank of major are required to attend their designated CGSC/ILE course if receiving less than 14 years of total constructive service credit at the time of appointment. Cyber Officers directly appointed as majors with 14 or more years of credit are exempt from the CGSC/ILE attendance requirement to optimize initial mission-focused assignments and individual promotion

opportunities/timelines. All Cyber Officers directly appointed as majors are exempt from captain professional military education (PME) requirements. Additionally, Cyber Officer directly appointed in the rank of lieutenant colonel or colonel are exempt from all PME requirements for previous ranks/grades, with the exception of the Direct Commission Course and Cyber Direct Commission BOLC.

(e) Voluntary Transfer Incentive Program (VTIP). Active Component Officers requesting branch transfer under the Voluntary Transfer Incentive Program (VTIP) must complete the process defined and governed by the U.S. Army Human Resources Command. Reserve Component Officers requesting branch transfer must complete the transfer process defined and governed by their respective Component and OCC. Selection and approval for the Cyber branching is required by the appropriate governing authorities. Individuals who possess Skill Identifier C1, CLDP, should be given additional consideration during the branch transfer process. All officers in the rank of lieutenant through major who voluntarily branch transfer into the Cyber Branch for AOC 17A must successfully complete the Cyber Operations Officer Course (CyOOC) at the U.S. Army Cyber School. For company grade officers who have not completed a CCC for any branch prior to transfer, they will need to complete Cyber CCC for AOC 17A at the U.S. Army Cyber School.

(f) Formal training. Successful completion of the designated AOC 17A qualification course and PME is required, as previously noted. Cyber Officers can apply for PME course credit based on previous leadership experience and academic or training experience, per AR 350-1. The approval authority for course credit for the PME portion of CCC is the Director of Training, TRADOC G-37, delegated from HQDA DCS G-3/5/7. Cyber Officers who acquire CO knowledge, skills, and behaviors through military courses or experience and/or civilian industry, education, or training may apply for course credit for the portions of AOC qualification courses governed by the U.S. Army Cyber School. The Cyber Course Credit Program is managed by the U.S. Army Cyber School IAW AR 350-1 for the evaluation of constructive, equivalent, and operational credit. The approval authority for awarding 17A AOC qualification course credit (not including PME credit) is the Commandant, U.S. Army Cyber School. Cyber course credit, if approved, will be documented in a memorandum signed by the Commandant, U.S. Army Cyber School, or authorized delegate. The approval memorandum serves as verification of course credit toward 17A AOC qualification.

f. Qualification for initial award AOC 31A:

(1) A physical demands rating of Significant (Grade O1-O2) or Moderate (Grade O3-O6) in accordance with Chapter 3A Table 3-1-1.

(2) A physical profile of 222221.

(3) Red/green color discrimination.

(4) Significant (Grade O1-O2) Qualifying Scores: A minimum OPAT score of Standing Long Jump (LJ) - 0140 cm, Seated Power Throw (PT) - 0400 cm, Strength Deadlift (SD) - 140 lbs., and Interval Aerobic Run (IR) - 0040 shuttles.

(5) Moderate (O3-O6) Qualifying Scores: A minimum OPAT score of Standing Long Jump (LJ) - 120 cm, Seated Power Throw (PT) - 350 cm, Strength Deadlift (SD) - 120 lbs., and Interval Aerobic Run (IR) - 36 shuttles.

g. Physical demands rating for initial award of AOC 42B. Adjutant General's Corps Human Resources officers must possess the following qualifications:

(a) A physical demands rating of Moderate (Gold).

(b) A physical profile of 323222.

(c) Qualifying scores. 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 in "Moderate" (Gold).

h. Branch qualifications to 88A.

(a) A minimum OPAT score of Standing Long Jump (LJ) - 0160 cm, Seated Power Throw (PT) - 0450 cm, Strength Deadlift (SD) - 0160 lbs. and Interval Aerobic Run (IR) - 0043 shuttles in Physical Demand Category "Heavy" (Black).

(b) Physical requirements and standards of grade. A Physical Demand Rating of Heavy (Black). Additional Physical requirements and SG relating to each skill level are listed in the following tables:

(1) Physical requirements. AR 40-501 lists the Standards for Enlistment, Appointment and Induction, to include fitness standards for retention and separation.

i. Physical demands rating and qualifications for initial award of AOC 90A. Logistics must possess the following qualifications:

- (1) A physical demands rating of light.
- (2) A physical profile of 222121.
- (3) Normal color vision.
- (4) Must possess finger dexterity in both hands.
- (5) Must not be allergic to petroleum product and common chemicals such as chlorine and ammonia.

(a) Officers must possess an area of concentration (AOC) from the Ordnance, Quartermaster, or Transportation branches prior to induction into the Logistics branch. Officers wishing to branch transfer must consult DA Pam 600-3, chapter 35, paragraph 35-3, and contact the respective human resource manager to determine the best way to meet this requirement.

- (b) Must complete Combined Logistics Captain Career Course (LOG C3)

4. DUTIES AND RESPONSIBILITIES:

Financial Manager serves as the primary analyst regarding recruiting and retention budget and resource management. Performs program analysis, including planning, programming, budgeting, funds allocation, accounts management, internal controls, and reporting. Provides fiscal and budgetary policy, and regulatory guidelines for the Battalion.

Executes Budget: Continually analyzes and evaluates unexpected changes and gaps in program plans and funding. Reviews expenditure of all RRB funds, such as AGR travel, ADOS, production objectives, special projects, actions, and other considerations that may affect the utilization of resources. Exercises technical authority and control in approving or disapproving funding requests based on fiscal law, regulation, or policy. Reviews funding documents for assigned appropriations. Allocates appropriated funds to individual activities/functional areas based on an analysis of activity budget estimates, historical expenditures, quarterly projections, and approved funding. Reviews, edits, and consolidates annual and multi-year budget estimates for RRB and programs into a consolidated budget request. Prepares or edits narrative justification and projected funding needs and assures data in request is formally and accurately documented in a wide variety of unrelated forms, schedules, and reports.

Prior financial and/or contracting knowledge preferred although not required.

Please check the links below for updates on job announcements:

<http://www.massnationalguard.org/available-positions.html>

<https://armyeitaas.sharepoint-mil.us/:f:/r/teams/AGRFTNGD-OSCareerOpportunities/Shared%20Documents/General?csf=1&web=1&e=EFMMUK>