

MILITARY DEPARTMENT OF NEBRASKA  
HUMAN RESOURCES OFFICE  
2433 NW 24th Street  
Lincoln, NE 68524

HRO

16 January 2024

MEMORANDUM FOR All Full-Time Support Personnel, Nebraska National Guard

SUBJECT: Amendment of Technician Vacancy Announcement

Technician Vacancy Announcement NE-12139497-AR-23-146 for the position of HUMAN RESOURCES SPECIALIST (R&P), GS-0201-7/9, is amended.

**As Published:**

**Open & Closing Dates:** Thursday, September 21, 2023 to Friday, January 12, 2024

Advertisement is Open until Filled: First cutoff 2 November 2023, with subsequent reviews every 7 days after initial cutoff date.

**As Amended to Read:**

**Open & Closing Dates:** Thursday, September 21, 2023 to Friday, March 29, 2024

Advertisement is Open until Filled: First cutoff 19 January 2024, with subsequent reviews every 7 days after initial cutoff date.

//signed//

Jon C. Sronce. GS-11  
Human Resources Specialist

**MILITARY DEPARTMENT OF NEBRASKA  
HUMAN RESOURCES OFFICE  
2433 NW 24th Street  
Lincoln, NE 68524**

HRO

19 October 2023

MEMORANDUM FOR All Full-Time Support Personnel, Nebraska National Guard

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**As Published:**

**Open & Closing Dates:** Thursday, September 21, 2023 to Thursday, October 19, 2023

**As Amended to Read:**

**Open & Closing Dates:** Thursday, September 21, 2023 to Friday, January 12, 2024

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//signed//

Jon C. Sronce. GS-11  
Human Resources Specialist

MILITARY DEPARTMENT OF NEBRASKA  
HUMAN RESOURCES OFFICE  
2433 NW 24th Street  
Lincoln, NE 68524

HRO

4 October 2023

MEMORANDUM FOR All Full-Time Support Personnel, Nebraska National Guard

SUBJECT: Amendment of Technician Vacancy Announcement

Technician Vacancy Announcement NE-12139497-AR-23-146 for the position of HUMAN RESOURCES SPECIALIST (R&P), GS-0201-7/9, is amended.

**As Published:**

**Open & Closing Dates:** Thursday, September 21, 2023 to Thursday, October 5, 2023

**As Amended to Read:**

**Open & Closing Dates:** Thursday, September 21, 2023 to Thursday, October 19, 2023

//signed//

Jon C. Sronce. GS-11  
Human Resources Specialist

## Job Announcement Number

NE-12139497-AR-23-146

# Overview

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<b>Job Title</b>	HUMAN RESOURCES SPECIALIST (R&P)	<b>Department</b>	Department of the Army
<b>Agency</b>	Army National Guard Units	<b>Hiring Organization</b>	N/A
<b>Open &amp; Closing Dates</b>	09/21/2023 to 10/05/2023	<b>Application Count</b>	N/A
<b>Salary</b>	\$46,696.00 to \$60,703.00 Per Year	<b>Pay Scale &amp; Grade</b>	GS-7-9
<b>Locations</b>	Lincoln, Nebraska	<b>Remote Job</b>	No
<b>Telework Eligible</b>	Yes - as determined by the agency policy.	<b>Travel Required</b>	Occasional travel - You may be expected to travel for this position.
<b>Relocation Expenses Reimbursed</b>	No	<b>Appointment Type</b>	Temporary
<b>Work Schedule</b>	Full-time	<b>Service</b>	Excepted
<b>Promotion Potential</b>	None	<b>Job Family (Series)</b>	0201 - Human Resources Management
<b>Supervisory Status</b>	No	<b>Security Clearance</b>	Not Required
<b>Drug Test</b>	No	<b>Position Sensitivity And Risk</b>	Non-sensitive (NS)/Low Risk
<b>Trust Determination Process</b>	National security		

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## Summary

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### Summary

This National Guard position is for a HUMAN RESOURCES SPECIALIST (R&P), Position Description Number D104000 and is part of HRO, JFHQ, Nebraska Army National Guard.

