Recruit the Recruiter Team

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Family in Recruiting
AGENDA

- USAREC Vision and Mission
- Army Recruiting Structure
- Recruiting Functions
- Career Progression Enhancement
- A Premier Command
- The 36 Month Tour
- Requirements
- Waivers
- Army Strength Provider Website / RTR Facebook
- Selection process
- Recruiter Mentorship Program
- Assignment Locations
- Army Recruiter Course (ARC)
USAREC VISION AND MISSION

“An all-volunteer team sustaining an all-volunteer army… A mutually supporting relationship with families & communities enabled by a network of shared knowledge using leading edge technologies & premier recruiting practices.”
RECRUIT THE RECRUITER BRIEFING

RECRUiting FUNCTIONS

Planning
- Operating Environment
- Roles and Responsibilities
- Recruiting Operations
- Decisive Operations
- Shaping Operations
- Sustaining Operations

Execute Tactical Plan
- Develop Network-Centric Environment
- Prospecting
- Conduct an Army Interview
- Processing
- Follow-up Activities
- Lead a Future Soldier
- School Recruiting Program

Community Involvement
- Parades
- Color Guards
- Speaking Engagements
- School Presentations
- Event Marketing Activities
  (NASCAR, Air Shows, NHRA, etc.)
- Centralized Promotion Boards look favorably on Special Assignments regardless of CMF/MOS
- Specialized Training which can result in the award of 15 promotion points and college credit
- Diverse CONUS assignment locations and potential OCONUS assignments
- Unique Leadership Opportunities
• Special Duty Assignment Pay (SDAP) $300.00 for the first year and $375.00 the next year per Month.

• Recruiting Expense Account (REA) $75.00 per Month.

• May qualify for Foreign Language Proficiency Pay Language Skill Level $150 monthly depending on availability or eligibility.

• 36 months stabilized tour after completion of ARC school.
The 36 Month Tour

The ARC (6 1/2 weeks) → ADVANCED TRAINING PROGRAM

At 15th months
DEVELOPMENTAL COUNSELING
by 1SG FOR
POSSIBLE RECLASSIFICATION
TO MOS 79R completed

If NO to 79R CANDIDATE STATUS
• Continue on current tour ending at 36 months
• Possibly to still Reclassify while in USAREC command

If YES to 79R CANDIDATE STATUS
• Enrolled in PRE-RESIDENT Station Commander Course (SCC) and scheduled for RESIDENT SCC.
• Attend RESIDENT SCC.
• DA 4187 - Request to Reclassify will be submitted to Branch.
• DA 4187 approved and assignment in a vacant 79R position (as available).
Must be able to meet 3 year obligatory service requirements; must be able to reenlist or extend current contract. Creates a Service Remaining Requirement (SRR) if not in within reenlistment window.

No bankruptcy within the past three years, no current credit problems, and adequate spendable income (at least $1000.00 remaining/month).

Dual Military couples or those enrolled in MACP - both must apply and qualify for the program or waive Joint Domicile MACP.

SOLE Parents; can be reviewed with a family care plan and require a waiver.

Meet the Army height/weight standards of AR 600-9 dated (28 June 13)

Minimum PULHES 132221, submit all profiles with MMRB/MAR2 results. No shaving profiles authorized.

Possess a valid civilian driver’s license (waiver not authorized).

No alcohol related incidents within the past 5 years. Cannot currently be or have not been enrolled in ASAP within the past 3 years and treatment within 1 year.

Cannot be pregnant at time of selection or prior to attending Army Recruiting Course (ARC). Soldier may be considered 6 months after delivery.

At time of selection have no less than 4 years of time in service and no more than 9 years of time in-service if a SGT, no more than 15 years of time in service if a SSG, or no more than 16 years of time in service if a SFC (waiver by CG, USAREC authorized).
RECRUIT THE RECRUITER BRIEFING

REQUIREMENT HIGHLIGHTS (CONT’D)

- Completed one year since reclassification.
- At least 18 months Time On Station to apply.
- No UCMJ convictions that could result in 2 YRS confinement (felony level).
- U.S. Citizen, or legal alien with permanent residence.
- Minimum GT/ST score of 90. (waiver authorized)
- Meet the age standard: Be at least 21 years old, but not more than 39 years old at time of selection (waiver authorized to age 45)
- Can apply at 24 months on station if in CONUS - If OCONUS, complete 2/3 of a long tour; you must have 6-10 months remaining until DEROS for short tour areas and 6-12 months remaining for long tour areas.
- No tattoos that may be perceived as offensive, sexist, distasteful or gang related. Must provide photos or all of “ALL” tattoos, (except for those in the private areas. This you will provide a drawing in the same format). Meet AR 670-1 dated (10 Apr 15), (Tattoos below the wrist bone and above the t-shirt line that do not violate any other sections of AR 670-1 require an approved tattoo review)
- Must have a favorable NAACLAC.

