



**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 #104-25-045

OPEN DATE: 9 SEPTEMBER 2025

EXPIRATION DATE: 9 NOVEMBER 2025

Open To: All members eligible to enlist in Mass ANG

Number of Positions: 1
Position Title: COMMAND AND CONTROL TECHNICIAN
Unit/Duty Location: 104TH FIGHTER WING, BARNES ANGB WESTFIELD, MA 01085
Min/Max Rank Authorized: A1C- SSgt
Duty AFSC: 1C351
Retraining Opportunity: YES
Required ASVAB: A: 50 and G: 50
Security Clearance: T5
PULHES: 2 2 2 1 2 1
Position POC: Mr. Christopher Riga, 413-568-9151 ext. 698-1800, christopher.riga@us.af.mil
Technician Advertisement: N/A

Application Submission for 104th Members: [How to Submit an AGR Package](#)

Application Email for non-104th Members: 104fss.agrjobapps.org@us.af.mil

HRO Remote: 413-568-9151 ext. 698-1290 / 698-1252

POSITION IS CONTINGENT UPON THE AVAILABILITY OF FUNDS AND RESOURCES

1. Specialty Summary. Manages and performs activities within fixed ground, mobile and airborne command and control (C2) facilities such as installation and expeditionary command posts (CP), operations centers, rescue coordination centers, and Higher Headquarters Command Centers/Operations Centers. Provides command, control, communications, and information support throughout the full spectrum of operations to include peacetime, emergency and disaster situations, crisis, contingency, and war. Receives and relays C2 instructions and records; collects, processes, and submits manual and automated data products. Disseminates time- sensitive critical information to senior leaders and support agencies. Establishes procedures for operational reports and defense readiness reporting systems. Reports international treaty compliance information. Uses communications systems and consoles to affect positive control of assigned forces and weapons systems. Supports chemical, biological, radiological, and nuclear (CBRN), and conventional warning and reporting activities. Ensures compliance with operations center and C2 Operations policies and procedures. Related DoD Occupational Subgroup: 125000.

2. Duties and Responsibilities:

2.1. Performs C2 actions to support Homeland Security, National Defense, and Air and Space Force operations. Provides C2 of worldwide nuclear and conventional forces supporting Emergency Plans, Operations Orders, and Operations Plans. Facilitates C2 in support of the Installation Emergency Management (EM) Program. Coordinates actions to ensure prompt response during EM operations including immediate mobilization of resources and participation of agencies and organizations. Receives,

processes, and disseminates emergency action messages via voice and record copy systems. Encodes, decodes, and transmits and relays presidential decisions to execute and terminate nuclear and conventional force operations. Relays C2 instructions for diversion, recall, evacuation, recovery, and reconstitution of forces. Coordinates and executes search and rescue activities. Coordinates with other agencies and organizations during planning, executing, and evaluation phases of C2 operations. Initiates, receives, and takes action on alert messages. Flight follows and manages aerospace resources and monitors mission status to include aircraft, aircrew support, transportation, maintenance support, fleet services, and passenger and cargo support. Monitors aircraft movement and relays information between aircrews and operations centers. Coordinates mission delays with installation and external agencies. Monitors status of launch and space assets. Monitors status and location of key personnel, such as group commanders and above, to facilitate immediate communications with higher headquarters when necessary. Ensures proper use and control of resources and classified material. Develops and evaluates C2 Operations processes. Performs self-assessments. Ensures operational readiness and adherence to standards. Recommend actions to correct C2 Operations procedural deficiencies. Maintains and disseminates local and worldwide current and forecasted weather to include watches, advisories and warnings to installation populace and aerospace resources. Ensures existing directives for executing and controlling assigned forces are understood and properly applied.

2.2. Prepares and submits operational/situational reports, defense readiness, international treaty, and aerospace asset reports. Analyzes and disseminates information derived from operational and defense readiness reports. Establishes procedures for operational and defense readiness reporting to include developing procedures, maintaining databases, training personnel, and conducting staff assistance visits. Ensures reported data is current and accurate.

