



## DEPARTMENT OF THE AIR FORCE MASSACHUSETTS NATIONAL GUARD

Human Resources Office  
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### ACTIVE GUARD RESERVE (AGR) – MILITARY VACANCY ANNOUNCEMENT #102-26-10

**OPEN DATE: 19 DECEMBER 2025**

**EXPIRATION DATE: 16 FEBRUARY 2026**

**Open To: All Air Force members currently holding the 1N231A AFSC or higher skill level.**

<b>Number of Positions:</b>	<b>One</b>
<b>Position Title:</b>	<b>Signals Intelligence Analyst</b>
<b>Unit/Duty Location:</b>	<b>101<sup>st</sup> Intelligence Squadron, Otis ANGB, MA</b>
<b>Minimum/Maximum Grade Authorized:</b>	<b>A1C E-3 / TSgt E-6</b>
<b>Duty AFSC:</b>	<b>1N231A</b>
<b>Required ASVAB:</b>	<b>General 65</b>
<b>Security Clearance:</b>	<b>TS/SCI</b>
<b>PULHES:</b>	<b>P=3, U=2, L=3, H=1, E=2, S=1</b>

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**\*POSITION IS CONTINGENT UPON THE AVAILABILITY OF FUNDS AND RESOURCES\***

**\*PCS Authorized\***

### **SPECIALTY SUMMARY:**

Acquires, processes, identifies, analyzes, and reports on electromagnetic emissions. Operates electronic equipment and computer systems to exploit signals intelligence production efforts. Related DOD Occupational Subgroup: 123100.

### **DUTIES AND RESPONSIBILITIES:**

Performs signals intelligence (SIGINT) activities and operations. Performs operator and analyst duties to exploit noncommunication and communication intelligence production activities. Performs signals exploitation to support electronic warfare (EW) and Information operations. Utilizes a wide range of complex analysis hardware and software to process signals, including receivers, demodulators, spectrum analyzers, and other associated computer equipment. Uses advanced computer software programs to manipulate and extract intelligence data from electromagnetic emissions. Operates computer terminals for data entry, query, data restructuring, and signals development. Interprets and renders preliminary analysis. Uses analytical aids and related reference material to help identify signals and detect abnormalities. Generates reports, incorporating analytical finds with intelligence information. Develops, manages, reviews, and evaluates intelligence production processes. Ensures signal exploitation activities are conducted in support of warfighter requirements and satisfies national and tactical tasked objectives. Supports intelligence agencies including the National Security Agency, Defense Intelligence Agency, and National Reconnaissance Office. Maintains databases of various signal types and activities using computer and

hard copy products. Satisfies tasking managing resources for SIGINT activities. Notifies appropriate personnel and work centers of unusual activities or critical situations.

**Collection and Processing.** Collects, analyzes, and identifies communications/non-communication networks to identify various external signal parameters and perform application of target identification for reporting vehicles updating national databases. Operates electronic search and related equipment. Search, monitor and exploit signal activity throughout the electromagnetic spectrum. Extracts electromagnetic emissions from realtime and recorded media and performs technical and data analysis. Prepares and forwards media of selected transmissions. Plans, organizes, and directs signals exploitation activities.

**Communication Signals Intelligence.** Assembles operational and technical information on Communication Intelligence (COMINT), Foreign Instrumentation Intelligence (FISINT), and PROFORMA networks. Collects, display, analyze, demodulate, demultiplex, identify, and report communication signals and their users found in the radio frequency spectrum. Performs analysis and identification of known and unknown protocol and communication signals in support of Cyber Network Operations. Uses graphic and electronic analysis to determine internal and external characteristics of signals and to discern communications structures to extract intelligence and determine usage. Disseminates highly perishable information supporting Combatant Command/Theater/National requirements.