“all waivers will be reviewed…if in doubt, submit your packet.”
WAIVERS / SUPPORTING DOCUMENTATION

- GT Score Waivers: ERB
- Age Waivers: ERB, DA Photo and DA 705
- Time In Service (TIS): ERB
- Behavioral Health (BH): DA 3822 review by USAREC’s Office of Command Psychologist (OCP). Cannot have been enrolled in ASAP within past 36 months. Cannot have received BH treatment including medication within past 12 months. Any current diagnoses in AXIS I & II will likely disqualify a candidate.
- Profile: The Permanent Profile and MMRB/MAR2 if applicable
- Financial (this is a verification, not a waiver): DA 5425 (must have $1000.00 left each month after all liabilities are paid and 2-3 months worth of BAH in savings preferred)
- Sole Parent: Family Care Plan Statements (provider must be willing and able to relocate wherever you are assigned) and DA Form 5425
- Tattoos: All tattoos will be reviewed. Regardless if you are “Grandfathered” to come in or to stay in the army. Clear color photos of all tattoos that can be seen in OCP uniform t-shirt.
- Law violations (all article 15s and any law violations ie. reckless driving and speeding): Documentation stating charges and all dispositions. If you cannot obtain documentation then provide a letter for your commander detailing the charge(s), date(s), and all final dispositions.

GREEN = can be waived
RED = disqualification
BLUE = documents
CSMs explain why being a recruiter is beneficial. - 2018

WELCOME TO RECRUIT THE RECRUITER

"Providing Soldiers who Provide the Strength!"

As a member of USAREC you join a carefully selected team of dedicated professionals who sustain the nation’s All-Volunteer Army. Enabled by leading edge technologies and premier recruiting practices…we establish and maintain enduring relationships with Centers of Influence, Future Soldiers, Families, and American Public.

Mission, Vision and Attributes

As the Army’s trusted ambassadors to the American people, USAREC recruits Soldier Officers, Warrant officers and Enlisted to meet the needs of an expeditionary Army. Our Soldiers lead the transformation from Civilian to Soldier, act as the Army’s liaison with the American people, and do this all with integrity and professionalism that clearly demonstrates the Warrior Ethos and Army Values. The command remains relevant and ready to provide the strength for our Army, today and into the future.

Recruiter Unique Attributes

- Recruiters require exceptional discipline and leadership to operate across geographically dispersed locations.
- They must possess the self-discipline and professional ethics to maintain Army standards and values, aggressively seek self-improvement, and use initiative to implement and adapt to new technologies supporting Army recruiting missions.
RECRUIT THE RECRUITER BRIEFING

RECRUITER SELECTION PROCESS

1. Complete and submit your volunteer recruiter packet to your Division Outreach NCO.

2. Packet Received and QC'd by Division Outreach NCO. Division Outreach NCO forwards packet to USAREC RTR team for processing.

3. Name submitted to Branch/Branch Manager for recruiting assignment release. Time determined by Branch allocations for Special Duty Assignment release.

4. Once released, HRC schedules tentative ARC report date pending Recruiter Background Investigation clearance.

5. HRC notifies Soldier of school date.

6. USAREC G-1 Assignment NCOs will work assignments for OCONUS Soldiers 120-90 days out from their DEROS date.

7. USAREC G-1 Assignment NCOs will contact volunteer recruiters approximately 2 weeks prior to their school start date to address their assignment. **The background check from HRC must be favorably completed prior to addressing your assignment. If the background check is not back then your assignment will not be discussed until it comes back.**

Note: Average process time is 4-6 months from submission to ARC date.
Division Outreach NCOs

- **Fort Hood**
  SFC FERNANDEZ: jorger.r.Fernandez.mil@mail.mil Phone# (915) 205-0515
  Areas covered- Fort Hood, Fort Sam Houston

- **Fort Lewis**
  SFC Martinez alexander.p.martinez.mil@mail.mil Phone# (910) 508-0480
  Areas covered- Joint Base Fort Lewis-McChord, Fort Greely, Fort Wainwright, Joint Base Elmendorf – Richardson, and Fort Irwin

- **Fort Bragg**
  SFC Ramos: Hercules.a.ramos.mil@mail.mil Phone# (502) 264-5239
  Areas covered- Fort Bragg, Fort Lee, Fort Eustis, Fort Jackson, Fort Meade, Fort Story, Fort Belvoir, and Fort Myers

