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 #104-27-003

OPEN DATE: 27 OCTOBER 2026 **EXPIRATION DATE: 26 NOVEMBER 2026**

Open To:	**NATIONWIDE**
Number of Positions:	**1**
Position Title:	**ADV FIGHTER AIRCRAFT INTEGRATED AVIONICS (WL)**
Unit/Duty Location:	**104TH FIGHTER WING, BARNES ANGB WESTFIELD, MA 01085**
Min/Max Rank Authorized:	**TSgt(E6)Immediately promotable to MSgt-MSgt(E7)**
Duty AFSC:	**2A375**
Retraining Opportunity:	**NO**
Required ASVAB:	**NA**
PULHES:	**NA**
Security Clearance:	**SECRET**
Position POC:	**SMSgt Jeremy Cushing, 413-568-9151 ext. 698-1793, jeremy.cushing.1@us.af.mil**
Technician Advertisement:	https://www.usajobs.gov/job/890360000

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:

Maintains F-22, and F-35 avionics and electrical & environmental (A&E) systems at the organizational level. Troubleshoots, inspects, removes, installs, repairs, modifies, and operates aircraft A&E systems, components, and associated support equipment. Performs and supervises general aircraft servicing and handling procedures. Related DoD Occupational Subgroup:
160200/119800/195000.

DUTIES AND RESPONSIBILITIES:

1. Inspects, troubleshoots, operates, and maintains aircraft A&E systems, subsystems, components, and test equipment using aircraft controls, displays, and portable maintenance aid (PMA) to determine operational condition. Interprets equipment operating characteristics to isolate malfunctions in systems such as: attack control, core processing, radar, infrared, laser, controls and displays, electro optical and video imaging system, satellite communication systems, flight controls, vehicle management, communication, navigation, identification, satellite communications, electronic warfare (EW), electrical power and distribution, gas turbine compressor, auxiliary power, landing gear, anti-skid, nose wheel steering, lighting, fire and overheat warning, fire extinguishing, fuel indicating, liquid cooling, air conditioning, bleed air, cabin pressure, auxiliary pressurization, oxygen, and aircraft utility systems. Uses technical data to trace wiring diagrams and signal data flow. Uses integrated diagnostics, built-in test functions, electronic measuring equipment, aerospace ground equipment (AGE), support equipment (SE), and hand tools.
2. Removes and installs systems components. Performs and supervises alignment, calibration, modifications, and boresight of A&E systems. Uploads operational software into systems components. Removes and installs line replaceable modules (LRMs), line replaceable units (LRUs), and other systems components. Enters maintenance data into automated systems.

3. Inspects, analyzes, and evaluates A&E systems to determine operational status. Interprets inspection findings and determines dequacy of corrective actions. Reviews maintenance management publications and procedures. Recommends

methods of improved equipment performance and maintenance procedures. Ensures compliance with technical publications and directives.

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

3.5.4.1. No record of conviction by a civilian court for offenses involving larceny, robbery, wrongful appropriation, or burglary, or fraud.

3.5.4.2. Never received nonjudicial punishment under the Uniform Code of Military Justice (UCMJ) for offenses involving acts of larceny, wrongful appropriation, robbery, or burglary or fraud as delineated in UCMJ Articles 121, 122, 129, and 132 or never been convicted by military courts-martial for these same offenses.

3.5.5. 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.

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 into 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. **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_Advertisment#)

- ☐ **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: 0112506434