



**DEPARTMENTS OF THE ARMY AND THE AIR FORCE  
FLORIDA NATIONAL GUARD**

Office of the Adjutant General  
St. Francis Barracks, P.O. Box 1008  
St. Augustine, Florida 32085-1008



**STATEWIDE**

**ACTIVE GUARD RESERVE (AGR) - VACANCY ANNOUNCEMENT # 041 – 16A**

**OPEN TO: CURRENT FLORIDA ARMY NATIONAL GUARD MEMBERS ONLY**

POSITION: HUMAN RESOURCES NCO

UNIT: HHC 3D BN 20<sup>TH</sup> SFG (A)

OPEN DATE: 31 March 2016

LOCATION: CBJTC, Starke

CLOSE DATE: 20 April 2016

MOS: 35F-Intel Analyst

EARLIEST FILL DATE: TBD

POSITION GRADE: E6/SSG

MEMBERSHIP RESTRICTED TO: MALE

PULHES: 222221

POC: Frank Goddard (904) 823-0655 or [francis.p.goddard.mil@mail.mil](mailto:francis.p.goddard.mil@mail.mil)

**MINIMUM ENLISTED QUALIFICATION REQUIREMENTS**

1. Must be airborne qualified or meet the medical and physical requirements to attend Airborne training IAW AR 40-501, Chpt 5. If not airborne qualified, must include current DA Fm 705 (within 90 days) scoring minimum of 60 points in each event of the 17-21 year age scale. Per NGR 614-2, ARNG personnel selected for assignment to airborne units that hold the ASI of 5P or SQI of P must be able to perform airborne duties to maintain proficiency and per AR 40-501 Para 5-5, retention of individual in airborne duty must demonstrate ability to perform satisfactorily his or her duty as an enlisted member. Soldiers that are not qualified must attend Airborne School within 12 months of assignment IAW NGR 614-2 Paragraph 3. FTS training at NGPEC is required to be completed for this position within the first year of employment.
2. Must have the ability to obtain Top Secret/SCI clearance for this position. Individuals that are not qualified will need to have either an interim Top Secret/SCI clearance or Top Secret/SCI clearance to attend MOSQ training.
3. Selectees who do not possess the appropriate MOS must become qualified within 12 months of assignment. Failure to become MOSQ qualified within the specified period is subject to mandatory involuntary separation from the AGR program. Applicants must meet the physical demands rating and qualifications for award of MOS in accordance with DA PAM 611-21 and NGR 600-200. See Enclosure (1) for additional requirements.
4. Must meet medical standards IAW AR 40-501, chapters 3 and 4 as appropriate. Must meet Army Physical Fitness standards IAW FLARNG TC 350-1 and height/weight standards as prescribed by AR 600-9.
5. Initial Tour only - Be able to serve at least 3 years in an AGR status prior to completing 18 years of Active Federal service (any combination of Active Duty, Active Duty Special Work, Annual Training, and/or AGR program for a total of 18 years), or the date of mandatory removal. Must have sufficient time remaining (ETS) to permit completion of tour of duty.
6. **E5 and above are eligible to apply; those above E6 will be administratively reduced to E6 if selected and MOSQ. E6 and above not MOSQ will be reduced to E5.**
7. Must not be under a current suspension of favorable personnel action (flagged), to include Bar to Reenlistment.
8. The Florida National Guard is an Equal Opportunity Employer and all qualified applicants will receive consideration for this announcement without regard to race, color, religion, national origin, or gender.
9. Candidates will be evaluated on the basis of their education, experience, training and performance. Consideration will be based on available information contained in the individual's application, with attachments as defined by this office. Applications are now being accepted for the Title 32, USC 502(f) AGR Tour. Length of Tour: 3 years in duration, contingent upon satisfactory performance.
10. Incumbent must be assigned to the military position by para/line as specified by the AGR Staffing Guides.
11. Soldiers must have completed initial entry training before submitting applications for AGR vacancies.
12. AGR Soldiers will not be reassigned during the first 18 months of their **INITIAL** tour.
13. Must be 18 years of age and not have reached 55<sup>th</sup> birthday by closing date of announcement.

## ACTIVE GUARD RESERVE (AGR) - VACANCY ANNOUNCEMENT # 041 - 16A

### APPLICATION INSTRUCTIONS AND CHECKLIST

**Regular mail and Overnight mail:** FLARNG, Attn: HRO-AGR (Army), Robert F. Ensslin Armory, 2305 SR 207, St. Augustine, FL 32086

**Hand carry:** Lightner Museum, 2<sup>nd</sup> Floor, Lobby A, Room 227, 75 King Street, St. Augustine, FL 32084

DEPLOYED Soldiers can submit packet via email to: **francis.p.goddard.mil@mail.mil**

Applications received after Close of Business on the date of closing will **NOT** be considered. Multiple applications can be mailed together. Please do not send applications through inter-office mail. Failure to submit the minimum documentation will cause your application to be disqualified without consideration for the position. Applications will not be returned.

