

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

AMENDED

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

AGR Branch will accept applications until **06 April 2026**

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 FY26 authorizations voucher.

Position: Company Operations Warrant Officer	Unit / Location: C 1/20 TH SFG(A), 371 Armory Drive, Chicopee, MA 01013
Min Grade: WOC Max Grade: CW2	MOS: 180A
Unit POC: CW2 Jay Hayden, 339-202-4131, jay.i.hayden.mil@army.mil	AGR Branch POC: Staffing NCO, 339-202-3184 ng.ma.maarnq.mbx.agr-jobs@army.mil
Salary: Full time military pay & allowances	https://massnationalguard.org/available-positions-2/

1. QUALIFICATIONS:

a. Selected applicant will be militarily assigned to the unit and placed in the required duty position; applicants must have a valid Army MOS in order to qualify to apply for an AGR position. Must meet entry requirement of AR 135-18 and NGR 600-5. Selected applicants must become MOSQ within 12 months or be released from the AGR program.

b. 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.

(2) Periodic Health Assessments (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. 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) Applicant must have ACFT within 12 months and HT/WT within six months of initial AGR order.

(6) 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.

(7) 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.

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

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

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

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

f. Applicants must possess a valid state driver's license and be qualified to operate a GSA leased vehicle.

g. Before applying for any AGR position, please talk to your state's Incentive Manager in regards to Incentives Termination/Recoupment Rules.

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

i. 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 for appointment to these positions).

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

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

l. Applicants will be required to have a passing record AFT within six months of packet submission beginning 1 April 2023.

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

Forms are available at the MANG Careers page: <https://massnationalguard.org/available-positions-2/>. 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. ATIS screenshot reflecting height/weight history with gender data redacted, current within the last 6 months from the date bulletin closes.
- d. ATIS screenshot including AFT history with gender data redacted.
- e. Memorandum from Full-time Commander/AO/Directorate 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.
- f. All previous DD Form 214s and NGB Form 22s or DD 214-1.
- g. Last five NCOERs, OERS (if applicable).
- h. Soldier Talent Profile from IPPS-A. Must show ASVAB scores.
- i. Medical Protection System Individual Medical Readiness (IMR) dated within last 12 months with gender data redacted.
- j. Current DA 5016 Retirement Accounting Statement Form.
- k. Completed Pre-employment Reference Check Form.
- l. Applicants will submit a Commander/AO (Memorandum of Good Standing) using template from Appendix E from HRIB 25-16. Full-timers memo needs to be signed by their AO.
- m. Completed CORI request form with front/back color copy of driver’s license.
- n. Security clearance memorandum from respective state G2.
- o. Completed NGMA Form 1-20 May 2025 Final Version
- p. 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.

Submit packets as **ONE Adobe File** (*.pdf) (Portfolio format not accepted)

Use Subject Line as follows: Announcement Number, Title of Position, and Applicant's Name.

Application Name: Vacancy Number, Last Name, First Name (e.g., AGR FY 26-133_Smith, Joe)

(Applications will be reviewed within 72 business hours of receipt, or NLT day after the Job closes)

It is the Applicant's responsibility to submit their completed application to AGR Branch.

3. ADDITIONAL REQUIREMENTS:

a. Enlisted applicants: Candidates that have graduated WOCS or applicants with an approved predetermination packet may apply

c. Duty position specific qualifications: Selected applicant will need to complete Army Fiscal Law, Unit Composite Risk management, and Unit Safety officer courses upon accession at the earliest available opportunity. Soldier must have active USASOC SIPR Token and Account to conduct daily business. Minimum Static Line Jumpmaster qualification is recommended but not required. Anti-terrorism Level II Course is highly recommended but not required at time of application.

4. DUTIES AND RESPONSIBILITIES:

a. As the Company Operations Warrant Officer, supervise and manage a full-time AGR work force consisting of all staff, functions normally found at a battalion level. Full-time Unit Safety Officer in charge of monitoring and mitigating risk in all aspects of training and operations.

b. Ensure facility is compliant with MANG, USASOC, and Army safety and force protection protocols to support a safe and healthy work environment for full-time and M-Day employees. Primary fulltime planner for war, conflict, and contingency plans which include Unconventional Warfare, Special Reconnaissance, Direct Action, Foreign Internal Defense, Personnel Recovery, and counterinsurgency in support of U.S. national Combatant Commander objectives.

c. Primary coordinator for joint, theater, and country team actions in support of CONUS and OCONUS company operations.

d. Ensures all training and operations are nested and supportive of Company Commander and higher training guidance.

e. Provides technical and tactical guidance to the Commander on all aspects of the company long-range training plan. Primary manager of four separate Special Operations Forces (SOF) budgets.

f. Ensures budgets are fiscally, ethically, and efficiently executed in support of training and operational guidance.

g. As the Company Chief of Staff, represent the command when needed during State, Battalion, and Group required events.

Please check the links below for updates on job announcements:

- <https://massnationalguard.org/available-positions-2/>
- <https://armyeitaas.sharepoint-mil.us/:f:/r/teams/AGRFTNGD-OSCareerOpportunities/Shared%20Documents/General?csf=1&web=1&e=EFMMUK>