



DEPARTMENT OF THE AIR FORCE MASSACHUSETTS NATIONAL GUARD

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



ON- BOARD ACTIVE GUARD RESERVE (AGR) – MILITARY VACANCY ANNOUNCEMENT #104-26-010

OPEN DATE: 13 January 2026

EXPIRATION DATE: 12 February 2026

Open To: Nationwide

Number of Positions:

1

Position Title:

Command & Control Operator

Unit/Duty Location:

104TH FIGHTER WING, BARNES ANGB WESTFIELD, MA 01085

Min/Max Rank Authorized:

AB(E1) – SSgt(E5)

Duty AFSC:

1C351

Retraining Opportunity:

YES

Required ASVAB:

A-50 and G-50

PULHES:

G,2,2,2,1,2,1

Security Clearance:

SECRET

Position POC:

SMSgt Sean Dowd, 413-568-9151 ext. 698-1076, sead.dowd.4@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

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. Responsible for emergency action messages from the Chairman of the Joint Chiefs of Staff, Headquarters Air Force, Headquarters Space Force, or Combatant Commands.

Disseminates time- sensitive critical information to senior leaders and support agencies. Establishes procedures for Department of the Air Force (DAF) Operational Reporting Program. 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. AFSC Duty Identifier: C2OPS. Related DoD Occupational Subgroup: 125000.

DUTIES AND RESPONSIBILITIES:

2.1. Performs Command, Control, and Communications (C3) actions to support National Defense, Homeland Security, and All-Domain

Air and Space Force operations throughout the full spectrum of operations. Provides a single, consolidated C2 center to monitor mission execution of wing/installation commander assigned or supported missions (to include tenant, joint, and combined missions) by fusion of data from disparate C2 nodes across the installation (BDOC, EOC, AMOPS, etc.). Provides C2 of worldwide nuclear and conventional forces supporting Emergency Plans, Operations Orders, and Operations Plans. Coordinates the execution of Mission Type Orders (e.g., Warning Orders, Tasking Orders, Prepare to Deploy Orders, Planning Orders and Execution

Orders). Supports joint force operations and Joint All Domain Operations (JADO) through the combined Joint All Domain C2 (CJADC2) concept. Facilitates C3 in support of the Air Force Emergency Management (EM) Program. Provides functional expertise to ensure synergy among the various components of the Air Force EM Program. Coordinates actions to ensure prompt response during EM operations including immediate mobilization of resources and participation of agencies and organizations. Liaisons communications/supports first responders to provide life-saving response support to base personnel. 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 at all levels of command, both on the ground and in-flight. 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. Executes Aerospace Control Alert mission as quick response launch authority for immediate intercept, inspection, influence, or defeat of potential airborne threats. 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 to facilitate immediate communications with higher headquarters. 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. Recommends 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. The functional organization for the exercise of mission command authority and direction by a properly designated commander over assigned and attached forces in the accomplishment of the mission.

2.2. Manages and executes the DAF Reporting Program. Prepares and submits Operational Reports (OPREP) and Commander's Critical Information Requirement (CCIR) reports, attainment/deviation reporting, nuclear execution reporting (NEREP), international treaty, and aerospace asset reports. Analyzes and disseminates information derived from DAF reporting. Establishes policy for operational and, if applicable, defense readiness reporting to include developing procedures, maintaining databases, and training personnel. Ensures reported data is current and accurate.

2.3. Operates and monitors voice, data, and alerting systems. Develop operating instructions directing All-Domain C2 Operations and lateral agency C2 activities. Develops, maintains, and initiates procedures to save lives, protect resources, and rapidly disseminate time sensitive information. These procedures support 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/CJADC2 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 personnel, information, operations, computer, emission, industrial and physical security programs.

2.5. Performs administrative actions. Compiles and maintains entry authority lists. Coordinates and provides input to installation support plans. Maintains directives and daily events log. Updates and maintains national, HHQ, or installation key personnel rosters. Performs as the Installation's Emergency Mass Warning Notification (EMWN) program manager for mass notification systems.

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).

SPECIAL REQUIREMENTS

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, waivable 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

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. SF 181 Ethnicity and Race Identification
3. Pre-Employment Reference Check Form (Not required for 104th permanent onboard AGRs)
4. Report of Individual Personnel (RIP): [vMPF](#)
-Click on: “Self Service Actions” – “Personnel Data” – “Record Review/Update” – “View/Print All Pages”
5. **NON-104th Members:** AF Form 422: Verified w/in 6 months from MDG: [ASIMS](#)
6. myFitness Individual Tracker Report: Current & passing w/ 12 months: [myFitness](#)
7. 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)

Make sure your PDF is saved in one PDF: (LASTNAME_Advertisement#)

- 104th Members please submit using HRO Ticket System: <https://usaf.dps.mil/sites/104FW/Services/SitePages/How-to-Submit-an-AGR-Package.aspx>
- Non 104th Members please submit via email: 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: 0112527134

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