



**STATE OF NEW JERSEY
DEPARTMENT OF MILITARY AND VETERANS AFFAIRS
ACTIVE GUARD/RESERVE (AGR)
VACANCY ANNOUNCEMENT**

****AMENDMENT****

**STATE COMMAND CHIEF WARRANT OFFICER (CCWO)
VACANCY ANNOUNCEMENT NUMBER: 25-CCWO-01**

POSITION TITLE: State Command Chief Warrant Officer (CCWO) – New Jersey Army National Guard

OPENING DATE: 1 October 2024

CLOSING DATE: 31 October 2024

TRADITIONAL GUARDSMAN (TDG) APPLICANTS – As a TDG Applicant, you will be applying for the CCWO position as a One-Time Occasional Tour (OTOT). This OTOT will result in a three (3) year assignment, governed under NGR 600-5 (3-6). The OTOT is intended to provide a vehicle by which the Adjutant General (TAG) may bring a Soldier onto an AGR tour NOT to exceed three (3) years for a specific project or specific duty without assessing them into the career AGR program.

ACTIVE GUARD RESERVE (AGR) APPLICANTS – As an AGR Applicant, you will be applying for the CCWO position as an AGR Reassignment Opportunity in Joint Force Headquarters. The reassignment is a three (3) year AGR tour.

AREA OF CONSIDERATION: Current New Jersey Army National Guard Soldiers who possess the Military Grade listed.

APPLICANT QUALIFICATIONS:

- a. **MOS:** Branch Immaterial/011A. This position is open to all MOS qualified Warrant Officers.
- b. **RANK:** CW5 and CW4's with a promotion date prior to 1 October 2019.
- c. **MILITARY EDUCATION:** Warrant Officer Senior Service Education (WOSSE) with follow-on (if applicable). CW4's without WOSSE must have an ATRRS reservation for phases 1 and 2 to apply.
- e. **CIVILIAN EDUCATION:** Not required. Bachelor's degree or higher is preferable.

****As Reads:** f. **TOUR:** Must be able to serve at least 2 years in an active-duty status prior to MRD or be eligible for an extension.

****How Changed:** f. **TOUR:** Must be able to serve at least 3 years in an active-duty status prior to MRD (applies to TDG applicants only).

DUTY DESCRIPTION: This position is located in the Command Group of Joint Force Headquarters. The State Command Chief Warrant Officer (CCWO) works directly for the Adjutant General (TAG) and is the senior warrant officer advisor to the TAG and the senior leadership of the NJARNG. The CCWO is the subject matter expert on all warrant officer matters and serves as the Program Manager for the state's Warrant Officer Program, providing guidance on the selection, assignment, and promotion of the state's warrant officers. The CCWO serves as the primary advisor and spokesperson regarding issues related to the warrant officer program, providing strategic advice and input to command leadership on effective use of resources



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and programs in support of established TAG objectives. The CCWO collaborates with the Army components, NGB, and the joint staff on all matters pertaining to the warrant officer cohort and their families, ensuring adherence to command policies, and monitors warrant officer readiness, warrant officer professional development, training, health, morale, and the overall welfare of the cohort. In coordination with the Recruiting and Retention Battalion Commander, the CCWO analyzes and determines the best courses of action to ensure the Warrant Officer Strength Manager is positioned for success. The CCWO participates in a variety of DoD, Federal, and State level advisory councils.

TECHNICIAN: Eligible applicants who occupy a current Title 5 Federal Civilian or Title 32 Military Technician status may restore to their civilian position utilizing the reemployment rights under the Uniformed Services Employment and Reemployment Rights Act (USERRA). The NGNJ Human Resources Office is the point of contact to verify eligibility.

EQUAL OPPORTUNITY: Equal evaluation, consideration and treatment based upon merit, fitness and capability irrespective of race, color, religion, gender, sexual orientation or national origin.

REQUIRED SECURITY CLEARANCE: Applicants must have or be eligible to receive a SECRET Clearance. Failure to acquire a clearance is grounds for termination from the AGR Program.

GENERAL ELIGIBILITY REQUIREMENTS:

1. Applicant must meet the entry requirements of AR 135-18.
2. Applicant must meet the medical qualifications of AR 40-51.
3. Applicant must have a current Physical Health Assessment (PHA) within 12 months on file.
4. Applicant must be certified drug free.
5. Applicant must have been tested for HIV within the past 24 months.
6. Applicant must meet physical standards of AR 600-9.
7. Applicant must not be under suspension of favorable personnel actions.

