



**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 #102-26-27

OPEN DATE: 5 June 2026

EXPIRATION DATE: 5 Aug 2026

Open To: All members worldwide holding the 1N031 AFSC and eligible to become members of the Massachusetts Air National Guard

Number of Positions:	One
Position Title:	All Source Intelligence Analyst
Unit/Duty Location:	101st Intelligence Squadron, Otis ANGB, MA
Minimum/Maximum Grade Authorized:	A1C E-3/SSgt E-5
Duty AFSC:	1N031
Required ASVAB:	G: 53
Security Clearance:	TS/SCI
PULHES:	P=3, U=2, L=3, H=1, E=2, S=1

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HRO Remote: Catherine Gormley (508) 968-4597/4596, email 102.IW.HRO.Org@us.af.mil

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

SPECIALTY SUMMARY:

Performs/manages intelligence activities/functions including discovering, developing, evaluating, and providing intelligence information. Related DoD Occupational Subgroup: 124300.

DUTIES AND RESPONSIBILITIES:

Supports all aspects of Air Force operations by discovering, collating, analyzing, evaluating, and disseminating intelligence information. Produces all-source intelligence, situation estimates, adversarial nation, terrorist, insurgent threat studies, and other intelligence reports and studies. Advises commanders on force protection and intelligence information for US and Partner Nations. Conducts intelligence debriefings of US and allied military personnel involved in combat operations. Prepares mission reports.

2. Conducts intelligence Training. Instructs military personnel on collecting and reporting requirements and procedures, recognition techniques, and assessing offensive and defensive weapon system capabilities. Assists SERE (Survival Evasion Resistance and Escape) and Aircrew Flight Equipment personnel in training personnel recovery and code of conduct, when necessary. Collates intelligence and operations materials, and assembles final products for mission briefing, study, and use.

3. Produces intelligence materials. Prepares, maintains, and presents intelligence displays, reports, and briefings. Discovers, compiles, evaluates, researches, analyzes, and disseminates intelligence information. Establishes intelligence collection requirements. Identifies and establishes unit requirements for intelligence reference materials and maintains intelligence reference files and automated intelligence databases. Uses intelligence automated data systems to store, retrieve, display, and report intelligence information.

4. Performs support to mission planning and execution. Provides tailored collections planning, threat analysis, and intelligence expertise necessary to develop detailed mission plans for air, space, cyberspace, and special operations. Provides current situational awareness and Intelligence, Surveillance and Reconnaissance (ISR) management for the accomplishment of the Air Tasking Order (ATO), Integrated Tasking Order (ITO), Cyber Tasking Order (CTO) or Space Tasking Order (STO). Analyzes intelligence to support military operations. Assists in the performance of, targeting functions to include target development, weaponing, force application, mission planning, and combat assessment.

5. Support to Force Protection (FP). Provides FP intelligence support to commanders and their staffs through all source intelligence products and briefings, focusing on human threat capabilities, tactics, trends, courses of action and ongoing threats in the unit's Area of Interest or Area of Responsibility. Analyzes incoming intelligence for FP value and impact. Ensures FP is addressed in current intelligence briefings, pre-mission, and pre-deployment briefings. Provides guidance for unit-level FP-related intelligence external and internal Training. Participates in the installation-level Threat Working Group (TWG). Develops realistic human threat scenarios for exercises. Responsible for providing FP for at-home, in-transit, and deployed units.

6. Processes, exploits, and disseminates intelligence 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.

SPECIAL REQUIREMENTS:

1. **Knowledge:** Knowledge is mandatory of: intelligence organizations and systems; collection and reporting systems, procedures, and methods; intelligence information sources; techniques of identifying, collating, evaluating, and analyzing information; geographical and cultural aspects of foreign countries; current military capabilities and employment tactics of potential enemy offensive and defensive weapon systems; special operations forces tactics; techniques and procedures, and associated equipment, procedures for acquiring, updating, and maintaining intelligence documents, maps, and charts; maps and charts use techniques; graphic, oral, and written intelligence presentation; support to targeting; capabilities and application of respective computer systems; security classification marking and control; US sensor systems; regional physical characteristics relative to radar significance; basic electromagnetic theory; and digital terrain and feature databases.

2. **Education:** For entry into this specialty, completion of high school or General Education Development equivalency, with courses in speech, journalism, critical thinking, geography, modern world history, statistics, algebra, and geometry are desirable. 3.4. Experience. The following experience is mandatory for award of AFSC indicated.

3. **Training:** For award of AFSC 1N031, completion of the All Source Intelligence Apprentice Course is Mandatory.

4. **Experience:** The following experience is mandatory for award of AFSC indicated:

- i. 1N051. Qualification in and possession of AFSC 1N031.
- ii. 1N071. Qualification in and possession of AFSC 1N051.

5. **Other:** The following are mandatory as indicated:

- i. For entry into this specialty:
 - a. No speech disorders or noticeable communications deficiencies as defined by AFI48-123, Medical

Examinations and Standards.

- b. A minimum score of G53 and PSM 26 on the 1N0X1 Tailored Adaptive Personality Assessment System (TAPAS)/Armed Services Vocational Aptitude Battery (ASVAB) predictive success model (PSM) or a standalone score of G55 is required.
 - c. See attachment 4 for additional entry requirements.
- ii. For award and retention of AFSC 1N0X1:
- a. Required for a current or future assignment, must successfully complete a Counter-Intelligence (CI) polygraph examination and meet all customer access eligibility requirements. Airmen unable to access mission, systems and/or facilities after 12 months of investigation/security screening should be considered for change of assignment, retraining or separation.
 - b. Must maintain local network access IAW AFI 17-130, Cybersecurity Program Management Systems and AFMAN 17-1301, Computer Security.
 - c. Specialty requires routine access to Tier 5 (T5) information, systems, or similar classified environment.
- iii. For award and retention of AFSCs 1N031, 1N051, and 1N071:
- a. Completion of a current T5 Investigation IAW DoDM 5200.02, AFMAN 16-1405, Air Force Personnel Security Program, is mandatory.

NOTE: Initial attendance in 1N0X1 AFSC awarding course without a completed T5 investigation is authorized provided interim T5 eligibility has been granted IAW Intelligence Community Directive (ICD) 704. Airmen who cannot obtain at least an interim T5 for programmed class-start are not eligible for entry into the AFSC.

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 of 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. 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 ***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 Catherine Gormley @ 102.IW.HRO.Org@us.af.mil NLT 2359 on the advertisement expiration date
 - Include **ONLY** the documents listed above