

VERMONT ARMY NATIONAL GUARD ARMY AGR VACANCY

Announcement Number:	MVA-AR-24-03 *AMENDMENT*
Position Title:	Recruiting and Retention Battalion Commander
Date of Announcement:	25 October 2023
Closing Date:	15 November 2023
Duty Location & Unit:	Recruiting and Retention Battalion 789 Vermont National Guard Road, Colchester, VT 05446
Grade, MOS & Para/line, Pos:	LTC/O5, 01A00, Para/Lin 001/01, Position# 03185956
Period of Tour:	Minimum of two years for voluntary reassignment. Subsequent tours are subject to recommendation by the Senior Leadership pursuant to NGR 600-5.
Selecting Official:	COL John Johnston; 802 338-3122; john.m.johnston.mil@army.mil
Human Resources Office Point of Contact and Phone/email:	Ms. Andrea Metcalf 802-338-3029; andrea.j.metcalf.civ@army.mil
Area of Consideration:	Dual Advertisement: Current On-board AGR Officers of the VTARNG must currently hold the rank of LTC/O5 or MAJ/O4 (that meet minimum requirements for promotion to LTC). M-Day and MILTECH Officers may apply but must currently hold the rank of MAJ/O4 and meet minimum requirements for promotion to LTC. If an M-Day or MILTECH Officer is selected, they will serve on a 2-year One-Time Occasional Tour (OTOT).
PCS Authorized:	Yes (As determined advantageous to the government IAW applicable regulations)

Eligibility Requirements:

- Applicants must have a current PHA and must not be MRC3 or MRC4 or on a temporary profile with the exception of those applicants who are on a pregnancy/postpartum profile.
- Applicants for this position must be World-Wide Deployable.
- Current on-board AGR Applicants must hold the rank of LTC or be a MAJ who meets minimum requirements for promotion to LTC prior to 1 June 2024. M-Day and MILTECH applicants must hold the rank of MAJ and meet the minimum requirements for promotion to LTC prior to 1 June 2024.
- In accordance with PPOM 20-023, Execution of Personnel Actions for the Army Combat Fitness Test, para 5h(2), individuals applying for AGR status will require a passing ACFT within 6 months prior to their packet submission.
- Selecting Official will ensure applicants are screened for height/weight prior to the interview board and those not in compliance with AR 600-9, Army Directive 2023-11 (Army Body Fat Assessment for the Army Body Composition Program), and ALARACT 046/2023 (Notification of New Army Body Fat Assessment for the Army Body Compensation Program) or Army Directive 2023-08 (Army Body Fat Assessment Exemption for Army Combat Fitness Test Score) will not be considered. Officers with a valid pregnancy profile are exempted from this requirement.
- The anticipated start date of this position is 1 June 2024.
- All applicants must be qualified and pass the State and Federal Level Suitability Screening (formerly known as POSTA) to remain in the selected position.
- **Applicants who are flagged, or should be flagged, for any reason will not be considered for AGR tours.**

Duties and Responsibilities:

- Serves as the Recruiting and Retention Battalion Commander, the primary advisor to the senior leadership of the State on all matters pertaining to strength management.
- Assist The Adjutant General, and the Brigade Commanders in developing, planning, and executing the centralized management of human, financial, and logistical resources in support of all recruiting and retention management activities for the State of Vermont.
- Develop, coordinate, resource, and execute enlisted and officer recruiting and retention objectives through effective management of IST, ISR and incentive programs based on established readiness objectives.
- Manage through supervisory control all recruiting processing activities and the interface with Department of Defense Military Entrance Processing Stations (MEPS).

