



**DEPARTMENT OF THE AIR FORCE
MASSACHUSETTS NATIONAL GUARD**

Human Resources Office
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Hanscom AFB, Massachusetts 01731-3001



ACTIVE GUARD RESERVE (AGR) – MILITARY VACANCY ANNOUNCEMENT #102-24-46

OPEN DATE: 26 JUN 2024

EXPIRATION DATE: 10 AUG 2024

Open To: This is a commissioned officer position and is open to all candidates eligible to become members of the Massachusetts Air National Guard holding a 14N3 AFSC

Number of Positions:	One
Position Title:	INTELLIGENCE / OPERATIONS OFFICER
Unit/Duty Location:	102d Operations Support Squadron, Otis ANGB, MA
Minimum/Maximum Grade Authorized:	Maj/O-4 - Lt Col/O-5
Duty AFSC:	14N3
Security Clearance:	TS/SCI (CI Polygraph preferred but not required)

POC: Lt Col Robert E. Blanchette, Comm: (508) 968-7725, email: robert.blanchette.1@us.af.mil

HRO Remote: Ms. Kimberly Brown, Comm: (508) 968-4596, email: 102.IW.HRO.Org@us.af.mil

POSITION IS CONTINGENT UPON THE AVAILABILITY OF FUNDS AND RESOURCES

Not a Commissioning Opportunity

PCS Authorized

Available 1 Oct 2024

SPECIALTY SUMMARY:

Operations Officer for a DCGS intelligence squadron located within the 102d Intelligence, Surveillance, & Reconnaissance Group (ISRGR). Directs/manages squadron functions/activities supporting analytical lines of efforts ISO Air Force/Joint/Intelligence Community partners. Executes the commander's operational objectives and is responsible for operations, training and assigned personnel.

Coordinates support across NGB, 480th IW, Regional Lead(s) and multiple mission partners to secure resources, develop squadron operational requirements, and ensure 102d ISRGR operational success. Develops / recommends tactics, techniques, and procedures for unit operations.

Directs squadron resource allocation and forecasts unit operational requirements. Incumbent must possess superb interpersonal and communicative skills, both oral and written; have the ability to establish and maintain effective working relationships and negotiate effectively and professionally.

This position will be the full-time OIC while also maintaining responsibility for operational duties when the drill-status Commander is not on a military status. Related DoD Occupational Subgroup: 230100.

DUTIES AND RESPONSIBILITIES:

1. Plans, organizes, and oversees activities of the Intelligence Squadron, as well as operations staff in charge of training, weapons and tactics, planning, operations management, and support to DCGS operations.
2. Exercises supervisory personnel management responsibilities.
3. Plans work for accomplishment by subordinate flights, sets Unit operational priorities, and approves operational schedules and commitments based on mission requirements, commander's intent, organizational capabilities and customer needs.
4. Develops/publishes direction and/or guidance for subordinate flights and operations staff members in order to implement operational plans, schedules, and commitments.
5. Reviews work and management techniques of subordinate supervisors.
6. Develops goals and objectives that integrate organizational and commander objectives.
7. Maintains multifaceted communication with squadron commander, 1st Sergeant and Senior Enlisted Leader (SEL) to ensure strong squadron leadership collaboration/continuity.

SPECIAL REQUIREMENTS:**Knowledge:**

Knowledge is mandatory of intelligence fundamentals, security, analysis, communications skills, the intelligence disciplines, the intelligence community, ISR information systems, research sources and methods, the presentation of friendly forces, friendly weapons systems, adversary capabilities, ISR operations, targeting, integration, and sensing grid activities.

Education:

For entry education requirements see Appendix A, 14N CIP Education Matrix.

Training:

The following training is mandatory for award of the AFSC indicated: 14N1. Completion of the Intelligence Officer Initial Skills Course. 14N3. Completion of mission qualification, which includes but is not limited to IQT/MQT, mission certification, or other training deemed necessary to be considered qualified to perform assigned duties. (Note: Waivers for mandatory Intelligence Officer Initial Skills Course training must be submitted in accordance with AFMAN 36-2100 and 14N Career Field Manager guidance.)

Experience:

The following experience is mandatory for award of the AFSC indicated: 14N3. Complete a minimum of 36 months performing intelligence functions.

For entry and retention of AFSC 14N3:

When required for a current or future assignment, must successfully complete and pass a Counterintelligence (CI) polygraph examination and meet all customer access eligibility requirements.

Specialty requires routine access to Tier 5 (T5) information, systems or similar classified environment. Completion of a current T5 Investigation IAW DoDM 5200.02, AFMAN 16-1405, Air Force Personnel Security Program, is mandatory. Access to T5 material is determined by favorable adjudication of the T5 updates, according to applicable security and intelligence regulations. The Department of Defense Central Adjudication Facility (DoD CAF) is solely responsible for determining and certifying eligibility for access to T5 material. In accordance with AFMAN 36-2100, revocation of eligibility for access to T5 information or systems requires a withdrawal of 14NX AFSCs, unless an exemption is granted by HQ AFPC/DP2SSM on the recommendation of HQ USAF/A2/A6. Revocation of an officer's security clearance by AFCAF requires a withdrawal of 14NX AFSCs without exception.

