

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 **8 May 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**.

The hiring of this position is contingent upon the availability of AGR resources and funding in the NGB FY26 authorizations voucher.

<b>Position:</b> Officer Strength Manager	<b>Unit / Location:</b> Recruiting and Retention Battalion, 2 Randolph Road, Hanscom AFB, MA 01731
<b>Min Grade:</b> O1* <b>Max Grade:</b> O3	<b>MOS:</b> 01A
<b>Unit POC:</b> MAJ John Kula, 339-202-9002, <a href="mailto:john.d.kula2.mil@army.mil">john.d.kula2.mil@army.mil</a>	<b>AGR Branch POC:</b> Staffing NCO, 339-202-3184 <a href="mailto:ng.ma.maarng.mbx.agr-jobs@army.mil">ng.ma.maarng.mbx.agr-jobs@army.mil</a>
Salary: Full time military pay & allowances	<a href="https://massnationalguard.org/available-positions-2/">https://massnationalguard.org/available-positions-2/</a>

**O1\*Enlisted: Candidates that graduated from Officer Candidate School or Applicants with a proponent approved predetermination packet**

**1. QUALIFICATIONS:**

a. 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.**

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/AFT 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 regard to Incentives Termination/Recoupment Rules.

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

i. NACLC/Tier 3 Investigation (Soldiers with a current revoked, denied, no determination made, or suspended security clearance, who failed to attain or maintain favorable NACLC 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, current within the last 6 months from the date bulletin closes.

d. ATIS screenshot with the last passing for record AFT. Must be within 6 months.

e (Memorandum of Good Standing) from Full-time Commander/AO/Directorate using Appendix E template from HRIB 26-16. Full-timers memo needs to be signed by their AO:

- (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 (if applicable).

h. Soldier Talent Profile (STP) – Selection Board Version dated within the last 12 months. Must show ASVAB scores.

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

j. 5016 Retirement Account Statement.

k. Completed Pre-employment Reference Check Form.

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

m. Security clearance memorandum from respective state G2.

n. Completed NGMA Form 1-20 May 2025 Final Version

o. OCS certificate or approved proponent predetermination packet

**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 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)**

Email applications to: [ng.ma.maarng.mbx.agr-jobs@army.mil](mailto:ng.ma.maarng.mbx.agr-jobs@army.mil)  
(Applications will be reviewed within 72 business hours of receipt, or NLT day after the Job closes)

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

### 3. ADDITIONAL REQUIREMENTS:

Must meet the screening requirements identified in Army Directive 2018-16, Suitability Criteria for Military Personnel in Specified Positions. Recruiting and Retention Commander will validate that the Soldier has met all screening requirements as directed to perform a direct recruiting function that supports the accomplishment of the recruiting mission. Applicants applying for Suitability 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, selected applicants will be hired in a temporary AGR status until NGB Level Checks come back favorable.

**All applicants are required to complete the HRR Form 600 Suitability Questionnaire.**

- Must not have a Type I or Type II Offense (See HQDA EXORD 193-14, Annex B)
- 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)
- Must not be listed on the National Sex Offender Public Website
- Must receive favorable results after completing a DD Form 369
- Must complete, and provide, a Behavioral Health Interview (DA Form 3822) to local RRBN CDR.
  
- 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

As part of the screening and selection process, recruiter candidates must have favorable National Agency Checks with Local Record and Credit Checks (NACLC); results are verified by the RRC during the evaluation process. This serves as clarification screening described in AR 614-200.

The Selected Officer must be financially stable, have not filed a petition claiming bankruptcy within the last three (3) years, and not currently be responsible for making any payments as a result of any such action.

A medical record review is conducted to verify the Officer has an Army Physical Profile Serial System code of "1" for psychiatric and no indication of derogatory information.

### 4. DUTIES AND RESPONSIBILITIES:

a. Serves as the Officer Strength Manager (OSM). Recruits quality Commissioned Officers into the Massachusetts Army National Guard utilizing a variety of commissioning sources. Responsible for finding qualified candidates and bringing them through the accessions process to include coordinating with branch chiefs to accept quality applicants, processing packets through USAREC for approval, and provide oversight to the OSM team and their individual accession mission. Conducts briefings to unit leadership and facilitates the placement of officers through coordination with the G1 and the MSCs. All other duties as assigned.

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>