



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

S: 31 Aug 24  
S: 2 Feb 25

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

1 Aug 24

MEMORANDUM FOR DISTRIBUTION A & I

SUBJECT: Statewide Vacancy Announcement (**SWVA #24-0715**)

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

- a. Unit Name / UIC: HHC, 203 EN BN / WXALT0
- b. MOS / Duty Title: 12N / #2 Operations Sergeant
- c. Position # / Grade: 03144250 / E7
- d. Location: Joplin, MO

2. Applicability:

- a. Current ARNG Soldiers in grades E5 through E7 in any MOS, and E7 Active Army and USAR Soldiers who currently hold the 12N MOS.
- b. MOS specific duties and qualification requirements are listed in the enclosed. Reference DA PAM 611-21, chapter 10-12N.

3. Instructions:

- a. Interested, qualified candidates are encouraged to apply by the first packet submittal suspense of **31 Aug 24** to be considered for the initial interview process, or until this announcement has been removed from its moguard.ngb.mil listing.
- b. Thereafter, if no selection is made, Commanders may conduct additional interviews at their discretion until **2 Feb 25**, 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](mailto:todd.a.stark6.mil@army.mil). Reference the SWVA number located in the above subject line on all documents.

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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 its manguard.ngb.mil listing. For additional information, see the MOARNG FY24 EPS MOI, dated 15 July 2023.

FOR THE MILPO:

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

**10-12N. MOS 12N—Horizontal Construction Engineer (Horiz Const Engineer), CMF 12 (Army Civilian Acquired Skills Program (ACASP) designated MOS)**

a. *Major duties.* The horizontal construction engineer supervises or serves as a member of a squad, team, section, or platoon. Duties start with operating heavy equipment at an intern level and progress to senior equipment operator level with supervisory responsibilities for personnel, construction projects, obstacle emplacement, and counter-obstacle operations involving construction equipment. Duties for MOS 12N at each level of skill are:

(1) *MOSC 12N10.* Serve as an intern level equipment operator with basic level training for interpreting basic grade stakes, , and identifying basic soil properties Performs basic crawler tractor operating tasks of clearing; , grubbing, stripping, excavating, backfilling, constructing ditches, stockpiling and push loading scrapers Performs basic motorized scraper operating tasks of excavating and spreading fill material Performs basic scoop loader operating tasks of stockpiling, backfilling, and loading haul units. Perform basic motorized grader operating tasks of scarifying, spreading, leveling and constructing V ditches. Performs basic hydraulic excavator operating tasks of excavating, stockpiling, backfilling, constructing ditches and loading haul units Performs basic backhoe loader operating tasks of excavating, stockpiling, backfilling, constructing ditches, and loading haul units. Performs basic dump truck operating tasks of driving, spreading, and dumping material Performs basic water distributor operating tasks of driving, loading, and spraying water. Performs basic roller operating tasks of compacting material utilizing a sheep's foot roller, smooth drum roller, and a vibratory roller. Performs basic tractor trailer operating tasks of transporting heavy construction equipment.

(2) *MOSC 12N20.* Serves as a Horizontal Construction Sergeant with limited supervision of construction equipment and personnel activities. Soldiers are senior and become primary operators for all finishing work and complex operating situations on horizontal construction projects. Provides guidance to less experienced equipment operators on operating techniques, procedures, and operator maintenance.

(3) *MOSC 12N30.* Serves as a Horizontal Construction Supervisor, Section Sergeant. Supervises activities related to the utilization of heavy construction and lifting equipment in support of construction project operations. Calculates equipment and operator requirements to assist in the development of construction project estimates. Organizes and direct mobility and counter-mobility missions.

(4) *MOSC 12N40.* Serves as a Senior Horizontal Construction Supervisor, or Platoon Sergeant. Organizes the overall construction workload. Utilizes project management techniques in the development and execution of construction projects and coordinates work activities of supporting units. Plans, organizes, and supervises all engineer construction equipment operations, including mobility and counter-mobility missions. Develops and executes a quality control plan and standard operating procedures.

b. *Physical demands rating and qualifications for initial award of MOS.* Horizontal construction engineer must possess the following qualifications:

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

(2) A physical profile of 222221.

(3) Red/green color discrimination.

(4) Qualifying scores.

(a) A minimum score of 90 in aptitude area GM in Armed Services Vocational aptitude Battery (ASVAB) tests administered prior to 2 January 2002.

(b) A minimum score of 90 in aptitude area GM on ASVAB tests administered on and after 2 January 2002.

(c) 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).

(5) Must possess a valid state motor vehicle operator license.

(6) Formal training (completion of MOS 12N course conducted under the auspices of the USA Engineer Center and School, or meet civilian acquired skills criteria per paragraph 9-5 (5) (b) of this pamphlet and in paragraph (7) below.

(7) ACASP qualification criteria.

Must have 2 years of experience operating each of the following pieces of equipment; crawler tractor, grader, loader, hydraulic excavator, backhoe loader, rollers, tractor trailers, and dump trucks . (a) IAW table 9-1 of this pamphlet, Initial Entry Trainee (IET) who qualifies under the ACASP will not be required to attend Advanced Individual Training (AIT) for any additional training. Upon completion of Basic Combat Training (BCT) Soldier Member will be processed IAW initial assignment instruction.

(b) Approval and validation to qualify IET for ACASP is through the USAES, Engineer Personnel Development Office (EPDO).

(c) Have a valid state motor vehicle license.

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

- (1) B9—Bradley Fighting Vehicle (BFV) (personnel only).
- (2) C3--Well Drilling.
- (3) C4--Crane Operator (skill level 1-2 only).
- (4) P6--Project Management (skill level 2 thru 6 for personnel only).
- (5) R7--Army Reconnaissance (Skill level 3 and above personnel only).
- (6) S4--Sapper Leader (SPC (P), SGT and SFC personnel only). (E6 positions and personnel) (effective 202010).
- (7) Y2—Transition (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 10-12N-1.* Physical requirements.
- (2) *Table 10-12N-2.* Standards of grade TOE/MTOE.
- (3) *Table 10-12N-3.* Standards of grade TDA.