

MILPER Number: 23-523

**Proponent
ATSG-AG**

**Title
Talent Acquisition Technician (420T) Application and Procedures**

...Issued:[29 Dec 2023]...

- A. Army Regulation 135-100 (Appointment of Commissioned and Warrant Officers of the Army), 1 September 1994
- B. Army Regulation 601-100 (Appointment of Commissioned and Warrant Officers in the Regular Army), 21 November 2006
- C. Army Regulation 350-1 (Army Training and Leader Development), 10 December 2017
- D. Army Regulation 600-9 (The Army Body Composition Program), 16 July 2019
- E. Headquarters, Department of the Army Pamphlet 601-6 (Warrant Officer Procurement Program), 23 August 2023
- F. Army Regulation 614-100 (Officer Assignment Policies, Details, and Transfers), 3 December 2019
- G. Army Regulation 601-1 (Assignment of Personnel to Army Recruiting Activities), 4 May 2023
- H. MILPER Message 23-426 (FY24 United States Army Warrant Officer Selection Boards), 13 October 2023
- I. Department of the Army Pamphlet 601-6 (Warrant Officer Procurement Program), 23 September 2019
- J. Army Directive 2023-02 (Direct Appointment and Commission of Certain Warrant Officers), 6

February 2023

1. This MILPER Message will expire NLT 10 December 2024.

2. Applicability. The provisions below apply to the Active Component.

3. Purpose. This message announces the initial application opportunity for the FY24 Adjutant General Corps Talent Acquisition Technician (420T) Military Occupational Specialty. A "Talent Acquisition Technician" (420T) is an added component of the Recruiting workforce redesign which specializes in Talent Acquisitions strategy, team development, talent retention, workforce planning, marketing, labor market analysis, recruiting lifecycle management, and data analytics. This occupation will serve at multiple echelons as a leader, advisor, trainer, and technical expert throughout the Army's Recruiting Enterprise.

a. Applicants will be placed into three separate eligibility cohorts. Cohort One will consist of a warrant officer branch transfer panel and is open to any currently serving WO1-CW3 in any career field in the Active Component. Cohort Two is open to any currently serving Active Component 79R in the rank of SSG-MSG and will follow a modified warrant officer selection board process. Cohort Three will be open to all NCOs in the Active Component in the rank of SGT-MSG regardless of MOS and will follow a modified warrant officer selection board process.

b. As the Army transforms the accessions enterprise to meet Army needs of the 21st century, the Army will advertise future opportunities to apply for 420T and other accessions related occupations to the broader Army community to include the Army Reserve, the Army National Guard, and the Inactive Ready Reserve.

4. Assessment and Selection Process: Prior to attending the in-person assessment and selection process, applicants will undergo Army Suitability Screening. Upon completion of suitability screening, a separate file assessment review by the proponent will be held to determine an order of merit list for each cohort.

a. The HRC Career Managers will inform order of merit candidates found best suited to attend in-person selection upon receipt of the order of merit list. Seat allocation for each cohort will not exceed 75. All cohorts will attend in-person assessment and selection held at Fort Knox, KY, for one week. The Army will convene three separate individual selection panels: cohort one o/a 4-8

March 2024, cohort two o/a April 2024, and cohort three o/a May 2024.

b. Final decision authority to release a warrant officer from a critically short MOS is the Commanding General, Human Resources Command (HRC). All applicants will receive official notification on decision to attend assessment and selection directly from their career manager, HRC. All applicants selected must be prepared and able to attend multiple TDYs and PCS within 180 days of selection.

5. Program Overview: Applicants selected for cohort one will attend training in a TDY status at three locations: Fort Jackson, Fort Knox, and a third training location associated with future training with industry/academia partnerships. Applicants selected for cohorts two and three will attend the Warrant Officer Candidate School at Fort Novosel, Alabama, with follow-on training at Fort Jackson, Fort Knox, and a third location TBD. Cohorts two and three will incur the normal 6-year ADSO required upon becoming a warrant officer. MOS 420T will be awarded upon completion of training.

6. Applicants selected for consideration will attend an in-person assessment at Fort Knox, KY and will be notified of the panel date and authorized to proceed one day prior, if CONUS, and 3 days prior, if OCONUS, to the assessment and selection panel:

a. Cohort One: Report MAR (T) / Start MAR (T) / End MAR (T) / Fort Knox, KY

b. Cohort Two: Report APR (T) / Start APR (T) / End APR (T) / Fort Knox, KY

c. Cohort Three: Report May (T) / Start May (T) / End May (T) / Fort Knox, KY

7. Cohort One Eligibility:

a. Applicants must be a Warrant Officer One (WO1) through Chief Warrant Officer Three (CW3) in the Active Component.

b. Must be a graduate of Warrant Officer Candidate School and a Warrant Officer Basic Course.

c. Must meet Army physical fitness and Army Height / Weight standards.

d. Must possess a Secret clearance.

e. Have no derogatory information in the OMPF, referred OERs, or pending adverse action.

f. Must be able to complete a 3-year tour following training.

g. Preferred (not required):

(1) Currently serving or have previously served as a Warrant Officer Recruiter.