**INDEFINITE EMPLOYMENT IS TEMPORARY IN NATURE AND WILL LAST MORE THAN ONE YEAR BUT NO MORE THAN SIX YEARS. BENEFITS ARE THE SAME AS A PERMANENT APPOINTMENT. THIS POSITION MAY CONVERT TO PERMANENT WITHOUT FURTHER COMPETITION.**

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## Learn More About This Agency

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### Marketing Message

The National Guard is the oldest component of the Armed Forces of the United States. Since the earliest American colonial days, citizens have joined together for collective defense. We have a proud tradition of coming to the aid of our friends and neighbors in times of serious emergencies. Join our National Guard team and serve your nation, your states and your community!

### Marketing Link

<http://ne.ng.mil/Pages/Home.aspx>

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## This Job Is Open To

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### Hiring Paths

Internal to an agency - appears on USAJOBS, National Guard & Reserves

### Hiring Paths Clarification Text

Nebraska National Guard Area 1 and 2 applicants

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## Videos

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## Marketing Video Link 1

N/A

## Marketing Video Link 2

N/A

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# Duties

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## Duties

As a HUMAN RESOURCES SPECIALIST (R&P), GS-0201-7/9, duties include:

(1) Serves as an advisor to commanders on assigned unit human resources (HR) program. Interprets policy and provides procedural guidance to commanders, supervisors, staff members and individual military members. Provides training to supervisors and guidance and assistance to military members on program for which assigned. Conducts and/or participates in Soldier Readiness Processing (SRP), and unit mobilizations and demobilizations. Reviews, evaluates, and interprets regulatory guidance, policies, and procedures applicable to military personnel programs and provides guidance to all users. Publishes guidance to enhance and simplify completion and submission of personnel actions. Conducts staff visits and trains personnel within the unit in all programs for which responsible. Conducts periodic briefings for staff, commanders, and administrative personnel to promote full understanding of all aspects of the assigned program. Provides commanders, supervisors, and MILPO staff with a variety of statistical data or reports pertaining to military HR issues to assist in HR management decisions. Responds to correspondence (general, other agency, congressional, etc.) regarding military personnel issues. Researches, prepares response, and maintains action file. As required, forwards response for review and/or response for the MILPO Director and/or State Adjutant General. Estimates and projects future travel and funding requirements and submits request to MILPO Director. Oversees one of the following programs identified in duties 2

(2) Responsible for providing technical guidance OPM program and functions as the technical expert. Determines the methods and procedures for conducting military career guidance and counseling to ensure officer personnel have an optimal and established career pattern. Provides direction, information, and/or counseling to MILPO staff, commanders of Major Army Command (MACOMM) through unit commanders, supervisors, as well as individual military members as required. Provides information and ensures regulatory compliance regarding area of responsibility which may include, but is not limited to: accessions, appointments, assignments, reassignments, transfers, promotions, discharges, separations, retirements, Officer Evaluation Reports (OER), awarding of Military Occupational Skill (MOS) identifiers (primary or secondary), Stop Loss programs, and National Guard Bureau (NGB) waivers. Convenes or participates in various boards which may include: promotion, awards, selective retention, MOS Medical Review Board (MMRB), Incapacitation Review Boards, etc. Initiates action for the issuance of all military orders relating to military personnel actions and distributes accordingly. Reviews Table of Distribution and Allowances (TDA), Table of Organization and Equipment (TOE), Modified TOE (MTOE), and/or Unit Manning Report (UMR) for the requirements, authorizations and movements of military personnel. Responsible for the review and verification of promotion actions (officer - 01 through 03, enlisted - E5 through E9) and/or the review and forwarding of packets for promotion board actions.

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# Requirements

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## Conditions Of Employment

Military membership in the Nebraska National Guard Membership is required.  
Males born after 31 December 1959 must be registered for Selective Service.  
Obtain/maintain the level of security clearance/background check required  
May be required to successfully complete a probationary period.  
Direct Deposit is mandatory  
Individuals with military incentive bonuses may be subject to recoupment.