2.3. Operates and monitors voice, data, and alerting systems. Develops operating instructions directing CP and lateral agency C2 activities. Develops, maintains, and initiates quick reaction checklists supporting situations such as suspected or actual sabotage, nuclear incidents, natural disasters, aircraft accidents or incidents, evacuations, dispersal, and aerospace anomalies. Receives and disseminates time-critical information to and from the commander to internal and external agencies during daily operations, natural disasters and wartime and contingency operations to affect positive control of assigned forces and weapons systems. Coordinates actions to ensure prompt response during disaster operations (pre-, trans-, and post-), including immediate activation and recall of all resources and participating agencies and organizations. Monitors actions to preserve life, minimize damage, and restore operations following natural disasters (trans- and post-), accidents, wartime attacks, and military operations other than war. Coordinates, directs, and monitors actions to allow continuation or restoration of vital functions and operations. Maintains operational status displays. Maintains proficiency in C2 systems and aircraft flight following and mission management systems. Establishes manpower, communications, equipment, and facility requirements. Monitors and alerts local and base agencies of threats affecting the installation.

2.4. Maintains Communications Security (COMSEC) to include receiving, safeguarding, utilizing, inventorying, issuing, and destroying COMSEC material. Maintains C2 Operations personnel, information, operations, computer, emission, industrial and physical security programs.

2.5. Performs administrative actions. Compiles and maintains entry authority list. Coordinates and provides input to installation support plans. Maintains directives and daily events log.

SPECIALITY QUALIFICATIONS

3.5.1.1. Meet mandatory AFSC aptitude, physical profile, and citizenship entry requirements as identified in attachment 4.

3.5.1.2. ☐NOTE 1: Entry into AFSC 1C3X1 is not open to non-United States Citizens or members with dual-citizenship status.

3.5.1.3. ☐Must pass Reading Aloud Test as defined in current version of Medical Standards Directory

(MSD).

3.5.1.4. ☐ Must have a S-1 profile (for PULHES clearance)

3.5.1.5. ☐ Completion of the Command and Control operations Apprentice Course in residence is mandatory.

3.5.2. For entry into this specialty for personnel in retraining status:

3.5.2.1. Retraintees are only accepted IAW the following: E-1 through E-5 (no Time in Service (TIS) restrictions), E-6 (less than 12

years TIS). SNCOs are not accepted without prior coordination of the 1C3 CFM. NOTE: TIS/grade restrictions do not apply to the ARC.

3.5.2.2. Meet mandatory AFSC aptitude, physical profile, and citizenship entry requirements as identified in attachment 4.

3.5.2.3. Must pass Reading Aloud Test as defined in current version of Medical Standards Directory (MSD).

3.5.2.4. Must have an S-1 profile (for PULHES clearance).

3.5.2.5. ☐ Interviewed and recommended by a 1C3 SNCO (retraining action needed for entry into 1C3X1 IAW AFMAN 10-207,

Command Posts.) NOTE: Retraining interview do not apply to the ARC. Must be screened for eligibility for Personnel Reliability

Assurance Program (PRAP) as outlined in the HQ AETC PRP Prescreening Guidance and deemed a suitable candidate for follow-on PRAP duties. PRAP standards are outlined in DoDM 5210.42 DAFMAN 13-501, Nuclear Weapons Personnel Reliability Program (PRP).

3.5.2.6. ☐ NOTE 1: AETC/A2N will only make recommendations for PRP, not for AFSC classification. Note 2: PRAP Screening does not apply to the ARC.

3.5.2.7. ☐ Completion of the Command and Control Operations Apprentice Distance Learning Course is mandatory.

3.5.3. For entry, award, and retention of these AFSCs:

3.5.3.1. No history or record of psychiatric hospitalization that results in unresolved diagnosis or prolonged medical treatment (or observation) which precludes execution of daily AFSC duties and/or reasonable judgment.