(2) Previously held a SQI of 4 (Non-Career Recruiter).

(3) Previously held an ASI of V6 (Station Commander).

(4) Bachelor's degree in marketing, psychology, human resources, or any Data Information or Analytics equivalent concentration.

8. Cohort Two Eligibility:

a. Must meet general eligibility requirements IAW MILPER Message 23-426 para 7. Applicants should refer to AR 135-100, para 1-6, AR 350-1, para 3-13 and AR 611-110, para 2-1 for additional details or visit www.gowarrantnow.com for more information.

b. Applicants must be SSG through MSG and hold a MOS of 79R. This message applies to Active Component 79R non-commissioned officers. Applicants must display knowledge, skills, and abilities required for 420T success.

c. Applicants will have a minimum of 60 semester hours of college or an associate degree.

d. Applicants must be a graduate of the Advance Leadership Course (ALC).

e. All applicants must meet physical requirements for Warrant Officer appointment as prescribed in DODI 6130.03, 06 May 2018, and Chapter 2, AR 40-501, 27 June 2019, and meet height and weight standards IAW AR 600-9, 16 July 2019. Applicants must have a passing score on the last 6-event Army Combat Fitness Test (ACFT) including the 2-mile run. Submit any ETPs with your application.

f. Must have ASI V6.

9. Cohort Three Eligibility:

- a. Must meet general eligibility requirements IAW MILPER Message 23-426 para 7. Applicants should refer to AR 135-100, para 1-6, AR 350-1, para 3-13 and AR 611-110, para 2-1 for additional details or visit www.gowarrantnow.com for more information.
- b. Open to non-commissioned officers in the rank of SGT through MSG in any MOS in the Active Component.
- c. Applicants will have a minimum of 60 semester hours of college or an associate degree.
- d. All applicants must meet physical requirements for Warrant Officer appointment as prescribed in DODI 6130.03, 06 May 2018, and Chapter 2, AR 40-501, 27 June 2019, and meet height and weight standards IAW AR 600-9, 16 July 2019. Applicants must have a passing score on the last 6-event Army Combat Fitness Test (ACFT) including the 2-mile run. Submit any ETPs with your application.

10. Performance. Applicants should demonstrate a history of sustained excellent performance observable in, for example, annual evaluation reports/performance appraisals, and academic evaluation reports. Sustained excellent performance, though not all encompassing, can be demonstrated as:

- a. All applicants who were assessed as “Most Qualified” or “Highly Qualified” in their most recent evaluations.
- b. Applicant assessments highlight three or more of the following knowledge, skills, and attributes: systems thinking, active learning, extraversion, resilience, critical thinking, cognitive ability, leadership, problem solving, teamwork, motivating others, data analyzation and organization.

11. All applicants selected to attend in-person assessment and selection must meet the Army’s personnel suitability screening and an in-person Recruiting Candidate Assessment (RCA) requirements prior to being considered a fully qualified candidate (AR 601-1, App B).

12. Application Submission:

- a. Cohort One: Detailed instructions for applying can be found

at <https://www.milsuite.mil/book/community/spaces/apf/s1net/agwooproponent>. Do not use the USAREC Warrant Officer Application Checklist or packet submission guidelines. Only use the applicable 420T Application Checklist. Application deadline is 2 February 2024. Application link will open on 3 January 2024.

b. Cohort Two: Detailed instructions for applying can be found at <https://recruiting.army.mil/ISO/AWOR/>. Application deadline is 4 March 2024. Application link will open on 3 January 2024.

c. Cohort Three: Detailed instructions for applying can be found at <https://recruiting.army.mil/ISO/AWOR/>. Application deadline is 1 April 2024. Application link will open on 3 January 2024.

13. Waivers and/or Exception to Policy (ETP): Cohort one waiver/ETP request will be submitted IAW application checklist to the AG WO Proponent. Cohorts two and three will follow the Warrant Officer Recruiting Company application instructions. A separate waiver will be required for each prerequisite not met. Submission of a waiver does not constitute automatic approval.

14. The provisions incorporated within remain in effect unless superseded or rescinded.

15. Points of Contact: CW5 Chad G. Bowen, 9th Chief Warrant of the Adjutant Corps at chad.g.bowen.mil@army.mil, 803-751-8358, or CW4 Matthew D. Collins, AG WO Proponent at matthew.d.collins26.mil@army.mil.