**NAME/RANK:** \_\_\_\_\_ **UNIT:** \_\_\_\_\_

MDAY / AGR (T32) / TECH / FTNGD / AGR (T10) /Active Component (all branches) (circle)

**DO:** assemble all documents with this checklist on top in a single neat stack, with single sided white paper in the same order as stated below and bind with a clip

**DO NOT:** forward packets in any type of a document binder or folder  
use card stock, document protectors, staples, tabs or paper clips  
use any type of colored paper to separate documents or send double sided images  
include letters of recommendation or certificates of achievement



1. \_\_\_\_ **NGB Form 34-1 (version 20131111): 2 copies of this form - digital or hand written signature.** Pay attention to instructions in Section IV and V. If "YES" for #3 or #4, provide police report.
2. \_\_\_\_ Include a **valid email address** on both copies of NGB Form 34-1 (*handwritten or typed on top of form*). You will be notified of the board results by the email address provided.
3. \_\_\_\_ **Soldier Record Brief (ERB/ORB)** (certification not required): Updated copy within 180 days of job closing date. Enlisted only: ERB must include ASVAB scores with date of test.
4. \_\_\_\_ **NGB Form 23B Retirement Points Statement (RPAM):** All Army National Guard Soldiers will submit a current copy (dated within 180 days of job closing date). (*See your unit for this document*)
5. \_\_\_\_ **DD Forms 214 /215 / 220:** All ever received. The DD 214/DD 215 must be one of the following copies: #2, #4, #7 or #8 which includes all special additional information.
6. \_\_\_\_ **DA Photo:** All officers and E7 thru E9 advertised positions (E6 and below exempt); exception to rule is RTI/RTSM advertised positions, all grades will provide photo. DA Photo will be retrieved by this office from Soldiers iPERMs account, do not send hard copy. All Photo's must be in IAW AR 640-30. An exception to policy can be granted by the hiring authority if Soldier has sufficient reason for no/expired photo; contact SFC Goddard via email for request.
7. \_\_\_\_ **Resumé** (optional): Focus on official military training and civilian experience.
8. \_\_\_\_ **OER/NCOER:** All copies during the last 5 years to include current (*current is defined as "any evaluation with thru date within 90 days of close date of announcement"*). If DOR to E5/O1 is less than 5 years, include all reports. Missing time between reports or missing rating periods, either in excess of 60 days, need to be explained in a memo. OER must be the Profiled OER; if missing Profiled OER must explain in memo.
9. \_\_\_\_ **IMR (Individual Medical Readiness):** Located in *AKO, Self Service, My Medical Readiness*. Must reflect current favorable PHA in accordance with (IAW) AR 40-501, Chapter 3, conducted within 15 months prior to the close date. Any PULHES with a P3 or P4 must be cleared by the Physical Evaluation Board (DA Fm 199).
10. \_\_\_\_ **DA Form 705:** Must include the last 3 calendar years of all record APFT's. (AGR-6 tests/M-Day-3 tests). Include a memo to board president explaining each missing APFT. Include a current copy of your DA Fm 3349, if profiled for any event during your current APFT.
11. \_\_\_\_ **I have included a memorandum explaining any deficiencies in my packet (if applicable).**

**NOTE:** Initial items 1-11 indicating completion of requirement (please contact SFC Goddard @ 904-823-0655 with any questions or concerns). If Soldier is hand carrying packet and expects to arrive after 1600 contact SFC Goddard.

**10-35F. MOS 35F--Intelligence Analyst (Intel Analyst), CMF 35**

*a. Major duties.* The intelligence analyst conducts all-source analysis, develops the threat situation, produces, fuses and disseminates all-source intelligence to support the military decision making process (MDMP). Performs, coordinates, and/or supervises the Intelligence Preparation of the Battlefield (IPB) process; planning requirements and assessing collection and support to targeting. Supports the command, staff, and advises on the use of intelligence resources at all echelons.

(1) *MOSC 35F10.* Prepare all-source intelligence products to support the command. Establish and maintain databases and automated intelligence systems receives and processes incoming information. Analyze incoming information for significance and reliability. Performs initial intelligence preparation of the battlefield (IPB) to define the operational environment, describe environmental effects on operations, evaluate the threat, and determine threat courses of action. Supports initial threat situation development. Provide intelligence support to targeting. Analyzes information and presents intelligence products and findings.

(2) *MOSC 35F20.* Performs duties shown in preceding skill level, provides guidance, and trains subordinate Soldiers. Performs intelligence preparation of the battlefield (IPB) to refine the significant characteristics of the environment and intelligence gaps; perform analysis of military aspects and effects of terrain, while applying the effects of weather on operations, and considering civilian factors of area, structure, capabilities, organizations, people, and events (ASCOPE); confirm threat capabilities while refining threat models; confirm threat objectives and courses of action; creates enemy situation templates and targeting products and develops initial information collection products to answer intelligence requirements. Provides intelligence support to targeting by organizing and categorizing targeting products. Assist in the preparation of reports on captured enemy material. Presents periodic and special intelligence reports, plans, and briefings.