- Develop, implement and monitor the State Strength Management Program based on guidance from NGB and State leadership.
- Develop and implement short, mid, and long-range planning guidance for the RRBN and ensure that adequate funding, training, advertising, and logistical support is allocated for the successful operation and support of the RRBN.
- Develop organizational plans and strength studies that integrate demographic analysis for military command structure location/relocation, organizations and reorganizations to determine the impact command structure changes will have on the future structure and composition of the ARNG and on Strength Management, and to ensure that RRNCOs are focusing on the most lucrative markets.
- Develop and implement presentations and informational briefings to diverse centers of influence such as deans of medical schools, colleges, universities, secondary school committees, superintendents of school districts, principals, guidance counselors and other school officials regarding the ARNG state and federal mission and educational benefit programs.
- Monitor and evaluate unit strength throughout the State to determine strength management strengths, weaknesses and trends and provide recommendations for improvement.
- Develop and supervise a comprehensive marketing strategy and operation to include all digital, print, radio and TV media advertisement throughout the State of Vermont.
- Ensure that all RRBN positions always remain staffed.
- Serve as Battalion Commander to the Recruit Sustainment Program (RSP).
- Performs other duties as assigned.

Other Requirements:

- Must possess a valid state driver's license and must be able to operate military vehicles, equipment, and office machines within the unit of assignment.
- Applicants who are flagged for any reason will not be considered for this position.

Note: Applicants applying for this position require State and Federal Level Suitability Screening (formerly known as POSTA). After State Level Checks have been returned with favorable results, applicants can be transferred into the position. Officers will be counseled and will remain in a temporary status until Federal Level Screening results have been returned favorably. The selected Officer must remain in good standing. If NGB level results return with unfavorable results or results not divulged by the Officer, they will not remain in the selected position. HRO will be notified and COAs will be determined.

Instructions for Applying:

- Interested applicants will submit documents on the attached Title 32 AGR Application Checklist.
- Applications without all required supporting documents will not be considered. Applications received after the closing date will not be considered.
- **Only emailed applications will be accepted. Email application as a single PDF File to ng.vt.vtarng.list.hro-army-agr@army.mil**

Equal Employment Opportunity: The policy of the National Guard is to treat all applicants equally without regard to race, color, gender, religion, national origin, age, sex or sexual orientation or non-disqualifying handicap. The National Guard is committed to develop and implement a diversity program that is consistent with equal employment opportunity and with the "Human Goals" of the Department of Defense.

TITLE 32 AGR APPLICATION CHECKLIST

****INCOMPLETE APPLICATION MAY NOT BE ACCEPTED****

NAME (Last, First): _____ Rank: _____ SSN: _____

Contact Phone #: _____ Email: _____

Mailing Address: _____

Current Status: M-DAY / FTNGD-OS (ADOS) / AGR / TECH / ~~AC / USAR~~ (CIRCLE ONE)

PACKET SEQUENCE AND DOCUMENT REQUIREMENTS: (Initial each line)

1. _____ Letter of Interest.
2. _____ All DD 214s for all periods of active service. DD 214 copies must include bottom portion that identifies Separation Code. Include any DD 215s and DD 220s as applicable.
3. _____ NGB Form 23B, Army National Guard Retirement Points History Statement (If a member of the National Guard, otherwise submit DD Form 1506).
4. _____ Individual Medical Readiness (IMR) Report from MEDPROS reflecting last Physical Health Assessment (PHA) within 15 months. Report must show worldwide deploy ability and has no duty limitations. Also submit all copies of current temporary and permanent profiles with IMR. (Note: Do NOT submit copy of PHA with application)
5. _____ Current Officer Record Brief (ORB).
6. _____ Individual Training Record (ITR) from Digital Training Management System (DTMS) showing latest ACFT and height/weight data.
7. _____ Copy of last five OERs.
8. _____ Memorandum from full time chain of command acknowledging your application. (On-Board AGRs Only)
9. _____ Memorandum of explanation for missing documentation (if applicable).
10. _____ Letters of recommendation. It is optional and highly recommended for applicants to submit any Letters of Recommendation for the position.
11. _____ NGB Form 34-1 dated Nov 2013 (20131111) (MUST be complete with signature). Hyperlink: <https://www.ngbpmc.ng.mil/Forms/NGB-Forms/> (M-Day/MILTECH applicants ONLY)
12. _____ Photocopy of Driver's License. (M-Day/MILTECH applicants ONLY)