**Electronic Intelligence.** Assembles operational and technical information on Electronic Intelligence (ELINT), and Electronic Warfare (EW). Collects, processes, analyzes and identifies operational technical measurable and descriptive characteristics of electronic signals through collection and processing of non-communication signals; as related to radar, weapons, or platforms. Evaluates records, operator logs, formats technical reports, and data from other activities and correlates the activity with other intelligence sources. Plans, organizes, and directs electromagnetic signals exploitation activities. Disseminates highly perishable information supporting CCMD/Theater/National Requirements. Uses advanced computer software programs to manipulate and extract intelligence data from electromagnetic emissions updating national databases. Annotates and forwards operational and technical characteristics of selected transmissions or reportable information.

Processes, exploits, and disseminates SIGINT products and conducts analysis concerning threat countries or targets of interest via written and/or verbal means. These products provide specificity and knowledge to commanders and national leaders to impact tactical through strategic level decision making processes training.

### **SPECIAL REQUIREMENTS:**

**Knowledge.** Knowledge is mandatory of: intelligence and cryptologic support operations provided to commanders, service cryptologic elements, and national agencies; joint service relationships and operational concepts; tasking strategies; communications networks, radio wave propagation; modulation theory and techniques; radio communications procedures; operation of electronic equipment; functions and operations of electronic equipment; reporting formats and procedures; basic computer operations; directives for handling, distributing, and protecting defense information; and electronic principles applicable to signals collection and analysis; missions and functions of COMINT, ELINT, FISINT, PROFORMA, IO, and EW related to SIGINT operations.

- a. Completion of high school with courses in mathematics, advanced English, electronics, physics, algebra, trigonometry, and computer applications is desirable for entry into this specialty.
- b. **Training.** For award of AFSC 1N2X1A, completion of the Electronic Signals Intelligence course is mandatory. For U.S. Space Force, completion of the Electronic Signals Intelligence course and Space Warfighter Intelligence Formal Training Unit is mandatory until replaced by new courses as determined by US Space Force.
- c. **Experience.** The following experience is mandatory for award of the AFSC indicated:

- d. 1N251A. Qualification in and possession of AFSC 1N131A.
- e. 1N271A. Qualification in and possession of AFSC 1N251A. Also, experience training or supervising exploitation team activities in support of geospatial intelligence production.
- f. 1N291A. Qualification in and possession of AFSC 1N271A. Also, managing, leading and supervising exploitation team or unit activities in support of geospatial intelligence production.
- g. Other. The following are mandatory as indicated:
- h. For award and retention of AFSC 1N2XA:
  - i. When required for a current or future assignment, must successfully complete and pass a Counterintelligence (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 retraining or separation.
  - j. Must maintain local network access IAW AFMANs 17-1201, User Responsibilities and Guidance for Information Systems and 17-1301, Computer Security.
- k. Award and retention of AFSCs 1N2X1X and 1N000:
- l. 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.
- m. Specialty requires routine access to Top Secret material or similar environment.
- n. Require completion of a current Single Scope Background Investigation (SSBI) according to AFI 31-501, Personnel Security Program Management.

NOTE: Initial attendance in 1N2X1A/C AFSC awarding course without a completed T5 Investigation is authorized provided an interim T5 eligibility has been granted IAW DoDM 5200.02, AFMAN 16-1405. Airmen who cannot obtain at least an Interim T5 for programmed class-start are not eligible for entry into the AFSC. Award of the entry level without a completed T5 clearance is authorized provided an interim Top Secret/SCI eligibility has been granted by the DoD Central Adjudication Facility.

**\*Specialty Shredouts:**

Suffix Portion of AFS to Which Related

A - Electronic Non-Communications Analyst

C - Communications Analyst

**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 AFECDD/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. Air Force Fitness Management System II (AFFMS) Fitness Report: Current, 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/OPB **\*A MFR must be submitted for any missing EPB/OPB**
  - ☐ 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 proofread application
  - ☐ All required documents must be submitted electronically as **ONE** .pdf file to Christopher Walton and Catherine Gormley @ 102.IW.HRO.Org@us.af.mil NLT 2359 on the advertisement expiration date
  - ☐ Include ONLY the documents listed above