(3) *MOSC 35F30.* Performs duties shown in preceding skill level, provides guidance, and trains subordinate Soldiers. Drafts unit all source intelligence training plan. Evaluates and validates subordinates' analysis. Performs intelligence preparation of the battlefield (IPB) to validate significant characteristics of the environment and intelligence gaps; validates analysis of military aspects and effects of terrain, while applying the effects of weather on operations, and considering civilian factors of area, structure, capabilities, organizations, people, and events (ASCOPE); validates threat capabilities and threat models; validates threat objectives and courses of action. Prepares, edits, and critiques intelligence and targeting products and validates Information Collection products to answer intelligence requirements. Confirms or denies PIR satisfaction and recommends changes. Performs planning requirements and assessing collection and dissemination to answer intelligence requirements. Provides intelligence support to targeting by verifying the high value target (HVT) list, validating the target intelligence package (TIP), and nominating targets. Performs combat assessment and determines second and third order effects of enemy actions. Receives, produces and disseminates intelligence reports.

(4) *MOSC 35F40.* Performs duties shown in preceding skill level, provides guidance, validates and manages planned all Source intelligence training. Coordinates flow of intelligence information between intelligence disciplines and supervises the all-source production process. Integrates Information Collection to include coordination with the operations officer for asset management and dissemination. Integrates intelligence targeting with operations. Supervises intelligence operations.

*b. Physical demands rating and qualifications for initial award of MOS.* Intelligence analysts must possess the following qualifications:

(1) A physical demands rating of medium.

(2) A physical profile of 222221.

(3) Normal color vision.

(4) Qualifying scores.

(a) A minimum score of 105 in aptitude area ST in Armed Services Vocational aptitude Battery (ASVAB) tests administered prior to 2 January 2002.

(b) A minimum score of 102 in aptitude area ST on ASVAB tests administered on and after 2 January 2002 and prior to 1 July 2004.

(c) A minimum score of 101 in aptitude area ST on ASVAB tests administered on and after 1 July 2004.

(5) The Soldier must meet TOP SECRET (TS) Sensitive Compartmented Information (SCI) access eligibility requirements to be awarded this MOS. For training; Soldiers must meet TS with SCI access eligibility requirements or an interim TS with SCI access granted from the Central Clearance Facility (CCF).

(6) A high school graduate or equivalent prior to entry into active duty.

(7) Never been a member of the U.S. Peace Corps, except as specified in AR 614-200 (para 3-2.d).

(8) Not have information in official military personnel file, Provost Marshal, intelligence, or medical records that would prevent the granting of TOP SECRET security eligibility under AR 380-67 (Para 3-20.a).

(9) No record of conviction by court-martial.

(10) No record of conviction by a civil court for any offense other than minor traffic violations.

(11) Must be a U.S. citizen.

(12) Soldier and spouse must not have immediate family members that reside in a country where within its boundaries, physical or mental coercion is known to be common practice either against-

(a) Persons accused of acting in the interest of the U.S. or

(b) The relatives of such persons to whom they may reasonably be considered to be bound by ties of affection, kinship, or obligation. Immediate family for both Soldier and spouse includes both blood and step-: parents, spouse, children, sisters, brothers, any sole living blood relative, or a person in loco parentis per AR 600-8-10.

(13) Have neither commercial nor vested interest in a country within whose boundaries physical or mental coercion is known to be a common practice against persons acting in the interest of the U.S. This requirement applies to the Soldier's spouse as well.

(14) Meet career management and development criteria contained in AR 614-200 (Para 6-3) and Army Training Requirements and Resources System Course Catalog.

(15) Formal training (completion of MOS 35F10 producing course conducted under the auspices of the U.S. Army Intelligence Center of Excellence (USAICOE), Ft Huachuca, AZ) is mandatory.

(16) Be advised that due to the nature of training and assignments, temporary restrictions may be placed on foreign travel both during and after the term of service.

*c. Additional skill identifiers. (Note: Refer to table 12-8 (Listing of universal ASI's associated with all enlisted MOS)).*

(1) 1F--Intelligence Master Analyst (skill level 3-4 only). (Rescind 201410)

(2) Q7--Information Collection Planner (skill level 2-4 only).

(3) R7--Army Reconnaissance (skill level 3 and above personnel only)

(4) S1—Source Handler (personnel only) (skill level 2-5).

(5) V4—Advanced Source Handler (personnel only) (skill level 3-5).

*d. Physical requirements and standards of grade.* Physical requirements and SG relating to each skill level are listed in the following tables:

(1) *Table 10-35F-1.* Physical requirements.

(2) *Table 10-35F-2.* Standards of grade TOE/MTOE.

(3) *Table 10-35F-3.* Standards of grade TDA.