****As Reads:** 8. Applicants must be at least 18 years of age and not more than 55 years old

****How Changed:** 8. Applicants must be no more than 57 years old (**applies to TDG applicants only**).

9. Applicant must not be entitled to receive Federal Military Retired Pay.

10. Applicant must be able to serve at least 3 years on an Active-Duty Tour.

11. Applicants who have been involuntarily separated from the AGR program are not eligible to re-enter the program within 36 months of release from active duty, unless an approved waiver has been issued by National Guard Bureau.



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HOW TO APPLY: Follow the steps below. Applicants are strongly encouraged to submit packet as soon as possible to ensure time for quality review at the HRO level. Any errors or discrepancies will be identified and relayed to the applicant in order to resolve discrepancies prior to closing date.

1. Ensure that you meet the General Eligibility Requirements prior to packet submission.
2. NGB Form 34-1 Application form: **See page 6 of this announcement.**
3. Complete the AGR Vacancy Announcement Applicant Checklist. (Pg.4 for TDG or Pg.5 for AGR)
4. The J1-AGR Branch will not accept mailed or hand carried packets. Submit your application packet by email. In the subject line please type: J1-HRO, the Vacancy Announcement number, and your last name (J1-HRO/25-CCWO-01/Doe). **WE WILL NOT ACCEPT PACKETS THAT ARE ADOBE PORTFOLIOS. THE PDF MUST BE SCANNED/COMBINED INTO ONE SINGLE DOCUMENT** and forwarded to the following email: ng.nj.njarng.list.jfhq-j1-army-agr@army.mil
5. Your packet must be received prior to midnight EST on the closing date: **31 October 2024**

POINT OF CONTACT: J1-AGR Branch at ng.nj.njarng.list.jfhq-j1-army-agr@army.mil. Please put J1-HRO, the Vacancy Announcement number, and your last name (**J1-HRO/25-CCWO-01/Doe**) in subject line of email.



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ACTIVE GUARD/RESERVE (AGR)
VACANCY ANNOUNCEMENT**

TRADITIONAL GUARDSMAN (TDG) APPLICANT CHECKLIST (25-CCWO-01)

I, _____, confirm that the following items have been provided in my **One-Time Occasional Tour/State Command Chief Warrant Officer** Packet.

_____ 1. NGB Form 34-1, Application for AGR Position. On a separate sheet fully explaining any "Yes" answers to any questions in Section IV. Make sure that you enter the Vacancy Announcement number and job title on your NGB Form 34-1. Sign and date your NGB Form 34-1. Ensure that all entries are legible and completed fully.

_____ 2. Selection Board Officer Record Brief (ORB) certified **within the past 30 days.** (No DA Photo)

_____ 3. Current NGB Form 23A (Retirement Points History Statement).

_____ 4. Individual Medical Readiness Form (**Physical Health Assessment date must be within 12 months.**)

To access MEDPROS go to <https://medpros.mods.army.mil/MEDPROSNew/secure/medical/imr2.aspx>. Click on "Your Individual MEDPROS Record." Under "Forms" click on IMR Record.

_____ 5. Screenshot of Digital Training Management System (DTMS) of the current record ACFT and HT/WT (**must be within 6 months.**) Individual Training Report (ITR) will not be accepted. Provide memorandum for discrepancy. Provide a copy of your DA Form 5500/5501 if applicable.

_____ 6. Last 5 Evaluations (OER).

_____ 7. All DD Forms 214, substantiating every period of Active-Duty service. This includes Basic Combat Training (BCT) and Advanced Individual Training (AIT).

_____ 8. Provide a Security Clearance Verification Memorandum from your Unit or Battalion DISS Manager (NACLC, Secret, etc.) **current within 30 days.**

_____ 9. Photocopy of your current, valid civilian motor vehicle driver's license. All data must be readable. Individuals with suspended driving privileges are not eligible to apply.

_____ 10. All documents supporting your qualifications. This includes resume, civilian job evaluations and school transcripts.

_____ 11. Contact Info. On a separate sheet of paper, provide your civilian and military email addresses and the best contact telephone number. This information will be used to contact you for an interview. Your email address will also be used to transmit your selection/non-selection letter.

