DEPARTMENT OF THE AIR FORCE
MASSACHUSETTS NATIONAL GUARD

Human Resources Office
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ACTIVE GUARD RESERVE (AGR) – MILITARY VACANCY ANNOUNCEMENT #102-27-11

OPEN DATE: 19 NOV 2026 **EXPIRATION DATE: 19 JAN 2027**

Open To: All members worldwide holding the 1N4X2 AFSC and eligible to become members of the Massachusetts Air National Guard

Number of Positions:	**One**
Position Title:	**CRYPTOLOGIC ANALYST & REPORTER**
Unit/Duty Location:	**101st Intelligence Squadron, Otis ANGB, MA**
Minimum/Maximum Grade Authorized:	**A1C / SSgt**
Duty AFSC:	**1N432, 1N452 or 1N472**
Required ASVAB:	**G 62**
Security Clearance:	**TS/SCI**
PULHES:	**P=3, U=3, L=3, H=2, E=2, S=1**

POC: MSgt Kenneth Oliver, 508-968-7171, Email: Kenneth.oliver.20@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:

Performs and manages cryptologic intelligence analysis activities and functions in all domains. Analyzes and exploits intelligence information, develops targets, and provides situational awareness for operations personnel and key leadership. Conducts research and develops assessments of adversarial actions and intentions. Drafts and disseminates long-term and time-sensitive intelligence reports to consumers worldwide. Related DoD Occupational Subgroups: 123200 and 124300.

DUTIES AND RESPONSIBILITIES:

a. General Duties: Supports analytical aspects of various Air Force and Joint Intelligence, Surveillance, and Reconnaissance (ISR) operations by collating, analyzing, evaluating, and disseminating signals intelligence information. Analyzes, studies, researches, fuses, and correlates intelligence for strategic, operational, and tactical customers. Enables all-source intelligence, situation estimates, order- of battle studies, and other intelligence reports and studies. Advises commanders on force protection and intelligence information for US and allied forces.

b. Cryptologic Analysis and Reporting: Analyzes, assesses, and prioritizes information obtained from intelligence collection efforts and synthesizes information to provide serialized intelligence reports to authorized recipients. Identifies, correlates, and fuses technical, geographical, and operational intelligence information. Authors time-sensitive intelligence reports in accordance with established guidelines to support decisions makers. Identifies and disseminates real-time threat warning information in support of DoD objectives.

c. Target Network Analysis: Conducts in-depth analysis of communications characteristics and target tactics, techniques, and procedures. Creates and maintains technical and operational databases using diverse computer hardware and software applications. Performs detailed analysis on target network communications for additional exploitation. Develops and employs techniques to collect, identify, and exploit target networks and operating characteristics.

d. Air Operations & Integration: Provides detailed support to contingency and deliberate planning processes. Operates mission essential communications mediums to ensure threat warning capability. Utilizes all-source intelligence information to produce and present topical high-interest technical and operational intelligence briefings to all levels of command. Prepares target communication assessments, adversary order of battle studies, situation reports, and other intelligence reports as required. Produces, analyzes, studies, researches, fuses, and correlates intelligence for strategic, operational, and tactical customers. Provides target geopolitical and operational intelligence to national agencies and military command authorities. Provides analysis of Information Operations activities and reach-back cryptologic support to Air and Space Operations Centers and supported commanders. Executes near real-time intelligence support to sensitive reconnaissance missions. Provides multi-intelligence analysis of adversary tactics in support of Intelligence Preparation of the Operational Environment supporting Air Force training and tactics development.

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

f. 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:

a. 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.

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

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

d. 1N432. For award, completion of the Analysis and Production Apprentice courses

e. For US Space Force, completion of the Analysis and Production Apprentice courses and Space Warfighter Intelligence Formal Training Unit is mandatory until replaced by new courses as determined by US Space Force.

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

g. 1N452. Qualification in and possession of AFSC 1N432 and experience performing cryptologic activities.

h. 1N472. Qualification in and possession of AFSC 1N452 and experience performing or supervising cryptologic activities.

i. Other. The following are mandatory as indicated:

j. For entry into this specialty: k. No speech disorders or noticeable communications deficiencies as defined by DAFMAN 48-123, Medical Examinations and Standards. DAFECD, 31 Oct 23

k. See attachment 4 for additional entry requirements.

l. For award and retention of AFSC 1N4X2, the following are mandatory: n. When required for a current or pending assignment, must successfully complete and pass a Counter-Intelligence (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.

m. Maintain local network access IAW AFI 17-130, Cybersecurity Program Management and AFMAN 17-1301, Computer Security.

n. Specialty requires routine access to Tier 5 (T5) information, systems, or similar classified environment.

o. 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