MINIMUM QUALIFICATION REQUIREMENTS:

1. Air National Guard, Air Force Reserve or the United States Air Force members who have not achieved a passing Fitness Assessment score are ineligible for entry into the AGR program.
2. Air National Guard members must meet the physical qualifications outlined in DAFMAN 48-123 prior to entry on AGR duty.
3. An applicant on a medical profile may apply for AGR tours as long as meet the aforementioned requirement and subsequently are medically cleared off any DLC/medical profile prior to starting a new AGR tour.
4. Applicants who do not hold the duty AFSC for the advertised position must meet minimum ASVAB requirements.
5. Must meet any Special Requirements as specified in the Position Description.
6. Failure to obtain and maintain a SECRET or TOP SECRET (if applicable) security clearance will result in removal from the AGR program.
7. Selected individual must extend/re-enlist for a period equal to or greater than initial tour end date.
8. IAW ANGI 36-101, paragraph 5.3., to accept an AGR position, an applicant's military grade cannot exceed the maximum military authorized grade for the AGR position. Overgrade enlisted applicant must indicate, in writing, the willingness to be administratively reduced in grade when assigned to the position. Officers may not enter into the AGR program in an overgrade status.
9. IAW ANGI 36-101, paragraph 5.7, an individual must not have been previously separated for cause from active duty or previous Reserve Component AGR tour.
10. IAW ANGI 36-101, paragraph 5.10, applicants should be able to complete 20 years of active federal service prior to Mandatory Separation Date (MSD). Individuals selected for AGR tours that cannot attain 20 years of active federal service prior to reaching mandatory separation must complete a Statement of Understanding contained in Attachment 3 of ANGI 36-101.
11. IAW ANGI 36-101, paragraph 6.6.1., members should remain in the position to which initially assigned for a minimum of 24 months. TAG may waive this requirement when in the best interest of the unit, State, or Air National Guard.
12. Entry/retention requirements for AFS are outlined in the AFECD/AFOCD.

LENGTH OF TOUR:

Initial AGR tour orders are probationary. The probationary period will be a minimum three years. Follow-on tour will not exceed six years and will not be extended beyond an enlisted Airman's Expiration Term of Service (ETS) or an Officer's Mandatory Separation date (MSD).

APPLICATION REQUIREMENTS:

- 1. NGB Form 34-1, signed <https://massnationalguard.org/assets/ngb-form-34-1.pdf>
 - 2. Current Report of Individual Personnel (RIP): Obtain from Virtual Military Personnel Flight (vMPF) – Self-Service Actions
 - Select “Personal Data”
 - Select “Record review/Update”
 - Scroll to bottom on left hand panel click “view/print all pages”
 - A printer friendly window should pop up to print, if not, right click on page and scroll down to print
 - 3. Copy of last promotion order (OFFICERS ONLY) may be obtained from PRDA
 - 4. AF Form 422: Must be obtained and verified by Medical Group within 6 months of submission
 - *For enlisted members **NOT** part of the MA ANG the AF 422 **MUST** be within 2 years
 - *For officers **NOT** part of the MA ANG **OR** commissioning opportunity the AF 422 **MUST** be within 1 year and include the following:
 - Purpose of physical: Commissioning / Officer Transfer / Officer Reappointment
 - Date of physical exam / PHA / RCPHA
 - Physical is cleared for Commission / Officer Transfer / Reappointment Statement
 - 5. **myFitness Individual Tracker Report: Current & passing w/ 12 months**
<https://myfss.us.af.mil/USAFCommunity/s/login/?ec=302&startURL=%2FUSAFCommunity%2Fs%2F>
 - 6. SF 181, Ethnicity and Race Identification <https://massnationalguard.org/assets/sf-181.pdf>
 - 7. Pre-Employment Reference Check Form <https://www.massnationalguard.org/assets/pre-employment-reference-check2.pdf> (not required for current permanent MA ANG AGRs)
 - 8. CORI, signed (not required for current permanent MA ANG AGRs)
<https://www.massnationalguard.org/assets/cori-request-baker--2016.pdf>
 - 9. Copy of driver’s license, front and back (not required for current permanent MA ANG AGRs)
 - 10. Last 3 OPR/OPB ***A MFR must be submitted for any missing OPR/OPB**
 - 11. Retraining Acknowledgment Document (required for applicants who do not hold the AFSC – Contact HRO-Remote for template)
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- Use the Wingman concept to proof read application
 - All required documents must be submitted electronically as **ONE** .pdf file to Ms. Kimberly E. Brown NLT 2359 on the advertisement expiration date
 - Include **ONLY** the documents listed above