## Qualifications

**NATIONAL GUARD MEMBERSHIP IS REQUIRED:** This is an excepted service position that requires membership in a compatible military assignment in the National Guard. Selectee will be required to wear the military uniform. Acceptance of an excepted service position constitutes concurrence with these requirements as a condition of employment. Applicants who are not currently a member of the National Guard must be eligible for immediate membership and employment in the National Guard in the military grade listed in this announcement.

**FOR QUESTIONS REGARDING ELIGIBILITY TO JOIN THE NEBRASKA ARMY NATIONAL GUARD PLEASE CONTACT THE LOCAL RECRUITING OFFICE AT 402-309-7458.**

**INDEFINITE EMPLOYMENT IS TEMPORARY IN NATURE AND WILL LAST MORE THAN ONE YEAR BUT NO MORE THAN SIX YEARS. BENEFITS ARE THE SAME AS A PERMANENT APPOINTMENT. THIS POSITION MAY CONVERT TO PERMANENT WITHOUT FURTHER COMPETITION.**

**OPEN AREAS OF CONSIDERATION: AREA 1 and 2 ONLY**

## DEFINITION OF AREA(S) OF CONSIDERATION:

AREA 1 - Current permanent and indefinite bargaining unit Technicians of the Nebraska Army or Air National Guard  
AREA 2 - All Drill Status/M-Day members and temporary Technicians of the Nebraska Army or Air National Guard

AREA 3 - Current military service members who are willing to become a member of the Nebraska Army or Air National Guard

AREA 4 - All qualified candidates eligible and willing to become a member of the Nebraska Army or Air National Guard. Selected individual must become a member of the respective National Guard prior to the date of hire.

### **MILITARY REQUIREMENTS:**

**Compatible military grade and assignment required prior to the effective date of placement.** This is an excepted service position that requires membership in a compatible military assignment in the Nebraska Army National Guard. Applicants who are not currently a member of the National Guard must be eligible for immediate membership. If you are not sure you are eligible for military membership, please contact a National Guard recruiter prior to applying for this position.

**Military Grades: Maximum: E7; Minimum: E3;** Military Grade inversion within the full time work forces is not permitted. The military grade of the full time supervisor must equal or exceed the military grade of the personnel supervised.

**Compatible Military Assignments:** MOS: 42A

Individual does not have to be currently assigned to one of these career fields to be considered for this position; however compatibility requirements must be met prior to appointment to the position. Selectee has 24 months to become qualified in a compatible military assignment.

### **Security Clearance/Background Check requirements:**

In order to comply with US DOD requirements and ensure the safety and security of the missions, programs, property and personnel of the Nebraska Military Department, employees must obtain the appropriate background investigation and maintain the level of security clearance assigned to their respective work.

Failure to obtain, within one year of appointment, and maintain the designated type of security clearance/background check required for the respective work may result in a job offer being rescinded, separations of employment, or other actions as may be deemed in the best interest of the agency.

Prior to appointment individuals must meet the security clearance requirements for the position or submit the required documents of the Nebraska National Guard, Personnel Security Manager for processing the appropriate investigation. Required forms: SF86, PSIP Initiation Form, Fingerprints, OF306 and Application/Resume.

**Nebraska National Guard Personnel Security Manager - [kalee.m.boden.mil@army.mil](mailto:kalee.m.boden.mil@army.mil); 402-309-8319.**

**GENERAL EXPERIENCE:** Experience, education or training which involves the exercise of analytical ability, judgment, discretion, and personal responsibility, and application of a substantial body of knowledge of principles, concepts and practices applicable to one or more fields of administration or management. Experience using computer and automation systems.

### **SPECIALIZED EXPERIENCE:**

**GS-09** - Must have at least 24 months experience, education, or training involving the administering, delivering, maintaining, advising, and adapting basic concepts, principles, and theories of Human Resources to the unique organizational, management, and mission requirements.

