



MISSOURI NATIONAL GUARD
JOINT FORCE HEADQUARTERS
IKE SKELTON TRAINING SITE
2302 MILITIA DRIVE
JEFFERSON CITY, MISSOURI 65101-1203

S: 30 JAN 26
S: 1 Feb 26

NGMO-PER-AB (600-8-19D)

16 December 2025

MEMORANDUM FOR DISTRIBUTION A & I

SUBJECT: Statewide Vacancy Announcement (**SWVA #25-0938**)

1. The current EPS list has been exhausted, and the following position is open statewide for best select interviews:

- a. Unit Name / UIC: HHC, 35TH ENGINEER BRIGADE / WXAHA
- b. MOS / Duty Title: 12H / Construction Operations Sergeant
- c. Position # / Grade: 03114965 / E-7
- d. Location: FT. LEONARD WOOD, MO

2. Applicability:

a. Current ARNG Soldiers in grades E-5 through E-7 in any MOS, and E-7 Active Army and USAR Soldiers who currently hold the 12H MOS.

b. MOS specific duties and qualification requirements are listed in the enclosed. Reference DA PAM 611-21, Chapter 10-12H.

3. Instructions:

a. Interested, qualified candidates are encouraged to apply by the first packet submittal suspense of **30 JAN 26** to be considered for the initial interview process, or until this announcement has been removed from the Missouri Army National Guard website listing.

b. Thereafter, if no selection is made, Commanders may conduct additional interviews at their discretion until **1 Feb 26**, or a selection is made.

c. Soldiers will submit completed applications and all other required documentation to MSG Todd A. Stark at todd.a.stark6.mil@army.mil and SSG Keith D. Cummings at

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keith.d.cummings2.mil@army.mil. Reference the SWVA number located in the above subject line on all documents.

4. Soldiers holding a Select Reserve Incentive Program bonus are recommended to consult with the Education & Incentives office to determine compatibility.

5. All units will post this announcement on their unit bulletin board and in their monthly newsletter until this announcement is removed from the Missouri Army National Guard website listing. For additional information, see the Memorandum of Instruction (MOI) for the 2025 Enlisted Promotion System (EPS), dated 6 June 2024.

FOR THE MILPO:

 Digitally signed by
OSIER.TABITHA.DAWN.125786
7290
Date: 2025.12.18 10:41:30 -06'00'

TABITHA D. OSIER
MAJ, MS, MOARNG
Chief, Military Personnel Services Division

10-12H. MOS 12H--Construction Engineering Supervisor (Const Engr Supv), CMF 12

a. *Major duties.* The construction engineering supervisor supervises construction, repair, and utility services of buildings, warehouses, fixed bridges, port facilities, and petroleum pipelines, tanks, and related equipment. Conducts Soldier common tasks outlined in STP 21-24 SMCT Duties for MOS 12H at each level of skill are:

(1) *MOSC 12H30.* Performs and maintains proficiency in all major duties of previous skill levels in MOS 12W, 12K, or 12R. Supervises subordinate Soldiers and provides technical and tactical guidance in the accomplishment of their duties. Supervises the construction of forms, wood frame structures, concrete structures, masonry structures, installation of plumbing systems, erection of pre-engineered buildings, installation of electrical systems, installation of suspended ceilings, building layout, generator operations, and construction of steel frames. Designs column forms and wall forms. Prepares a bill of material, schedules work, reads and annotates construction prints. Directs operator maintenance on assigned equipment, inspects work for proper installation in accordance with local codes and ordinances, and ensures employment of proper safety procedures. Implement Quality Control (QC) plan. Implement construction site safety and environmental plans.

(2) *MOSC 12H40.* Designs utilities job plans, timber trestle bridges, and manages construction projects. Devises project management plans, including work breakdown structure and network flow diagrams such as the critical path method or utilizing project management software, and coordinates work activities of supporting units. Provide supervision over all structural and utility construction projects. Inspect subordinate elements to ensure compliance with directives, construction drawings, and specifications. Advises Battalion commanders on all construction projects. Supervises Quality Control (QC), construction site safety and environmental plans. Supervises subordinate personnel.

b. *Physical demands rating and qualifications for initial award of MOS.* Construction engineering supervisors must possess the following qualifications:

(1) Physical demands rating of moderate (Gold).

(2) A physical profile of 111221.

(3) Qualifying scores.

(a) A minimum score of 93 in aptitude area GM.

(b) A minimum OPAT score of Standing Long Jump (LJ) – 120 cm, seated Power Throw (PT) – 0350 cm, Strength Deadlift (SD) – 0120 lbs. and Interval Aerobic Run (IR) – 0036 shuttles in Physical Demand Category “Moderate” (Gold).

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

(1) B9--Bradley Fighting Vehicle (BFV) (personnel only).

(2) 3C--Operational Contract Support (OSC) (SSG thru SGM).

(3) P6--Project Management (skill level 2 thru 6 for personnel only).

(4) Q6--Protection Cell Operations (skill level 4 through 6 for personnel only) (Effective 202410).

(5) R7--Army Reconnaissance (Skill level 3 and above personnel only).

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

(1) *Table 10-12H-1.* Physical requirements.

(2) *Table 10-12H-2.* Standards of grade TOE/MTOE.

(3) *Table 10-12H-3.* Standards of grade TDA.