_____ 12. Letter of Recommendation from your MSC Commander.

_____ 13. I understand this is a three (3) year OTOT and I will NOT be accessed into the AGR career status program.

_____ 14. I understand I will not be ordered to OTOT or offered follow-on tours which would place me within 2 years of becoming eligible for retired pay or retainer pay (sanctuary), under the active-duty military retirement system unless approved by ARNG Policy Division, ARNG-HRH. To meet this requirement, a waiver must be requested from the DARNG for Soldiers who have 17-or-more years of active federal service.

_____ 15. Provide a memorandum to TAG requesting consideration for assignment to the CCWO Position. You may detail your background, career highlights and pertinent experiences in relationship to the position. This is an opportunity to sell yourself on paper. In your memo, please make sure you stated, "I understand that I am applying for a three Year One Time Occasional Tour (OTOT) and that, at the end of this tour I will not be accessed into AGR Career Status.

Applicant Signature: _____

APPLICATIONS DETERMINED TO BE INCOMPLETE, INCORRECT, OR INSUFFICIENT UPON INITIAL REVIEW WILL BE RETURNED FOR CORRECTION SO LONG AS THE APPLICATION WAS SUBMITTED PRIOR TO DEADLINE.

POINT OF CONTACT: J1-AGR Branch at ng.nj.njarng.list.jfhq-j1-army-agr@army.mil



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ACTIVE GUARD/RESERVE (AGR) APPLICANT CHECKLIST (25-CCWO-01)

I, _____, confirm that the following items have been provided in my **AGR Reassignment Opportunity** Packet.

_____ 1. NGB Form 34-1, Application for AGR Position. On a separate sheet fully explaining any "Yes" answers to any questions in Section IV. Make sure that you enter the Vacancy Announcement number and job title on your NGB Form 34-1. Sign and date your NGB Form 34-1. Ensure that all entries are legible and completed fully.

_____ 2. Selection Board Officer Record Brief (ORB) certified **within the past 30 days.** (No DA Photo)

_____ 3. Current NGB Form 23A (Retirement Points History Statement).

_____ 4. Individual Medical Readiness Form (**Physical Health Assessment date must be within 12 months.**)

To access MEDPROS go to <https://medpros.mods.army.mil/MEDPROSNew/secure/medical/imr2.aspx>. Click on "Your Individual MEDPROS Record." Under "Forms" click on IMR Record.

_____ 5. Screenshot of Digital Training Management System (DTMS) of the current record ACFT and HT/WT (**must be within 6 months.**) Individual Training Report (ITR) will not be accepted. Provide memorandum for discrepancy. Provide a copy of your DA Form 5500/5501 if applicable.

_____ 6. Last 5 Evaluations (OER).

_____ 7. All DD Forms 214, substantiating every period of Active-Duty service. This includes Basic Combat Training (BCT) and Advanced Individual Training (AIT).

_____ 8. Provide a Security Clearance Verification Memorandum from your Unit or Battalion DISS Manager (NACLC, Secret, etc.) **current within 30 days.**

_____ 9. Photocopy of your current, valid civilian motor vehicle driver's license. All data must be readable. Individuals with suspended driving privileges are not eligible to apply.

_____ 10. All documents supporting your qualifications. This includes resume, civilian job evaluations and school transcripts.

_____ 11. Contact Info. On a separate sheet of paper, provide your civilian and military email addresses and the best contact telephone number. This information will be used to contact you for an interview. Your email address will also be used to transmit your selection/non-selection letter.

_____ 12. Letter of Recommendation from your MSC Commander.

_____ 13. Provide a memorandum to TAG requesting consideration for assignment to the CCWO Position. You may detail your background, career highlights and pertinent experiences in relationship to the position. This is an opportunity to sell yourself on paper.

Applicant Signature: _____

APPLICATIONS DETERMINED TO BE INCOMPLETE, INCORRECT, OR INSUFFICIENT UPON INITIAL REVIEW WILL BE RETURNED FOR CORRECTION SO LONG AS THE APPLICATION WAS SUBMITTED PRIOR TO DEADLINE.

