

**NEBRASKA ARMY NATIONAL GUARD
DIRECTORATE OF PERSONNEL ADMINISTRATION
ENLISTED PROMOTION SECTION
2433 NW 24th STREET
LINCOLN, NEBRASKA 68524**

FIRST SERGEANT VACANCY ANNOUNCEMENT

Announcement Number: 25-8GLAA-001A02

Closing Date: 19 September 2025

Position Title & Unit: First Sergeant
HHD, 209th Regiment (RTI), Camp
Ashland / Position # 3178124

Location: Ashland, Nebraska

Military Grade Range: Minimum SFC (E7) - Maximum MSG/1SG (E8)

Military Requirements: Designated MOS for this position is **00F5M**. A selected applicant that is not DMOSQ will be required to become DMOSQ within 1 year if the proponent allows for it. The qualifications for the award of this MOS can be found in DA Pam 611-21. Applicants must possess and be able to maintain a SECRET (or higher) security clearance. Selected applicant must complete the Company Commander and First Sergeant Course (CCFSC) within 1 year of assuming 1SG duties (subject to availability).

Area of Consideration: All eligible and available members of the Nebraska Army National Guard, in the grade of E8 or E7, holding a current standing on the 1SG Selection List.

Qualified Applicants will be referred to the selection official in the following groups:

Area 1: Current MSG/E8 or 1SG/E8 Applicants on 1SG Selection List

Area 2: Current SFC/E7 applicants on 1SG Selection List

General Requirements:

1. Not currently "Flagged from Favorable Personnel Actions" or under a "Bar to Reenlistment"
2. Meet other requirements as stated in Military Requirements above.
3. E8 AGR Soldiers must be assigned to an equal graded E8 fulltime support position IAW NGR 600-5 and must attain CLASP approval prior to assignment (three-year CLASP Tour).
4. AGR E-7's are INELIGIBLE to apply.

Summary of Duties:

- (1) Assist the commander in planning, coordinating, and supervising all activities that support the unit mission.
- (2) Advise the commander on enlisted soldier matters to include duty assignments, promotions and reductions, leave programs, military justice, privileges, awards, welfare and recreational activities, human relations, equal opportunity, and alcohol and drug abuse concerns.
- (3) Coordinate unit administration to include submission of required reports, vehicular support, supply, and food service activities.
- (4) Provide counsel and guidance to subordinate personnel.
- (5) Assist in inspection of or conduct inspection of unit activities and facilities, observe discrepancies and initiate corrective action.
- (6) Assist the commander in performing the following training related tasks:
 - (a) Plan, conduct, evaluate, and assess unit training.
 - (b) Ensure that trainers train to a standard.
 - (c) Assist the commander in integrating individual training into collective training, and collective training into multi-echelon training events.
 - (d) Plan and execute a battle-focused NCODP.
 - (e) Prepare and maintain an order of merit list for schools and courses, ensuring that Soldiers are qualified and prepared to attend.
 - (f) Coordinate school quotas and other training with the S3 Section.
- (7) Assist the commander with Unit Strength Maintenance
 - (a) Execute the unit strength management plan.
 - (b) Ensure 100% of all required retention interviews take place in a timely manner.
 - (c) Ensure an effective sponsorship program is implemented and maintained.
 - (d) Keep all soldiers informed on the unit's plans and programs.

- (e) Ensure all NCOs and first line leaders in particular are present for NCODPs that address strength maintenance issues.
- (f) Advise their commander on actions and issues that affect strength maintenance.
- (g) Develop, implement and maintain a program to contact soldiers in the ING with the purpose of eventually bringing them back to an active status.
- (h) Ensure the "Oath of Extension" ceremony is conducted with dignity and honor.
- (i) Ensure "NCO Induction" ceremonies are conducted with dignity and honor.
- (j) Liaison with the S1 Section to ensure all strength maintenance issues receive the emphasis and action required for quick resolution.

Other Unit Unique Considerations/Requirements: (SEE Packet CHECKLIST Below)

Application Instructions: Submit a completed "Traditional NCO Vacancy Application" by e-mail to "ng.ne.nearng.list.g1-epm@army.mil" with a subject line of "**Vacancy Application** **25-8GLAA-001A02** " or in hard copy to the G1 office no later than 1600 hours on the closing date. Electronic applications must be in PDF format on one single attachment. The use of official mail to forward employment applications is prohibited. Applications or attachments which are unreadable or cannot be opened will not be accepted or considered. DPA is not responsible for any malfunctions when using electronic means to transmit job applications. Applicants may verify receipt of their application telephonically by calling (402)309-8148.

**NEBRASKA ARMY NATIONAL GUARD
CSM/1SG APPLICATION PACKET CHECKLIST**

Applying Soldier's Rank & Name:

Current Unit of Assignment:

YES N/A

Memorandum to the President of the Board (Optional). _____

Soldier Talent Profile (STP) _____

DA Form 2166-8-xx (NCO Evaluation Reports) **3 Years**. _____

DTMS Individual Training Record (ITR)
w/ **3 years** of ACFT/AFT and HT/WT history _____

CLASP request through MSC AO to HRO (AGR's Only) _____

Nominee signature and date