



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

S: 1 May 26
S: 31 Jan 27

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

25 March 2026

MEMORANDUM FOR DISTRIBUTION A & I

SUBJECT: Statewide Vacancy Announcement (**SWVA #26-0385**)

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

- a. Unit Name / UIC: HHC 3D BATTALION 138TH INFANTRY REGIMENT / WQFZT0
- b. MOS / Duty Title: 25E / Electromagnetic Spectrum Non-commissioned Officer
- c. Position # / Grade: 08346973 / E-6
- d. Location: Kansas City, MO

2. Applicability:

- a. Current ARNG Soldiers in grades E-4 through E-6 in any MOS, and E-6 Active Army and USAR Soldiers who currently hold the 25E MOS.
- b. MOS specific duties and qualification requirements are listed in the enclosed. Reference DA PAM 611-21, Chapter 10-25E.

3. Instructions:

a. Interested, qualified candidates are encouraged to apply by the first packet submittal suspense of **1 May 26** to be considered for the initial interview process, or until this announcement has been removed from the Missouri Army National Guard website listing. Any questions regarding the vacancy must be directed to the senior command HR professional(s) for the position: MSG Cassie R. Jones at cassie.r.jones2.mil@army.mil or SSG Patrick M. Mathews at patrick.m.mathews4.mil@army.mil.

b. Thereafter, if no selection is made, Commanders may conduct additional interviews at their discretion until **31 Jan 27**, or a selection is made.

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c. Soldiers will submit applications and all other required documentation to the Enlisted Actions Branch (J-1) group mailbox: ng.mo.moarnng.mbx.enlisted-actions-branch@army.mil. Reference the SWVA number (26-0385) 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 2026 Enlisted Promotion System (EPS), dated 1 May 2025.

FOR THE DIRECTOR OF MANPOWER AND PERSONNEL:



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

10–25E. MOS 25E—Electromagnetic Spectrum Manager (Electro Spectrum Mgr), CMF 25

a. Major duties. The electromagnetic spectrum manager develops, produces, and distributes the Signal Operating Instructions (SOI) using computer software programs; maintains a database of frequency requests and assignments and performs periodic reviews and updates; takes steps to resolve frequency interference reports and maintains a database of interference incidents; prepares and forwards properly formatted frequency requests to the appropriate military or civilian agency for coordination and approval and maintains contact with them; performs unlimited frequency planning, selection, and deconfliction using automated tools; performs system field level maintenance on authorized signal equipment and associated electronic devices; and operates and performs preventive maintenance checks and services (PMCS) on assigned vehicles and power generators. Duties for MOS 25E at each level of skill are:

(1) MOSC 25E20. (Personnel Only). MOS used to identify Soldiers accessed into MOS 25E (Non-prior service (NPS) and In-service (IS)) prior to obtaining grade SSG.

(2) MOSC 25E30. Receives communications network input, interprets information and creates frequency plans, organizes the data logically, and generates and distributes SOI to all users electronically or in paper copy. Prepares properly formatted frequency requests, forwards the request to the appropriate civilian or military agency, receives the frequency approval, and submits assignments to the frequency database. Generates Satellite Access Request (SAR) to proper controlling authority, receives Satellite Access Authorization, receives satellite frequency approval, submits assignment to frequency database, and informs user of the authorized frequencies. Performs regular frequency database reviews and submits requests for update when necessary. Receives requests for frequency use authorization, nominates frequencies from frequency databases, makes assignments in the database, and notifies the requestor of the assignment. Maintains contact with military and civilian agency for the request and deconfliction of frequency use within the areas of responsibility. Ensures spectrum supportability for frequency emitting equipment which is being used within a specified area and obtains electronic warfare (EW) clearances. Receives frequency interference reports from victim units, takes appropriate steps to resolve interference, reports problem to higher headquarters for assistance, and maintains frequency charts, diagrams, reports, and a database of frequency interference incidents. Performs field level maintenance on authorized signal equipment and associated electronic devices. Operates and performs PMCS on assigned vehicles and power generators. 25E30 will not perform duties as Drill Sergeants or Recruiters.

