

MASSACHUSETTS NATIONAL GUARD
 FULL-TIME NATIONAL GUARD DUTY OPERATIONAL SUPPORT
 FTNGD-OS
 VACANCY ANNOUNCEMENT

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

AGR Branch will accept applications until **25 October 2026**.

Applications are currently being accepted for the following FULL-TIME NATIONAL GUARD DUTY OPERATIONAL SUPPORT (FTNGD-OS) position from qualified MA ARNG personnel under the provisions of 32 USC 502(f)(2) IAW NGB Policy Memorandum #24-012 (FTNGD-OS). This position is open to all service members currently assigned to the MA Army National Guard of the specified rank who meet the requirements and competencies listed in the bulletin.

Position: HRF Training Officer	Unit / Location: HRF, 149 Speen St., Natick, MA 01760
Min Grade: O1* Max Grade: O2 (under 2 yrs TIG)	MOS: 01A
Unit POC: SSG Nicholas Liberto, 774-823-5092, nicholas.c.liberto.mil@army.mil	AGR Branch POC: Staffing NCO, 339-202-3184 ng.ma.maarnng.mbx.agr-jobs@army.mil
Salary: Full time military pay & allowances	https://massnationalguard.org/available-positions-2/

***O1s must have BOLC completed to be eligible to apply**

Contingent upon availability of FY27 funding

1. QUALIFICATIONS:

- a. Soldier will not qualify for sanctuary as a result of the operational support order unless a waiver through ARNG-HRH and approved by DARNG prior to the issuance of the order.
- b. Not currently serving on other FTNGD-OS orders that may cause the member to exceed 1,095 cumulative days (3 years) as a result of this duty within the preceding 4 year window.
- c. Not currently serving on other FTNGD-OS orders that may cause the member to exceed 2,190 days (6yrs) as a result of this duty that would qualify for separation pay.
- d. Is not a Permanent Technician or AGR (Technicians must attain an acknowledgement approved by the Adjutant General).
- e. Is not within six months of ETS on the report day of the tour, unless waived.
- f. Must meet the standards of medical readiness IAW Chapter 3, AR 40-501.
- g. Soldier is within commuting distance of the assigned duty station.
- h. Pregnant Soldiers are eligible to apply and compete for FTNGD-OS opportunities (this change IAW AR 135-200).
- i. Must have a Human immune-deficiency virus (HIV) showing "green" in MODS (MEDPROS IMR) within the last 24 months.
- j. Not under a suspension of favorable personnel actions per AR 600-8-2, Suspension of Favorable Actions.
- k. ATIS screenshot reflecting height/weight history with gender data redacted, current within the last 6 months from the date bulletin closes. **Effective 1 July 2026 all Soldiers must have a Waist to Height Ratio (WHtR) recorded in ATIS.**
- l. Must not be in violation of AR 600-20 regarding participation in extremist organizations and activities (no waiver authorized).
- m. 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 to apply for these positions).
- n. In accordance with DoD Government Travel Charge Card Regulations dated March 2022, all DoD personnel are required to have an individual government travel card.

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

2. ADDITIONAL PREFERENCES:

- Previous HRF, CASE, or CBRN-TF experience preferred.

DESIRED COMPETENCIES AND KNOWLEDGE:

- Previous DAMPS, DTS, ATIS and IPPS-A training and experience preferred.

3. APPLICATION PROCEDURES: ALL APPLICANTS will submit:

- A copy of this announcement
- FTNGD Checklist (dated 15 September 2026)

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

*Disclaimer: Applicants will forward their application to their full-time unit representative for required documents and endorsement. **To meet the submission deadline (Expiration date), allow ample time to obtain documents pertaining to your packet. Do not send the request to your unit on the expiration date as this will not meet the deadline. Any missing documentation requires a letter regarding the circumstances to be enclosed in the application packet.*

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., FTNGD-OS 26-133_Smith, Joe)

Email applications to: 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)

ALLOW YOURSELF AMPLE TIME TO COMPLETE ALL OF THE ABOVE ACTIONS

4. DUTIES AND RESPONSIBILITIES:

- Responsible for the overall management, development, and execution of the HRF commander's training guidance, long-range training plans, and collective training strategies.
- Report daily to the J3 Operations Officer on the unit's overall training readiness status, statutory compliance, and upcoming exercise planning milestones.
- Updates, maintains, and manages the HRF Long-Range Training Calendar (LRTC), aligning unit training events with federal, regional, and state-level exercise cycles.
- Processes, approves, and manages training resource allocations, including training budgets, school quotas, ammunition requests, and range/facility reservations.
- Actively participates in joint planning conferences (IPC/MPC/FPC) and joint planning groups to coordinate and synchronize multi-echelon disaster-response exercises.
- Preparation and distribution of the quarterly training guidance, monthly training meeting slides, and executive-level training readiness briefings for the command staff.
- Responsible for initiating, reviewing, and approving Composite Risk Management (CRM) assessments and overall safety plans for all major collective training events.
- Acts in the absence of the J3 Operations Officer to ensure all operational training plans, resource synchronizations, and collective evaluations are managed.

THE MASSACHUSETTS NATIONAL GUARD IS AN EQUAL OPPORTUNITY EMPLOYER

- Serves as the primary training liaison to the National Guard Bureau (NGB), Army Interagency Training and Education Center (AITEC), Joint Force Headquarters (JFHQ), civil emergency management academies, and external evaluation teams (e.g., ARNORTH).
- Suggest and develop innovative methods to integrate realistic civil-military scenarios, interagency interoperability, and CBRN response tasks into unit training events.
- Manages the oversight, auditing, and regulatory compliance of individual training records, ensuring all personnel maintain required professional and technical certifications.
- Establishes and maintains active coordination with external military and civilian agencies to secure specialized training venues, disaster simulation sites, and joint training environments.
- Maintains the HRF Training Standard Operating Procedures (SOPs), the Joint Mission Essential Task List (JMETL) training strategy, and the Training Battle Book.
- Updates unit training directives, reference materials, and evaluation metrics based on emerging doctrine, joint standards, and lessons learned from tactical exercises.
- Maintains steady-state operational planning, monitors emerging training technologies, and maintains shared situational awareness of the unit's collective deployment capabilities.
- All other duties as assigned.

Please check <https://massnationalguard.org/available-positions-2/> for updates on job announcements.

NOTE: All required forms can be found at <https://massnationalguard.org/available-positions-2/>
<https://armyeitaas.sharepoint-mil.us/:f:/r/teams/AGRFTNGD-OSCareerOpportunities/Shared%20Documents/General?csf=1&web=1&e=ol9J8S>