



DEPARTMENT OF THE AIR FORCE MASSACHUSETTS NATIONAL GUARD

Human Resources Office
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Hanscom AFB, Massachusetts 01731-3001



ACTIVE GUARD RESERVE (AGR) – MILITARY VACANCY ANNOUNCEMENT #104-26-033

OPEN DATE: 9 July 2026

EXPIRATION DATE: 9 August 2026

Open To: All Member of the MA ANG and those eligible to enlist in the MA ANG

Number of Positions: 1
Position Title: SECURITY FORCES MANAGER
Unit/Duty Location: 104TH FIGHTER WING, BARNES ANGB WESTFIELD, MA 01085
Min/Max Grade Authorized: SMSgt – CMSgt
Duty AFSC: 3P000
Retraining Opportunity: NO
Required ASVAB: NA
PHULSES: NA
Position POC: MAJ DEVINE-COYNE, 413-568-9151. 698-1422, kimberly.devine-coyne.1@us.af.mil
Technician Advertisement: N/A
Application Submission for 104th Members: [How to Submit an AGR Package](#)
HRO Remote: 413-568-9151 ext. 698-1290 / 698-1252

POSITION IS CONTINGENT UPON THE AVAILABILITY OF FUNDS AND RESOURCES

- 1. Specialty Summary.** Leads, manages, supervises, and performs security force (SF) activities in direct support of two-thirds of the United States Nuclear Enterprise; weapon system and physical security; law and order; military working dog; combat arms and area security operations. Related DoD Occupational Subgroup: 107000.
- 2. Duties and Responsibilities:**
 - 2.1. Leads, manages, supervises, and performs force protection duties employing up to the use of deadly force to protect personnel and resources. Protects nuclear and conventional weapons systems and other critical resources. Performs air base defense functions contributing to the force protection mission. Defends personnel, equipment, and resources from hostile forces throughout the base security zone of military installations. Operates in various field environments, performs mounted and dismounted individual and team patrol movements, tactical drills, battle procedures, convoys, military operations other than war, antiterrorism duties, and other special duties. Operates communications equipment, vehicles, intrusion detection equipment, individual and crew-served weapons, and other special purpose equipment. Applies self-aid buddy care and life saving procedures as first responders to accident and disaster scenes.
 - 2.2. Provides armed response and controls entry to installations and protection level resources. Detects and reports presence of unauthorized personnel and activities and implements security reporting and alerting system. Enforces

standards of conduct, discipline, and adherence to laws and directives. Directs vehicle and pedestrian traffic; investigates motor vehicle accidents, minor crimes, and incidents; and operates speed measuring, drug and alcohol, and breath test devices. Secures crime and incident scenes; apprehends and detains suspects; searches persons and property; and collects, seizes, and preserves evidence. Conducts interviews of witnesses and suspects and obtains statements and testifies in official judicial proceedings. Responds to disaster and relief operations and participates in contingencies.

2.3. Develops plans, policies, procedures, and detailed instructions to implement SF programs. Plans, organizes, and schedules SF activities and provides oversight, guidance, and assistance to commanders with the application of physical security and force protections in support of priority resources. Operates pass and registration activities and supervises and trains SF augmentees. Employs and utilizes the Incident Command System construct during emergency planning, response recovery operations. Inspects and evaluates effectiveness of SF personnel and activities.

2.4. Provides guidance on employment and utilization of military working dog teams. Ensures proficiency training and certification standards are maintained. Employs military working dogs to support worldwide security force operations and executive agency requirements to include nuclear, Presidential support, federal law enforcement and national strategic programs. Ensures health and welfare of military working dogs. Trains handlers and military working dogs on all aspects of military working dog training. Maintains dog training and usage records and is responsible for storage, handling, and security of drug and explosive training aids.

2.5. Leads, manages, supervises, and implements ground weapons training programs. Controls and safeguards arms, ammunition, and equipment and instructs ground weapons qualification training. Provides guidance on weapons placement to security forces and ground defense force commanders. Inspects ground weapons and replaces unserviceable parts and analyzes malfunctions by inspection and serviceability testing. Uses precision gauges, testing instruments, and special tools to adjust parts and operating mechanisms. Function fires weapons for accuracy and serviceability. Controls and operates firing ranges and associated facilities to include supervising construction and rehabilitation.

Specialty Qualifications:

3.5.1.1. Normal color vision as defined in AFI 48-123, *Medical Examinations and Standards*.

3.5.1.2. No history of excessive alcohol use or been arrested in the past two years for two or more alcohol related incidents regardless of disposition, except when found not guilty.

3.5.1.3. Must not have used a substance (sniffing/huffing) to obtain an altered conscious state from aerosol spray, lighter fluid, petrol chemical, adhesives, Freon, or any other chemical for a purpose not intended for use.

3.5.1.4. No more than one active wage garnishment for delinquency.

3.5.1.5. No more than two delinquent charge off/collection (≥ 30 days) payments within last two years.

3.5.1.6. Within three years prior to entry into military service, not have been terminated from civilian employment more than twice for reasons of misconduct, theft, or alcohol use.

3.5.1.7. No record of sleep disorders to include, but not limited to, sleep apneas, insomnias, hypersomnia, narcolepsy, or restless leg syndrome.

3.5.1.8. No current diagnosis of Attention Deficit Disorder/Attention Deficit Hyperactivity Disorder or perceptual or learning disorder(s), with no use of medication(s) to treat same in the last 12 months.

