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 #102-27-09

OPEN DATE: 17 November 2026 **EXPIRATION DATE: 17 December 2026**
Open To: All qualified 1N4X1A Nationwide

Number of Positions:	**1**
Position Title:	**Fusion Analysis Section Chief**
Unit/Duty Location:	**267 IS, Otis ANGB, MA**
Minimum/Maximum Grade Authorized:	**E6/E7**
Duty AFSC:	**1N4X1A**
Required ASVAB:	**62 General**
Security Clearance:	**TS/SCI with CI Polygraph**
PULHES:	**333221**

POC: 1st Lt Kyle Nadeau / 508-968-7632 / kyle.nadeau@us.af.mil

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

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

SPECIALTY SUMMARY:

1. Responsible for discovering and analyzing computer network data, recognizing and assessing usable intelligence from a variety of sources, and influencing offensive and defensive cyber operations. Conducts research and analysis on potential cyber targets, including foreign nations, terrorist groups, and other entities that pose a threat to the United States. Develops offensive cyber operations to deny, degrade, disrupt, or destroy enemy networks and systems, including identifying vulnerabilities and developing exploit strategies. Ensures that all offensive cyber operations are conducted in accordance with applicable laws, regulations, and military rules of engagement. Conducts penetration testing and vulnerability assessments to identify potential weaknesses in Air Force networks and information or weapons systems. Cyber Intelligence Analysts assist and advise leaders across the Air Force, United States Cyber Command, the National Security Agency, and other partners within the Intelligence Community to plan, initiate, guide, and execute cyber operations.

DUTIES AND RESPONSIBILITIES:

1. General duties: Provides cyber intelligence planning and operations support to cyberspace and computer network operations. Supports analytical aspects of various Air Force and Joint intelligence, surveillance, and reconnaissance operations by collating, analyzing, evaluating, and disseminating cyber intelligence information. Produces cyber technical products to include target assessments, adversary studies of the cyberspace operational environment,

situation reports, and other intelligence products as required. Utilizes all- source intelligence information to produce and present topical high-interest technical and operational intelligence briefings to all levels of command. Creates and maintains technical and operational databases using diverse computer hardware and software applications.

2. Computer Network Operations: Conducts global collection, exploitation, and signals analysis critical to cryptologic and cyber operations missions. Counters emerging target technologies and gains new access to adversary communications. Exploits and maintains access to worldwide networks. Delivers information in compliance with legal, policy, formatting, and timeliness requirements. Utilizes digital network analysis to conduct computer network exploitation operations on foreign targets that directly enable computer network defense of critical US systems and infrastructure. Provides projection of power capabilities to commanders across US major commands.

3. Intelligence Training Supporting Cyber Operations: Instructs military personnel on cyber intelligence collection, analysis, and reporting requirements and procedures. Collates intelligence and operations materials to impart proper tradecraft supporting air, space, and cyberspace signals intelligence analysis. Drives development of discovery and tradecraft to broadly enable cryptologic, DoD, and Air Force missions. Integrates information assurance, cyber, cryptologic authorities, and data to evolve development of tradecraft and generate measurable mission outcomes.

4. 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. Must gain and maintain knowledge of global communications procedures; analytical techniques; organization of the national intelligence structure; intelligence organizations and systems; Information Operations; organization of designated military forces; geography; collection and reporting, systems, principles, methods, and procedures; effective writing principles; oral and written intelligence information presentation; and directives for handling, disseminating, and safeguarding classified information.

2. Education. For entry into this specialty, completion of high school with courses in composition, speech, geography, world history, statistics, algebra, geometry, trigonometry, computer applications, and digital communications is desirable.

3. Training: The following training is mandatory for award of the AFSC indicated:

a. 1N4X1. Completion of the Analysis and Production Apprentice courses.

4. Experience. The following experience is mandatory for award and retention of the AFSC indicated:

a. 1N4X1. Qualification in and possession of AFSC 1N4X1 and experience performing or supervising cryptologic activities.

5. Other. The following are mandatory as indicated:

a. No speech disorders or noticeable communications deficiencies as defined by DAFMAN 48-123, Medical Examinations and Standards

b. For award and retention of AFSC 1N4X1, the following are mandatory:
i. Successfully complete and pass a Counter Intelligence (CI) polygraph test.
ii. Airmen unable to access mission, systems and/or facilities after 12 months of investigation/security screening will be considered for reclassification or separation.
iii. Maintain local network access IAW AFI 17-130, Cyber-security Program Management and AFMAN 17-1301, Computer Security.
iv. Specialty requires routine access to Tier 5 (T5) information, systems or similar classified environment.
v. Completion and favorable adjudication of a current T5 Investigation IAW DoDM 5200.02, AFMAN 16-1405, Air Force Personnel Security Program, is mandatory.

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/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)

- ☐ Use the Wingman concept to proofread 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