

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

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

**STATEWIDE ANNOUNCEMENT**

AGR Branch will accept applications until **01 July 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.

<b>Position:</b> Operations Officer	<b>Unit / Location:</b> 51 <sup>ST</sup> Troop Command, 14 Minuteman Lane, Wellesley, MA 02481
<b>Min Grade:</b> O3** <b>Max Grade:</b> O4	<b>MOS:</b> 11A, 12A, 13A, 15A, 17A, 31A, 74A, and 90A
<b>Unit POC:</b> LTC Landon Mavrelis, 339-202-4702, <a href="mailto:landon.s.mavrelis.mil@army.mil">landon.s.mavrelis.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>

**O3s\*\* need to have a minimum of 4 years time in grade (TIG). All applicants need to have a minimum of 6 years Active Federal Service (AFS) as of 1 October 2026.**

**1. ELIGIBILITY REQUIREMENTS:**

- a. 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. (IAW) AR 135-18 and NGR 600-5.
- b. Accessions into the AGR Program require the following Medical Fitness Standards:
  - (1) Applicant must have a favorable Periodic Health Assessment (PHA) conducted within 12 months prior to initial entry into the AGR Program (IAW) AR 40-501, Chapter 3,
  - (2) PHA (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 AFT 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. NACLCL/Tier 3 Investigation (Soldiers with a current revoked, denied, no determination made, or suspended security clearance, who failed to attain or maintain favorable NACLCL 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. REQUIRED DOCUMENTS:** 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, current within the last 6 months from the date bulletin closes.
- e. 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.
  - (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. 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. 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 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.maarnq.mbx.agr-jobs@army.mil](mailto:ng.ma.maarnq.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: (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. Physical Demand rating and qualifications for initial awarding of **12A/12B AOC**

- (1) A physical demands rating of Heavy (Black)
- (2) A physical profile of 111121
- (3) Normal Color Vision
- (4) Qualifying Scores: 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).

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. Physical demands rating and qualifications for initial award of **AOC 15A**. Aviator must possess the following qualifications.

- (1) A physical demands rating of Moderate (Gold).
- (2) A physical profile of 111111
- (3) Color discrimination of red/green
- (4) Vision of 20/50 Distant Acuity Correctable 20/20 near vision Acuity in each eye.
- (5) Qualifying scores.
  - (a) 40 or above Selection Instrument for Flight Training (SIFT)
  - (b) 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).

e. Physical demands rating and qualifications for initial award of **AOC 17X**.

- (1) Physical Demands Category (PDC) - Moderate (Gold).
- (2) Meet physical standards per AR 40-501, chapter 2.
- (3) Have correctable vision per AR 40-501, paragraphs 2-13, and meet hearing standards of AR 40-501, paragraphs 2-7.
- (4) Physical requirements. 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).

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 and qualifications for initial award of **AOC 74A**. CBRN officers must possess the following qualifications:

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

(2) A physical profile of 122221.

(3) Normal color vision.

(4) 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 “Moderate” (Gold). e. Physical requirements relating to each grade level are listed in table 1.

h. Branch qualifications to **90A**.

(1) Officers must possess an area of concentration (AOC) from the Ordnance, Quartermaster, or Transportation branches prior to induction into the Logistics branch.

(2) Must complete Combined Logistics Captain Career Course (LOG C3)

**4. DUTIES AND RESPONSIBILITIES:**

a. Serves as the full-time assistant principal advisor to the commander and S3 on the readiness, training, personnel, and mobilization requirements for 51<sup>st</sup> TC. Responsible for implementing the tenets of unit training management for the Brigade. Develops and maintains the Brigade’s training common operating picture which is comprised of the short-range and long-range planning calendars and ensures both are nested within the parameters set forth in the Command Training Guidance. Is chiefly responsible for using the operational approach towards training management to achieve the commander’s desired end state.

b. Advises the Commander on training, logistics, personnel, and unit mobilization readiness requirements. This position requires knowledge of the Army Training Information System (ATIS) and the Army Training Requirements and Resources System (ATRRS). Applicant must have an understanding of computer operations, systems, and proficiency with Microsoft Office 365.

c. Develops mobilization plans for the unit for both domestic emergencies and contingency operations in support of a combatant commander(s). Stays up to date on current doctrine pertaining to logistics operations and training management.

d. Develops all Brigade-level mission orders for training and operations. Works with the subordinate training officers and NCOs, as well as other agencies, for submitting and tracking numerous training support requests for Inactive Duty Training (IDT) and Annual Training (AT) missions. Submits and tracks numerous military school training requests for initial and continuous training. Supervises the duties performed by other full-time personnel. Drafts and reviews training schedules and risk assessments for approval in compliance with command guidance, policies, and directives/publications of higher headquarters. Drafts the Commander’s yearly training guidance and calendar for approval.

e. Prepares letters, memorandums, policies, and any other required documentation and correspondence.

f. Facilitates suspense dates required by the Higher Headquarters.

g. Performs assigned administrative and managerial duties of the Brigade Administrative Officer (AO) in their absence and as assigned by the AO.

h. Performs 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>