DEPARTMENT OF THE AIR FORCE
MASSACHUSETTS NATIONAL GUARD

Human Resources Office
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ACTIVE GUARD RESERVE (AGR) – MILITARY VACANCY ANNOUNCEMENT #102-27-05

OPEN DATE: 13 NOVEMBER 2026 **EXPIRATION DATE: 13 DECEMBER 2026**
Open To: All members worldwide holding the 17D3W AFSC

Number of Positions:	**1**
Position Title:	**Warfighter Communications**
Unit/Duty Location:	**253 CEIG, Otis ANGB, MA**
Minimum/Maximum Grade Authorized:	**1st Lt/Maj**
Duty AFSC:	**17D3W**
Required ASVAB:	**N/A**
Security Clearance:	**SECRET**
PULHES:	**N/A**

POC: TSgt Jessica Lester, 508-968-7211, email jessica.lester.3@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:

Operates, secures, configures, designs, maintains, sustains, and extends cyberspace infrastructure; provides and employs cyberspace capabilities; and leads Department of Defense information network (DODIN) operations missions to achieve Commander's objectives in or through cyberspace.

DUTIES AND RESPONSIBILITIES:

1. Plans, designs, maintains, and operates information networks and cyberspace systems necessary for operations.
2. Provides a broad range of cyber-related expertise key to successful warfighting operations in the air, space, and cyberspace domains, to include the electromagnetic spectrum.
3. Facilitates architectural and technical solutions to operational requirements; vets potential solutions and advises commanders on associated risks and mitigation factors.
4. Directs the extension, employment, reconfiguration, adaptation and creation of portions of cyberspace to assure mission success for commanders. This includes both deliberate and crisis action scenarios.
5. Develops plans and policies, monitors operations, and advises commanders. Assists commanders and performs staff functions related to this specialty.

6. Provides specific cyber-terrain-focused expertise to defensive cyberspace operators to enhance their ability to defend that terrain.
7. Advocates for resources when existing resources are insufficient to prosecute assigned missions.
8. Develops Primary, Alternate, Contingency, and Emergency (PACE) communications plans to support mission assurance. Manages operations with degraded capabilities while working to reestablish primary ones.

SPECIAL REQUIREMENTS:

1. Knowledge. Mandatory knowledge includes information technology, wired and wireless telecommunications, computer networking, cloud architectures, electronics theory, information assurance, data links management, spectrum operations, vulnerability assessment techniques, operating system environments, scripting, operational and tactical planning, and supervisory control and data acquisition systems. Knowledge will include the military application of these technologies as well as industry best practices.

2. Education. Undergraduate or graduate education related to computer science, computer engineering, or information technology is desirable, but not required.

3. Training. To earn the 17DX AFSC, member must complete Undergraduate Cyberspace Warfare Training (UCWT).

4. Experience. The 17D1W skill-level will be applied to all 17D officers who have not yet completed UCWT. 17D officers will be awarded the 17D3X skill level upon arrival at their first duty station after completion of UCWT. Members will maintain the 17D3W skill level as their Primary AFSC for the remainder of their career. The 17D4W skill level is only applied as a member's Duty AFSC based on position. Officers must be appointed to a staff position at the Air Staff, MAJCOM, Numbered Air Force (NAF), Field Operating Agency (FOA), Direct Reporting Unit (DRU), Joint Force Headquarters (JFHQ), National Guard Bureau (NGB) or Combatant Command (CCMD) to achieve the Staff Level 17D4W skill level Duty AFSC.

5. Other. The following are mandatory as indicated:

5.1. For award and retention of this AFS, members must acquire and maintain a Top Secret clearance via Tier 5 investigation as outlined in DoDM 5200.02_DAFMAN 16-1405, Department of the Air Force Personnel Security Program. NOTE: Award of the entry level AFSC (17D1X) without a completed Top Secret clearance is authorized provided an interim Top Secret clearance has been granted according to DoDM 5200.02_DAFMAN 16-1405.

5.2. Retention of these AFSCs may require favorable adjudication of counter-intelligence polygraph and/or favorable determination for access to sensitive compartmented information.
5.3. Members may be required to obtain and maintain a Flying Class III physical to qualify for specific positions within this AFS.
5.4. (AF Reserve Only) Hiring officials may accept the risk of hiring 17D members into 17S billets, and vice versa, with no approval documentation required from the AF Reserve CFM, or any entity, for gaining actions..

NOTE: Specialty Shredouts: Suffix Portion of AFS to Which Related -W, Warfighter Communications

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 EPR/OPR
- ☐ 9. Retraining Acknowledgment Document (required for applicants who do not hold the AFSC – Contact HRO-Remote for template)

- ☐ 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