3.5.1.9. No history of any of the Bipolar and Related Disorders, Depressive Disorders, or Anxiety Disorders.

3.5.1.10. See attachment 4 for additional entry requirements.

3.5.1.11. For entry into 3P0X1A/B, qualification in and must possess a minimum 3P031 AFSC and two years of total active federal military service. ANG/AFRC personnel must be at least an A1C with 2-years time in service (TIS) up to a TSgt with less than 16-years TIS.

3.5.1.12. Must earn a minimum of 5 on the Security Forces 3-Facet model completed in Tailored Adaptive Assessment System (TAPAS).

3.5.1.13. Must not have a record of Self-Directed Violence or Self-Directed Violence-Preparatory or suicide attempts. If there is a record of self-directed violence, self-directed violence-preparatory, or suicide attempts (as defined by the *VA/DoD Clinical Practice Guideline for the Assessment and Management of Patients at Risk for Suicide* and the Under Secretary of Defense's (USD) Memorandum on *Standardization of Common Suicide-Related Definitions*), the accession authority's final determination on entry/award will be informed by the opinion of a qualified Mental Health (MH) professional.

3.5.1.14. Retraining into the 3P0X1 career field within the Air National Guard and Air Force Reserves is restricted to the grades of E-7 and below. AFSC award within the ANG and AFR must obtain review and approval by the ARC component and CFM.

3.5.2. For entry, award, and retention of these AFSCs, the following are mandatory: 3.5.2.1. No recorded evidence of personality disorder that negatively affects duty performance.

3.5.2.2. Must not have a sustained or untreatable emotional instability to include depression or suicidal ideations.

3.5.2.3. Distance visual acuity correctable to 20/20 in one eye and 20/30 in the other.

3.5.2.4. Qualification for arming, suitability to arm, or suitability under Personnel Reliability Assurance Standards IAW AFI 31-117, *Arming and Use of Force by Air Force Personnel*.

3.5.2.5. Never been convicted by a general, special, or summary courts-martial.

3.5.2.6. Never received non-judicial punishment under the UCMJ for offenses involving substantiated drug abuse as defined in AFI 44-121, *Alcohol and Drug Abuse Prevention and Treatment (ADAPT) Program*.

3.5.2.7. Never been diagnosed with a severe substance use disorder by a certified medical provider. For the purpose of retention standards as part of this classification directory, alcohol related disorders are defined separately from other substance use disorders.

3.5.2.8. Never received nonjudicial punishment for acts of larceny, wrongful appropriation, robbery, burglary, unlawful entry, housebreaking, misconduct in combat as defined in UCMJ articles 99-106, or any act that harms or has the potential to harm the physical safety or well-being of animals to include Military Working Dogs.

3.5.2.9. Never have been convicted by a civilian court of a Category 1 or 2 offense. Conviction of Category 3 offenses are not acceptable for entry into the AFSC. After award of the AFSC, conviction of Category 3 offenses are grounds for withdrawal of the AFSC if deemed appropriate by the commander. Category 4 traffic offenses alone are not disqualifying. Offenses are described and listed in AFI 36-2002, *Regular Air Force and Special Category Accessions*, Uniform Guide List of Typical Offenses.

3.5.2.10. No speech disorder or noticeable communication deficiency as defined in AFI 48-123.

3.5.2.11. Individuals who have had their spleen removed are not eligible for assignment to the military working dog program or any canine functions.

3.5.2.12. Must possess a valid state driver's license to operate government motor vehicles (GMV) in accordance with AFI 24-301, *Vehicle Operations*.

3.5.2.13. No diagnosed fear of heights or confined spaces.

3.5.2.14. No documented record of gang affiliation.

3.5.2.15. No fear working around nuclear weapons or components, nor have an identifiable negative opinion of the role of nuclear weapons in our nation's strategic deterrent mission.

3.5.2.16. Must not have used/distributed/manufactured illicit narcotics as defined in schedule I/II, used a drug that can cause a flashback, or been arrested for narcotics in schedules I through V as listed in 21 USC §812. Exclude use of marijuana, hashish, or other cannabis-based products for entry unless that use resulted in the documentation of a use disorder by a credentialed medical provider.

3.5.2.17. Never failed (or failed to participate in) prescribed rehabilitation program or treatment regimen after being diagnosed by a certified medical provider with an alcohol use disorder.

3.5.3. For award and retention of these AFSCs, must maintain local network access IAW AFI 17-130, *Cybersecurity Program Management* and AFMAN 17-1301, *Computer Security*.

3.5.4. Specialty requires routine access to Tier 3 (T3) information, systems, or similar classified environments. For award and retention of AFSCs 3P0XX, completion of a current T3 Investigation at a minimum IAW DoDM 5200.02, AFMAN 16-1405, *Air Force Personnel Security Program*, is mandatory. Certain positions within this specialty require routine access to Tier 5 (T5) material or similar environment.

Completion of a current T5 Investigation in accordance with DoDM 5200.02, AFMAN 16-1405, *Air Force Personnel Security Program*. **NOTE:** Award of the entry level without a completed T3 Investigation is authorized provided an interim Secret security clearance has been granted according to DoDM 5200.02, AFMAN 16-1405.

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. Over grade enlisted applicant must indicate, in writing, the willingness to be administratively reduced in grade when assigned to the position. Officers may not enter the AGR program in an over grade 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](#)

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

PN: 0112453234 (TORRES RETIRMENT)