DEPARTMENT OF THE AIR FORCE
MASSACHUSETTS NATIONAL GUARD

Human Resources Office
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ACTIVE GUARD RESERVE (AGR) – MILITARY VACANCY ANNOUNCEMENT #102-27-07

OPEN DATE: 6 NOVEMBER 2026 **EXPIRATION DATE: 15 DECEMBER 2026**

Open To: All members worldwide holding the 1N151A AFSC and eligible to become members of the Massachusetts Air National Guard.

Number of Positions:	**One**
Position Title:	**Geospatial Intelligence Analyst**
Unit/Duty Location:	**103rd Intelligence Squadron, Otis ANGB, MA**
Minimum/Maximum Grade Authorized:	**SSgt E-5 / TSgt E-6**
Duty AFSC:	**1N151A**
Required ASVAB:	**General 50**
Security Clearance:	**TS/SCI**
PULHES:	**P=3, U=3, L=3, H=2, E=3, S=1**

POC: SMSgt William Barth (508) 968-7170, email william.barth.5@us.af.mil

HRO Remote: MSgt Shelbey Rice (508) 968-4186, email 102.IW.HRO.Org@us.af.mil

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

SPECIALTY SUMMARY:

Manages, supervises, and performs intelligence activities and functions including, exploitation, development, and dissemination of multi-sensor Geospatial Intelligence to support warfighting operations and other intelligence activities that achieve the commander's objectives. Related DoD Occupational Subgroup: 124200.

DUTIES AND RESPONSIBILITIES:

a. Performs research and analysis on multi-sensor imagery, geospatial data, and products in conjunction with all-source intelligence information. Determines type, function, status, location, significance of military facilities and activities, industrial installations, and surface transportation networks. Determines and reports type, function, and location of military equipment including ground, air, naval, missile, space, and electronic orders of battle. Uses multi-sensor imagery to conduct comparative analysis. Analyzes terrain to determine traffic ability, potential landing zones and defensive fortifications. Analyzes structures of military and industrial installations to determine construction type and functionality. Prepares damage assessment reports detailing structural damage and weapons effects. Uses multispectral imagery to analyze and report the likelihood of military and non-military activities and monitors counter-violent extremist operations, using a variety of sensors, in direct support of Major Conflict Operations (MCO), Humanitarian and Disaster Relief (HA/DR), and other special operations. Determines geospatial

intelligence collection requirements to optimize collection strategies and submission of intelligence production requirements.

b. Performs imagery exploitation. Constructs queries and retrieves historical files to conduct analysis. Uses automated exploitation equipment to prepare, review, and transmit intelligence reports. Uses softcopy imagery and geospatial information systems to exploit, perform mensuration, annotate, and disseminate GEOINT products.

c. Performs targeting support functions to include target development, and combat assessment. Maintains and uses geospatial databases, target materials, imagery, and other intelligence products. Utilizes multi-sensor imagery and geospatial data to determine geographic coordinates, vertical and horizontal measurements of objects and surrounding terrain. Uses maps, charts, geodetic products, and multi-sensor imagery to determine distance, azimuth, and location of targets.

d. Compiles and correlates imagery derived data and geospatial information in support of detailed target assessments. Uses information from other intelligence disciplines to conduct analysis of imagery and geospatial data. Prepares and conducts multisensory imagery and geospatial information derived intelligence briefings.

e. Manages, organizes, and submits GEOINT collection requirements. Determines proper sensor application and coordinates planning to satisfy intelligence problems. Works with mission team to plan mission, maintain collection list, identify collection sequence, and provide specific targets' requirements. Validates collection requirements for strategic and tactical intelligence, surveillance, and reconnaissance (ISR) platforms. Determines exploitation requirements based on warfighter needs.

f. Provides imagery and geospatial exploitation support to Air Operations Center (AOC) processes, including collection management, Intelligence Preparation of the Operational Environment (IPOE), target development, and situational awareness.

g. 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: Knowledge is mandatory of: basic and advanced imagery interpretation principles, techniques, and procedures for imagery exploitation, reports, and presentations; Air Force, DoD, and national imagery intelligence collection systems and procedures; techniques of collating, analyzing, and evaluating imagery intelligence; use of national geospatial data, information and intelligence data systems and the maps, charts, grid systems, and interpreting equipment to solve geospatial intelligence problems; mosaic construction; intelligence reference materials; fundamental mensuration techniques; distribution of geospatial intelligence; requirements for, and sources and uses of target and geospatial intelligence data; production of geospatial related target materials; and security controls, classifications, markings, and handling restrictions.

b. Education. Completion of high school with courses in mathematics, advanced English, and computer applications is desirable for entry into this specialty.

c. Training. For award of AFSC 1N131X, completion of a basic Geospatial Intelligence Apprentice course is mandatory.

a. For U.S. Space Force, completion of a basic Geospatial Intelligence Apprentice course and Space Warfighter Intelligence Formal Training Unit is mandatory until replaced by new courses as determined by U.S. Space Force.

d. Experience. The following experience is mandatory for award of the AFSC indicated:
   a. 1N151X. Qualification in and possession of AFSC 1N131X.
   b. 1N171X. Qualification in and possession of AFSC 1N151X. Also, experience training or supervising exploitation team activities in support of geospatial intelligence production.

e. Other. The following are mandatory as indicated:
   a. For entry into this specialty:
      i. Normal color vision as defined by correctly identifying at least 10 of 14 Pseudo- isochromatic Plates (PIP I) of one of the following tests: Ishihara, Dvorine, or the original version of the AO tests.
      ii. A minimum score of 50 is required on the 1N1X1A Tailored Adaptive Personality Assessment System (TAPAS)/Armed Services Vocational Aptitude Battery (ASVAB) predictive success model (PSM).
      iii. See attachment 4 for additional entry requirements.

   b. For award and retention of AFSC 1N1X1:
      i. When required for a current or future assignment, must successfully complete a Counter- Intelligence (CI) polygraph examination 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 change of assignment, retraining, or separation.
      ii. Must maintain local network access IAW AFI 17-130, Cybersecurity Program Management and AFMAN 17-1301, Computer Security.

   c. Award and retention of AFSCs 1N1X1X:
      i. Specialty requires routine access to Tier 5 (T5) information, systems, or similar classified environment.
      ii. Require Completion of a current T5 Investigation IAW DoDM 5200.02, AFMAN 16-1405, Air Force Personnel Security Program.

NOTE: Initial attendance in 1N1X1A AFSC awarding course without a completed T5 Investigation is authorized provided an interim T5 eligibility has been granted IAW DoDM 5200.02, AFMAN 16-1405. Airmen who cannot obtain at least an Interim T5 for programmed class-start are not eligible for entry into the AFSC

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 they 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. IAW ANGI 36-101, paragraph 4.1.6.3., applicants for E-8 positions must have completed the Senior Noncommissioned Officer Academy to apply for the AGR position.

13. Entry/retention requirements for AFS are outlined in the AFECD.

LENGTH OF TOUR:

Initial AGR tour orders are probationary. The probationary period will be a minimum of 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).

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 EPR/OPR *A MFR must be submitted for any missing EPR/OPR
- ☐ 09. 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