



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

Human Resources Office
2 Randolph Road
Hanscom AFB, Massachusetts 01731-3001



ACTIVE GUARD RESERVE (AGR) – MILITARY VACANCY ANNOUNCEMENT #102-25-11

OPEN DATE: 6 Jan 2025

EXPIRATION DATE: 20 Feb 2025

Open To: The following AGR tour is available Nationwide to those holding the 14N1 AFSC

Number of Positions:	One
Position Title:	Intelligence Officer – Flight Commander
Unit/Duty Location:	267 IS, Otis ANGB, MA
Minimum/Maximum Grade Authorized:	2d Lt O-1 / Cpt O-3
Duty AFSC:	14N1
Required ASVAB:	N/A
Security Clearance:	TS/SCI with Polygraph
PULHES:	P=3, U=3, L=3, H=2, E=3, S=1

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

***POSITION IS CONTINGENT UPON THE AVAILABILITY OF CONTROL GRADES,
FUNDS AND RESOURCES***

PCS Authorized

SPECIALTY SUMMARY:

Flight Commander for a 22-Airman flight in the 267th Intelligence Squadron located within the 202d Intelligence, Surveillance, & Reconnaissance Group (ISRG). Directs/manages flight functions/activities supporting the global cryptologic mission and enabling full-spectrum cyber operations ISO Air Force/joint/Intelligence Community partners. Executes the commander's operational objectives and is responsible for operations and training of assigned personnel. When necessary, coordinates support across NGB, NSA, 16AF, and multiple mission partners to support Commander's intent and mission priorities. Develops and recommends tactics, techniques and procedures for unit operations.

DUTIES AND RESPONSIBILITIES:

- a. Plans, organizes, and oversees the activities of a flight in an Air National Guard – Signals Intelligence Squadron
- b. Exercises supervisory personnel management responsibilities.

- c. Plans work for accomplishment by flight, executes Unit operational priorities, and approves operational schedules and commitments based on mission requirements, Commander's intent, organizational capabilities and customer needs.
- d. Develops/publishes direction and/or guidance flight members to implement operational plans, schedules, and commitments.
- e. Reviews work and management techniques of subordinate supervisors.
- f. Develops goals and objectives that integrate organizational and commander objectives.

SPECIAL REQUIREMENTS:

- a. 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.
- b. Education: For entry education requirements see Appendix A, 14N CIP Education Matrix.
- c. Training: The following training is mandatory for award of the AFSC indicated:
 - i. 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.
- d. Other: The following are mandatory as indicated:
 - i. Completion and favorable adjudication of a current Single Scope Background Investigation (SSBI) and the ability to maintain a Top Secret clearance is mandatory.
 - ii. Successfully complete and pass a Counter Intelligence (CI) polygraph test and meet all customer access eligibility requirements. Airmen unable to access mission, systems and/or facilities after 12 months of investigation/security screening will be considered for reclassification or separation.
 - iii. Maintain local network access IAW AFI 17-130, *Cybersecurity Program Management* and AFMAN 17-1301, *Computer Security*.

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 AFI 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. IAW ANGI 36-101, paragraph 4.1.6.3., Applicants for E-8 positions must have completed the Senior Noncommissioned Officer Academy to apply for the AGR position.
13. 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. MYFSS Fitness Report: Current, passing within 12 months
 - 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 EPR/OPR *A MFR must be submitted for any missing EPR/OPR
 - 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 Catherine Gormley NLT 2359 on the advertisement expiration date
 - Include **ONLY** the documents listed above