**GS-07** - Must have at least 12 months experience, education, or training involving the administering, delivering, maintaining, advising, and adapting basic concepts, principles, and theories of Human Resources to the unique organizational, management, and mission requirements.

### **Education**

#### **Education:**

**Substitution of Education for Specialized Experience - Successful completion of a full 4-year course of study in any field leading to a bachelor's degree, in an accredited college or university, meets the GS-5 level requirements.**

### **Additional Information**

If you are a male applicant who was born after 12/31/1959 and are required to register under the Military Selective Service Act, the Defense Authorization Act of 1986 requires that you be registered or you are not eligible for appointment in this agency (<https://www.sss.gov/RegVer/wfRegistration.aspx>).

If you are unable to apply online or need to fax a document you do not have in electronic form, view the following link for information regarding an [Alternate Application](#).

### **Benefits Link**

<https://www.abc.army.mil/>

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## **How You Will Be Evaluated**

### **How You Will Be Evaluated**

Once the announcement has closed, your resume and supporting documentation will be used to determine if you meet the qualifications listed on this announcement. Your answers to the assessment questionnaire will be verified against information provided in your resume and other supporting documentation. Be sure that your resume clearly supports your responses to all the questions addressing experience and education relevant to this position.

In describing your experience, please be clear and specific, we will not make assumptions regarding your experience. If, after reviewing your resume and supporting documentation, a determination is made that you have inflated your qualifications or experiences, your rating will be adjusted or you may be excluded from consideration for this position.

Your qualifications will be evaluated against general and specialized experience under the "Qualifications" section and against the following competencies (knowledge, skills, abilities and other characteristics):

Clerical, Customer Service (Clerical/Technical), and Decision Making

To preview the assessment questionnaire, please use the following link: <https://apply.usastaffing.gov/ViewQuestionnaire/12139497>

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## Required Documents

### Required Documents

To apply for this position, you must submit a complete Application Package which includes:

1. Your **resume** showing work schedule, hours worked per week, dates (format should include Month and Year) of employment and duties performed.

Use this link for [Resume Tips](#).

2. **Other supporting documents (optional)**

- Cover Letter
- DD-214
- Other
- Other Veterans Document
- SF-50
- Transcript

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## How To Apply

### How To Apply

To apply for this position, you must complete the online application and submit the documentation specified in the Required Documents section below.

A complete application package must be submitted by 11:59 PM (Eastern) on the closing date of the announcement to receive consideration.

To begin, click **Apply** to access the online application. You will need to be logged into your USAJOBS account to apply. If you do not have a USAJOBS account, you will need to create one before beginning the application.

Follow the prompts to **select your resume and/or other supporting documents** to be included with your application package. You will have the opportunity to upload additional documents to include in your application before it is submitted. Your uploaded documents may take several hours to clear the virus scan process.

After acknowledging you have reviewed your application package, complete the Include Personal Information section as you deem appropriate and **click to continue with the application process**.

You will be taken to the online application which you must complete in order to apply for the position. Complete the online application, verify the required documentation is included with your application package, and submit the application.

To verify the status of your application, log into your USAJOBS account (<https://my.usajobs.gov/Account/Login>), all of your applications will appear on the Welcome screen. The Application Status will appear along with the date your application was last updated. For information on what each Application Status means, visit: <https://www.usajobs.gov/Help/how-to/application/status/>.

## Agency Contact Information

### Questions About This job

Jon Sronce  
Phone: 402-309-8173  
Email: jon.c.sronce.civ@army.mil

### Agency Information

NE Human Resources Office  
2433 NW 24th Street  
Lincoln, NE 68524

### Next Steps

Once your online application is submitted you will receive a confirmation notification by email. Your application will be evaluated by the Human Resources Office to determine your eligibility for the position. After the evaluation is complete, you will receive another notification regarding the status of your application.

Qualified candidates will be referred to the selecting official in the following order:

1. Fully qualified Area 1 applicants
2. Fully qualified Area 2 applicants
3. Trainees, Areas 1 and 2

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## Release URL

### Release URL

<https://www.usajobs.gov/GetJob/ViewDetails/750640200>