



**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 #102-26-05

OPEN DATE: 3 DEC 2025

EXPIRATION DATE: 16 JAN 2026

Open To: All members or those eligible to become members of the Massachusetts Air National Guard holding a 1N092 AFSC OPEN Nation-wide

Number of Positions:	One
Position Title:	Intelligence Superintendent
Unit/Duty Location:	103rd IS, Otis ANGB, MA
Minimum/Maximum Grade Authorized:	MSgt E-7/SMSgt E-8
Duty AFSC:	1N092
Required ASVAB:	
Security Clearance:	TS/SCI
PULHES:	P=3, U=2, L=3, H=1, E=2, S=1

POC: CMSgt Delbert Thompson (508) 968-7710, email delbert.thompson@us.af.mil

HRO Remote: Mr. Christopher Walton (508) 968-4597, email 102.IW.HRO.Org@us.af.mil

ALL APPLICANTS MUST BE IMMEDIATELY ELIGIBLE FOR PROMOTION TO E-8

POSITION IS CONTINGENT UPON THE AVAILABILITY OF FUNDS AND RESOURCES
PCS Authorized

SPECIALTY SUMMARY:

Supervises and directs intelligence activities associated with the collection, analysis, production, and dissemination of intelligence. Related DoD Occupational Subgroups: 124100, 124200, and 124300.

DUTIES AND RESPONSIBILITIES:

1. Manages intelligence analysis functions and activities in all domains. Oversees efforts to collect, exploit, develop, and produce intelligence information for dissemination to key leadership and consumers across the US Intelligence Community and foreign partners.
2. Directs, plans, and organizes analytical activities in support of Air Force, Joint, and Coalition intelligence, surveillance, and reconnaissance (ISR) operations to support strategic, operational, and tactical requirements. Realigns mission priorities to support changing requirements. Recommends new processes and procedures to enhance mission effectiveness.

3. Manages analysis and production activities. Assigns projects to subordinates and establishes work priorities. Develops and evaluates analytical processes and techniques to facilitate target development. Oversees intelligence reporting efforts to ensure compliance with established guidelines and procedures.
4. Administers intelligence training programs for aircrew, security forces, explosive ordnance disposal, and others. Provides support to mission planning and execution. Manages personnel to ensure tailored collection planning, threat analysis, and intelligence expertise is readily available to develop detailed execution plans for multi-domain operations.
5. Supervises ISR Operations. Oversees the production and dissemination of intelligence materials. Establishes intelligence collection requirements. Provides current situational awareness and ISR management for execution of tasking orders. Oversees the management, supervision, and performance to targeting and human intelligence (HUMINT) operations.

SPECIAL REQUIREMENTS:

1. Knowledge: Knowledge is mandatory of analytical techniques; directive for handling, disseminating, and safeguarding classified defense information; effective writing principles; intelligence organizations and systems; collection and reporting systems, procedures, and methods; intelligence information sources; geographical and cultural aspects of foreign countries; military capabilities/employment tactics of potential enemy offensive/defensive weapon systems; special operations; and Information Operations.
2. Education: Not used.
3. Training: Not used.
4. Experience. Qualification in and possession of AFSC 1N071, 1N171A, 1N771, or 1N871 is mandatory.
5. Other. The following are mandatory as indicated:
 - a. Must maintain local network access IAW AFI 17-130, Cybersecurity Program Management and AFMAN 17-1301, Computer Security.
 - b. Require Completion of a current T5 Investigation IAW DoDM 5200.02, AFMAN 16-1405, Air Force Personnel Security Program.

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. Entry/retention requirements for AFS are outlined in the AFECD.

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).

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. MyFitness Individual Tracker Report: Current and passing within 12 months
 - ☐ 5. Pre-Employment Reference Check Form <https://www.massnationalguard.org/assets/pre-employment-reference-check2.pdf> (not required for current permanent MA ANG AGRs)
 - ☐ 6. CORI, signed (not required for current permanent MA ANG AGRs)
<https://www.massnationalguard.org/assets/cori-request-baker--2016.pdf>
 - ☐ 7. Copy of driver’s license, front and back (not required for current permanent MA ANG AGRs)
 - ☐ 8. Last 3 EPB ***A MFR must be submitted for any missing EPB**
 - ☐ 9. 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 Christopher Walton @ 102.IW.HRO.Org@us.af.mil NLT 2359 on the advertisement expiration date
 - ☐ Include **ONLY** the documents listed above