POINT OF CONTACT: J1-AGR Branch at ng.nj.njarng.list.jfhq-j1-army-agr@army.mil

APPLICATION FOR ACTIVE GUARD/RESERVE (AGR) POSITION

The proponent agency is ARNG-HRH. The prescribing directive is NGR (AR) 600-5 / ANGI 36-101

PRIVACY ACT STATEMENT**AUTHORITY:** Title 32 USC 502(f), AR 135-18, NGR (AR) 600-5, ANGI 36-101.**PRINCIPAL PURPOSE:** To provide information for use in determining eligibility/qualifications for Active Guard/Reserve (AGR) positions. A copy will be provided to the applicant. The original will be maintained by the human resources office for State records. For organizational use only.**ROUTINE USES:** None.**DISCLOSURE:** Voluntary, however if not provided you will not be considered for the AGR program.

POSITION ANNOUNCEMENT #	POSITION TITLE		
NAME <i>(Last, First, Middle)</i>			DATE OF BIRTH <i>(yyyymmdd)</i>
CURRENT HOME ADDRESS <i>(Street, City, State, Zip Code)</i>			HOME PHONE OFFICE PHONE
DATE OF ENLISTMENT <i>(Enlisted)</i>	GRADE	MOS/SSI/AFSC	ETS DATE
DATE OF FEDERAL RECOGNITION <i>(Officer/WO)</i>	GRADE	BRANCH	MRD DATE
SECURITY CLEARANCE			

SECTION I - EDUCATION AND SPECIAL QUALIFICATIONS1. COLLEGE OR UNIVERSITY *(Accredited Colleges only, attach separate sheet(s) if necessary.)*

Name, City & State	Date From	Date To	Degree Program	Credit Hours	Quarter/Semester
Chief Undergraduate Subject					
Chief Graduate Subject					

2. OTHER SCHOOLS OR TRAINING *(Vocational, Trade or Business)*

Name, City & State	Date From	Date To	Course Title	Hours Completed

3. SKILLS AND QUALIFICATIONS *(Examples - Special skills and qualifications, word processing speed (WPM), certifications on wheel and track vehicles, etc. Also list any licenses or certificates held (RN, Pilot, CPA), etc.)***SECTION II - EMPLOYMENT HISTORY**May we contact your present employer regarding your character, qualification, and record of employment?
(A "NO" answer will not affect your consideration for employment.)CHECK ONE: ☐ YES ☐ NO

1. NAME AND ADDRESS OF CURRENT EMPLOYER		DATES EMPLOYED		AVERAGE HRS. PER WEEK
		FROM	TO	
TITLE OF POSITION	IMMEDIATE SUPERVISOR & PHONE NUMBER		NUMBER OF EMPLOYEES YOU SUPERVISED	
TYPE OF BUSINESS	YOUR REASON FOR LEAVING			

DESCRIPTION OF WORK *(Describe your specific responsibilities and accomplishments)*

SECTION II - EMPLOYMENT HISTORY (Continued)**OTHER EMPLOYMENT**

May we contact this employer regarding your character, qualification, and record of employment?
(A "NO" answer will not affect your consideration for employment.)

CHECK ONE: ☐ YES ☐ NO

2. NAME AND ADDRESS OF PRIOR EMPLOYER		DATES EMPLOYED		AVERAGE HRS. PER WEEK
		FROM	TO	
TITLE OF POSITION	IMMEDIATE SUPERVISOR & PHONE NUMBER		NUMBER OF EMPLOYEES YOU SUPERVISED	
TYPE OF BUSINESS	YOUR REASON FOR LEAVING			
DESCRIPTION OF WORK <i>(Describe your specific responsibilities and accomplishments)</i>				

SECTION III - MILITARY HISTORY**1. MILITARY SERVICE** *(Start with most recent service and show changes in grade and duty in reverse chronological order.)*

FROM	TO	AC	ARNG/ANG	RC	GRADE	ORGANIZATION	DUTY

2. MILITARY TRAINING**FORMAL MILITARY SCHOOLING COMPLETED**

COURSE TITLE AND NUMBER	DURATION OF COURSE		CORRESPONDENCE COURSES	
	WEEKS	DAYS	COURSE/SUBCOURSE TITLE	COURSE HOURS

3. MILITARY QUALIFICATIONS *(List any primary MOS/SSI which has been awarded on orders.)*

MOS/SSI/AFSC	DATE AWARDED	INDICATE HOW QUALIFICATIONS WERE OBTAINED <i>(Service School, On the Job Training, Civilian Experience, etc.)</i>

4. INDICATE ANY ON THE JOB TRAINING WHICH IS QUALIFYING FOR AN MOS/SSI WHICH HAS NOT YET BEEN AWARDED ON ORDERS

DUTY MOS/SSI/AFSC	EXACT TITLE OF POSITION	FROM	TO

SECTION IV - PERSONAL BACKGROUND QUESTIONNAIRE

YES NO

(All Applicants Must Complete) Utilize the Continuation/Remarks section to fully explain any "YES" answers (except 9 & 17). Attach a separate sheet of paper if more space is necessary.