3.5.3.2. ☐ No history or evidence of personality disorder, substance use disorder, emotional instability or impulsive behaviors as

diagnosed by a competent medical authority (examples include but are not limited to: alcohol/drug misuse, intentional self-injury, difficulty controlling/intense anger or sadness, etc.) which precludes execution of daily AFSC duties and/or reasonable judgment.

3.5.3.3. ☐ No evidence or history of misconduct that resulted in a court martial conviction (examples include, but are not limited to: illicit drug use, financial irresponsibility, physical or sexual assault, domestic violence, discrimination, harassment, threats, or reprisal, etc.). For award, waiverable on a case-by-case basis by the 1C3 CFM.

3.5.3.4. ☐ Must have a S-1 profile (for PULHES clearance) for entry. For retention, Commanders should contact the 1C3 CFM, or their respective 1C3 MFM, for questions on retaining a member in the 1C3 AFS.

3.5.4. ☐ For award, and retention of these AFSCs:

3.5.4.1. Must maintain certification according to AFMAN 10-207, Command Posts.

3.5.4.2. ☐ Must obtain initial certification within 180 calendar days from date entered training.

3.5.4.3. ☐ Must maintain local network access IAW 17-130, Cybersecurity Program Management and AFMAN 17-1301, Computer Security (COMPUSEC).

3.5.4.4. ☐ Specialty requires routine access to Tier 5 (T5) information, systems, or similar classified environments. Completion of a current T5 Investigation IAW DoDM 5200.02, AFMAN 16-1405, Air Force Personnel Security Program.

3.5.4.5. ☐ Individuals with suspended clearances greater than 180 calendar days will be considered for removal from the AFSC.

3.5.4.6. ☐ Reclassified and/or retraining personnel may enter the career field with a Secret clearance. NOTE: Award of the entry level without a completed T5 Investigation is authorized provided an interim Top Secret security clearance has been granted according to DoDM 5200.02, AFMAN 16-405, Air Force Personnel Security Program.

3.5.4.7. ☐ Must have a S-1 profile (for PULHES clearance). For retention, Commanders should contact the 1C3 CFM, or their

respective 1C3 MFM, for questions on retraining a member in the 1C3 AFS.

3.5.4.8. ☐ NOTE: All AFSC withdrawals must be coordinated with HAF AF/A3TC

LENGTH OF TOUR

Initial AGR tour orders are probationary. The probationary period will not exceed 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).

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. If advertisement is a retraining opportunity, applicants who do not hold the duty AFSC for the 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. Additional entry/retention requirements for AFSCs are outlined in the AFECD/AFOCD.

APPLICATION REQUIREMENTS

Items 1-3 can be found on the following link under the “AGR Job Application” forms : [Mass National Guard Website](#)

1. NGB Form 34-1
2. Pre-Employment Reference Check Form (Not required for 104th permanent onboard AGRs)
3. Report of Individual Personnel (RIP): [vMPF](#)
-Click on: “Self Service Actions” – “Personnel Data” – “Record Review/Update” – “View/Print All Pages”
4. **Non-104th members** need AF Form 422: Verified w/in 6 months from MDG: [ASIMS](#)
5. myFitness Individual Tracker Report: Current & passing w/ 12 months: [myFitness](#)
6. Last 3 EPRs: [PRDA](#)

Right click each hyperlink – Copy Link Location – Paste and Go in Web Browser

- ☐ Applications must be submitted by email NLT 2359 on the advertisement expiration date.
- ☐ All required documents must be submitted as one *PDF (no portfolios) to: 104th Members [How to Submit an AGR Package](#) or Non- 104th members 104fss.agrjobapps.org@us.af.mil

NOTE: To combine files in one PDF, you must print any secure and/or digitally signed documents to “Microsoft PDF.” Once printed, you can combine the newly printed PDF files with all other application documents.

SUBJECT LINE OF EMAIL SUBMISSION MUST CONTAIN FULL BULLETIN NUMBER for NON 104th Members

MCPN: 0089026234
R: A-248