- **Fort Carson**
  SFC Stone: michael.j.stone118.mil@mail.mil Phone# (502) 264-5234
  Areas covered- Fort Carson, Defense Language Institute, and Peterson AFB

- **Fort Stewart**
  SFC Bellamy: andra.bellamy.mil@mail.mil Phone# (912-223-8883)
  Areas covered- Fort Stewart, Fort Polk, Fort Benning, Fort Gordon, Fort Rucker,
  Redstone Arsenal Eglin AFB, Italy, Fort Buchanan, and Germany
Division Outreach NCOs

- Fort Riley
  SFC Lima: andrew.m.lima2.mil@mail.mil Phone# (785) 217-1297
  Areas covered- Fort Riley, Fort Sill, Pine Bluff Arsenal, Fort Leavenworth, Fort McCoy, and Fort Leonardwood

- Hawaii
  SFC Nguyen: thuan.t.nguyen.mil@mail.mil Phone# (808) 631-4009
  Areas covered- Hawaii, Camp Zama, Torii Station, Camp Humphreys, USAG Daegu, USAG Yougsan, USAG Casey

- Fort Campbell
  SFC Guenther: david.a.guenther6.mil@mail.mil Phone# (254)-266-3678
  Areas covered- Fort Campbell, Fort Knox

- Fort Drum
  SFC Gomes: matthews.s.gomes.mil@mail.mil Phone# (502) 264-5235
  Areas covered- Fort Drum, Aberdeen Proving Ground, Fort Detrick, Fort Meade, Fort Devens, Joint Base McGuire-Dix-Lakehurst, Picatinny Arsenal, Fort Hamilton, Carlisle Barracks, Tobyhanna, and West Point

- Fort Bliss
  SFC Wilson: christopher.l.wilson.mil@mail.mil Phone# (270) 454-1045
  Areas covered- Fort Bliss, Ft. Huachuca, Yuma Proving Grounds, White Sands Missile Range
RECRUITER MENTORSHIP PROGRAM

• 180 to 90 days from your class date. The Recruit the Recruiter Team process your paperwork and work with USAREC Assignments Team to determine your assignment prior to you going to The Army Recruiter Course.

• 90 to 45 days from your class date, this is the time to utilize the contacts and resources provided to prepare yourself and your family (if applicable) for your transition to USAREC.

• 45 to 21 days from your class date (ARC Soldier Qualification /Certification): We will ensure that you meet all of the qualifications prior to arriving at the school house and that nothing has changed with your qualifications.

• 30 days after you report to USAREC: After reporting to your duty location, we will send an AAR to be completed and returned to ensure we continue to evolve and adapt to the needs of inbound Recruiters.
ASSIGNMENTS

Q: WHEN DO I GET MY ASSIGNMENT?

A: **VOLUNTEERS:** Will have their assignment the second week when attending ARC after report date. **DA SELECTS:** Will have their assignment issued during the second week as well. **OCONUS:** Get an email 120-90 days out. Will receive assignment to a recruiting station before attending the ARC.

Q: WHO DO I CONTACT ABOUT ASSIGNMENTS?

A: **VOLUNTEERS ONLY** USAREC G-1 ASSIGNMENT TEAM via email usarmy.knox.usarec.mbx.hq-g1-das-recruiter-assignments@mail.mil. Your DA Form 3822 must be current through ARC report date (must be completed no earlier than 6 months prior to the ARC reporting date).
Select a total of ten Battalions from the five Brigades listed below. Choose no more than two Battalions per Brigade. Number your selections one (1) through ten (10) with 1 being the most desired. Soldiers who are 68 series only, may select an additional two Battalions in the Medical Recruiting Brigade.

Recruiter preference is not guaranteed but will be considered.
ARMY RECRUITER COURSE

- The ARC relocated to Ft. Knox in January 2015.
- The Course is 6 Weeks and 4 Days long.
- 9 Major Segments
  • Enlistment Eligibility
  • Recruiting technology
  • Recruiting knowledge
  • Interpersonal and Communication Skills
  • Prospecting
  • Interviewing
  • Processing
  • Recruiting Exercise (RECEX)
USAREC NEEDS MOTIVATED NCOs!

- Tell YOUR Army story to future Soldiers
- Provide leadership and mentorship
- Be a role model within your community
- Help someone find their strength

What’s in it for you?

- 36 months dwell time
- Subsidized child care
- Opportunity for Career Advancement
usarmy.knox.usarec.mbx.HQ-g1-rtr@mail.mil
or
DSN: 536-xxxx
Comm: 502-626-1736

MSG Sandra Wilson
or
Division Outreach NCO at the nearest Military Installation