- | | | |
|--------------------------|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> | 1. Within the last five years, have you been fired for any reason? |
| <input type="checkbox"/> | <input type="checkbox"/> | 2. Within the last five years, have you quit a job after being notified that you would be fired? |
| <input type="checkbox"/> | <input type="checkbox"/> | 3. Have you ever been convicted, forfeited collateral, or now under charges for any felony or firearms or explosives offense against the law? |
| <input type="checkbox"/> | <input type="checkbox"/> | 4. During the past seven years, have you been convicted, imprisoned, on probation or parole, or forfeited collateral or are you now under charges for any offense against the law not included in Question 3? |
| <input type="checkbox"/> | <input type="checkbox"/> | 5. While in the military, have you ever been convicted by a General Court Martial? |
| <input type="checkbox"/> | <input type="checkbox"/> | 6. Does the United States Government employ, in a civilian capacity or as a member of the Armed Forces, any relative of yours by blood or marriage? |
| <input type="checkbox"/> | <input type="checkbox"/> | 7. Do you receive or are you entitled to receive federal, military retired or retainer pay, service annuities, or other compensation based upon military, federal, civilian service, or eligible for immediate federal civil service? |
| <input type="checkbox"/> | <input type="checkbox"/> | 8. Have you ever been removed from military service due to unsuitability? |
| <input type="checkbox"/> | <input type="checkbox"/> | 9. Will you be able to complete a minimum of 5 years of continuous AGR Service prior to completing 18 years of Active Federal Service or your Mandatory Removal Date (MRD)? |
| <input type="checkbox"/> | <input type="checkbox"/> | 10. Are you a candidate for an elected office, holding a civil office (full or part-time) or engaged in partisan political activities as defined in AR 600-20/ANGI 36-101/DoD Directive 1344.10, Political Activities by Members of the Armed Forces on Active Duty? |
| <input type="checkbox"/> | <input type="checkbox"/> | 11. Have you been involuntarily removed from unit (Selected Reserve) service based on maximum years of service, qualitative retention or selective retention board action? |
| <input type="checkbox"/> | <input type="checkbox"/> | 12. Have you been involuntarily removed from unit (Selected Reserve) service for cause or been relieved for cause from any duty assignment, including, but not limited to, relief from command in the past year? |
| <input type="checkbox"/> | <input type="checkbox"/> | 13. Do you currently possess or is a report of suspension of favorable actions pending? |
| <input type="checkbox"/> | <input type="checkbox"/> | 14. Have you voluntarily separated from the AGR Program in any State for one or more days within the past year? (ARNG Applicants Only) |
| <input type="checkbox"/> | <input type="checkbox"/> | 15. Have you been voluntarily separated from the AGR Program or voluntarily separated in lieu of adverse action? |
| <input type="checkbox"/> | <input type="checkbox"/> | 16. (OFFICERS AND WARRANT OFFICERS ONLY.) Have you been non-selected for promotion as not best qualified for promotion board convened by State Headquarters or Department of the Army Headquarters within the past 12 months? |
| <input type="checkbox"/> | <input type="checkbox"/> | 17. Have you met the minimum physical fitness requirements for each component as specified by AR 600-9 (Army) or AFI 36-2905 (Air Force)? |

SECTION V - CONTINUATION/REMARKS

Use the Continuation/Remarks section to fully explain any "YES" answers (except 9 & 17). Attach separate sheet(s) of paper if more space is necessary.

SECTION VI - CERTIFICATIONS AND AUTHORITY FOR RELEASE INFORMATION

I have completed this application with the knowledge and understanding that any or all items contained herein may be subject to investigation. I consent to the release of information concerning my capacity and fitness by employer, educational institution, law enforcement agencies, and other individuals and agencies to personnel specialists for purpose of employment. I also understand that a false answer to any question in this application may be grounds for not being employed, or for being released after I begin work.

I certify that all of the statements made by me are true, complete, and correct to the best of my knowledge and belief and are made in good faith.

SIGNATURE

DATE