(3) MOSC 25E40. Performs duties shown in preceding skill level. Performs the following additional tasks: validates subordinate Army unit's electromagnetic spectrum (EMS) request using Standard Frequency Action Format (SFAF). Reviews requirements for SAR. Prepares division and higher level echelon technical reports. Serves as principle or subordinate spectrum manager in JTF/CJTF or on the staff of a Joint, Combined, or Coalition activity who develops Joint Spectrum Use Plan, maintains, assigns, and deconflicts EMS information in JTF/CJTF database and resolves EMS interference in a JTF/CJTF. 25E40 will not perform duties as Platoon Sergeants, Drill Sergeants or Recruiters.

(4) MOSC 25E50. Performs duties shown in preceding skill level. . Performs the following additional tasks: manages division and higher level EMS databases. Assists users in obtaining spectrum supportability through appropriate federal and host nation agencies. Assists in the resolution of frequency interference incidents, reports unresolved problems to higher headquarters for assistance, and reviews frequency interference databases for trends and repeat incidents. Provides advice and assistance to subordinate units for mission accomplishment and career progression of other Electromagnetic Spectrum Managers. Serves as advisor for EMS management to the commander. Prepares spectrum specific briefings for commander and staff. Develops theater level and higher Army EMS management policy and procedures. 25E50 will not perform duties as a First Sergeant.

(5) MOSC 25E60. Performs duties shown in preceding skill level. Performs the following additional tasks: manages major geographical and functional command databases. Assists users and subordinate units in obtaining spectrum supportability through appropriate federal and host nation agencies. Assists in the resolution of frequency interference incidents, reports unresolved problems to higher headquarters for assistance, and reviews frequency interference databases for trends and repeat incidents. Provides advice and assistance to subordinate units for mission

accomplishment and career progression of other Electromagnetic Spectrum Managers. Serves as advisor for EMS management to the commander. Prepares spectrum specific briefings for commander and staff. Develops theater level and higher Army EMS management policy and procedures. 25E60 will not perform duties as Command Sergeants Major.

b. *Physical demands rating and qualifications for initial award of MOS.* The electromagnetic spectrum manager must possess the following qualifications:

- (1) A physical demands rating of Moderate (Gold).
- (2) A physical profile of 222221.
- (3) Normal color vision.
- (4) Qualifying Scores.
 - (a) A minimum score of 105 in aptitude areas GT and EL.
 - (b) A minimum OPAT score of Long Jump (LJ) - 0120 cm, seated Power Throw (PT) - 0350 cm, Strength Deadlift (SD) - 0120 lbs., and Interval Aerobic Run (IR) - 0036 shuttles in Physical Demand Category of "Moderate" (Gold).
- (5) A SSG with less than 12 years in service.
- (6) A SSG must have Advanced Leader Course (ALC) common core (CC) or Structured Self Development (SSD) II completed.
- (7) SSG waiver may be granted to a SGT promotable with ALC CC or SSD II completed by the Commandant, US Army Signal School, ATTN: ATSO-CD, Ft. Eisenhower, GA 30905-5300.
- (8) A security eligibility of SECRET is required for the initial award of MOS. Must remain eligible to receive security access of TOP SECRET to maintain MOS.
- (9) Ability to read, comprehend, and clearly enunciate English.
- (10) A U.S. citizen.
- (11) Formal Training (completion of MOS 25E Course conducted under the auspices of the USA Signal School) mandatory or waiver may be granted by Commandant, U.S. Army Signal School, ATTN: ATSO-CD, Ft Eisenhower, GA 30905-5300.

c. *Additional skill identifiers.* (Note: Refer to table 12-8 for List of universal ASI's associated with this MOS). Q6--Protection Cell Operations (skill level 4 through 6 for personnel only) (Effective 202410).

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

- (1) Table 10-25E-1. Physical requirements.
- (2) Table 10-25E-2. Standards of grade TOE/MTOE.
- (3) Table 10-25E-3. Standards of grade TDA.