

NATIONWIDE
Arizona Air National Guard
Active Guard/Reserve (AGR) Announcement
JOINT FORCES HEADQUARTERS/HRO
5636 East McDowell Road, Bldg M5710
Phoenix, Arizona 85008-3495
PHONE (602) 629-4826: DSN 853-4826
WEBSITE: //dema.az.gov/azng-human-resources

ANNOUNCEMENT NUMBER: 16-121A	OPENING DATE: 24-Mar-2016	CLOSING DATE: 1-May-2016
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POSITION TITLE, SERIES, GRADE AND POSITION NUMBER:
Amended 07 Apr 16 SUPV INTELLIGENCE OPERATIONS SPECIALIST, GS-0132-12, SMSgt-CMSgt,
MPCN:009693691C

****Applicants who currently possess a military grade one grade level higher than above posted grade level may be considered for this vacancy. If an over graded applicant is selected they must be reduced in grade prior to being accessed into this position. Applying for and accepting a lower graded military position is considered a voluntary reduction in grade. IAW ANGI 36-2503, an applicant must submit in writing their willingness to be administratively reduced in grade and submit this letter with their application package.****

APPOINTMENT FACTOR: OFFICER <input type="checkbox"/> ENLISTED <input checked="" type="checkbox"/>	AFSC: 1U091	ASVAB: G-64 OR E-54
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LOCATION OF POSITION: 214th Reconnaissance Group, Davis-Monthan AFB, AZ

AREA OF CONSIDERATION: This position is the Active Guard and Reserve Force and is **open to current members and those eligible for membership in the (All Units), Arizona Air National Guard.** Individual selected will receive an Active Duty Title 32 Tour with the Arizona Air National Guard. In order to be considered for this position applicants must meet minimum qualifications. **PCS funds are authorized.**
Note: Open to SMSgt OR current on board CMSgt AGR.
Note: Placement/promotion is contingent upon Control Grade Availability.
Note: Must possess a TS/SCI clearance
Note: Must be able to qualify for AFSC: 1U091
Note: By command direction, selectee must reside within the 162 WG Tier 2 commuting distance: approx. 50 miles
Note: This position is in support of the predator mission and is subject to rotating shifts, weekends and holidays.
Note: Start date contingent upon retirement date of incumbent 31 May 2016.

INSTRUCTIONS FOR APPLYING:

Applications must be submitted following the instructions on this announcement. Incomplete applications will not be processed. Written explanation is required for any missing documents. The following items are mandatory for all AGR announcements:

- **NGB Form 34-1, Application for Active Guard/Reserve (AGR) Position.**
- **Detailed Resume**
- **AZNG Forms 335-2-R, Knowledge, Skills and Ability Supplement**
- **Current Report of Individual Personnel (RIP). RIP can be obtained from the servicing Military Personnel Flight (MPF). In lieu of a RIP, applicant may provide a printout from the Virtual MPF (vMPF). Select 'Record Review' and then 'Print/View All Pages'. For Enlisted Members, documents MUST show your ASVAB scores.**
- **Copy of current Fitness Test scores, if exemptions exist please include the AF 469. Must be within 12 months.**
- **Copy of AF Form 422, Physical Profile Serial Report and AF Form 1042 (for flight status), Flight Physical. (Both forms must be current within 12 months) This form can be obtained from your Wing Clinic.**

The following documents are not required but strongly recommended for validation of experience/education:

- **Letter of verification of Security Clearance from local Security Manager.**
- **AZ Form 34-1, Arizona AGR Application Supplement**

➤ **AZNG Form 335-1-R, Military Brief**

APPLICATIONS MUST BE MAILED OR HAND CARRIED TO: Human Resources Office, 5636 E. McDowell Road, Bldg M5710, Phoenix, AZ 85008-3495. Applications must arrive by close of business (1530 MST) on the closing date shown above. Applications postmarked on the closing date will be considered late and will not be accepted. The Human Resources Office will not accept applications that are mailed at government expense or forwarded through an internal mail system. Faxed applications will not be accepted. **Electronic applications are only accepted for those employees who are mobilized. NO BINDERS OR BOUND DOCUMENTS PLEASE.**

NATIONAL GUARD REQUIREMENTS:

1. Must be in compliance with physical fitness, height, weight, and body fat measurement standards as listed in AFI 36-2905.
2. You must have completed a medical examination in accordance with AFI 48-123 within the 12 months preceding your entry into the AGR program. Women will be tested for pregnancy before entering the AGR program. HIV must be current within 6 months.
3. If required, we will initiate an investigation for a security clearance. Unfavorable results will be cause for your immediate separation.
4. Individuals selected for AGR tours who cannot obtain 20 years of Active Federal Service prior to reaching mandatory retirement, age 60 for enlisted personnel, or mandatory separation date for officers and those within their first 24 months of an AGR assignment or reassignment must submit a waiver request through the HRO remote to the HRO for Waiver for Exceptional Circumstances prior to the closing date of this announcement. Waivers must justify why request is in the best interest of the unit, State, or Air National Guard.
5. You must meet eligibility requirements of AFI36-2101 Classifying Military Personnel (Officer and Enlisted) and ANGI 36-101 (The Active Guard/Reserve Program).
6. AGRs will not be reassigned during the first 24 months of their initial tour or within the first 24 months of reassignment, except in the event of an approved waiver from the Human Resource Officer prior to announcement closing date.
7. Applicants for E-8 positions must have the ability to complete Senior Noncommissioned Officer Academy within 36 months of assignment IAW para 2.23.1 of ANGI 36-2101.
8. Individuals selected for Control Grade positions must meet requirement as stated in ANGI 36-101.

Acceptance of this position requires participation in the Direct Deposit/Electronic Funds Transfer Program

EVALUATION PROCESS: Each applicant must **FULLY SUBSTANTIATE** on their application how they meet the requirements listed in the specialized experience area; otherwise applicant will be considered unqualified for this position. Applications will be evaluated solely on information supplied in the application (NGB Form 34-1) or resume. Experience will be evaluated based on relevance to the position for which application is being made. Include job titles, starting and ending dates (month and year), hours per week, salary, duties/accomplishments, employer(s) name and address, and supervisor(s) name/phone number and permission to contact.

EQUAL OPPORTUNITY: The Arizona National Guard is an Equal Opportunity Employer. Selection for this position will be made without regard to race, religion, age, national origin, sex, political affiliation, marital status, membership or non-membership in an employee organization or any other non-merit factor.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED FOR SUCCESSFUL PERFORMANCE IN THIS POSITION:
Each applicant should fully justify on their application how they meet each KSA listed below using AZNG Form 335-2-R to reference the justification.

1. Knowledge and ability in program administration and policy formulation, inspecting, training, directing and evaluating.
2. Knowledge and ability to lead diverse groups, build consensus, and direct and assign work among subordinates.
3. Knowledge and ability to provide mentorship and career guidance to unit enlisted personnel in areas such as Professional Military Education, Air Force Specialty training, career enhancement, and promotion requirements.
4. Knowledge and ability to work as a mission crew member applying airborne sensors to actively or passively acquire, track and monitor airborne, maritime and ground objects.
5. Knowledge and ability to operate effectively in dynamic, high-stress environments.
6. Knowledge and ability to communicate effectively both orally and in writing.

SPECIALIZED EXPERIENCE: Must have 36 months experience in program administration and policy formulation, inspecting, training, directing, and evaluating. An ideal applicant will have experience which includes: leading diverse groups, consensus building, mentoring, and directing and assigning work of personnel. Experience desired in performing duties as a mission crew member employing airborne sensors to actively and/or passively acquire, track, and monitor airborne, maritime and ground objects. Desire candidates who operate effectively in dynamic and sometimes high-stress environments.

BRIEF JOB DESCRIPTION: Employs airborne sensors in manual or computer-assisted modes to actively and/or passively acquire, track, and monitor airborne, maritime and ground objects. Operates infrared and low light level television (LLLTV) sensor systems, illuminator equipment, and allied components; and performs aircrew functions. Conducts operations and procedures in accordance with Special Instructions (SPINS), Air Tasking Orders (ATO) and Rules of Engagement (ROE). Assists MQ-1 pilot through all phases of employment to include mission planning, flight operations, and debriefings. Continually monitors aircraft and weapons systems status to ensure lethal and non-lethal application of airpower. Conducts reconnaissance and surveillance of potential targets and areas of interest. Detects, analyzes and discriminates between valid and invalid targets using synthetic aperture radar, electro-optical, low-light, and infrared full-motion video imagery, and other active or passive acquisition and tracking systems. Assists in air navigation, Air Order of Battle (AOB) integration, fire control planning, and determining effective weapons control and delivery tactics to achieve overall mission objectives. Receives target briefs (9-liners) for weapons delivery. Conducts immediate first phase

Battle Damage Assessments (BDA) for up-channel coordination and potential reattack. Operator utilizes laser target marking systems to provide target identification and illumination for onboard weapons delivery, and in support of other combat assets. Individual is also responsible for terminal weapons guidance. Participates in post-flight debriefing to establish mission accomplishments and potential procedural development. Researches and studies target imagery, friendly and enemy orders of battle, and offensive and defensive capabilities from various sources. Assembles target information, locates forces, and determines hostile intentions and possible tactics. Conducts initial, qualification, upgrade and continuation training for mission crew members. Individuals perform training, planning, standardization and evaluation, and other staff duty functions. Acts as direct advisor to the Commander regarding enlisted personnel issues of the unit. Assists the commander in oversight of unit operations. Functions as the senior enlisted advisor for the unit. Provides input to the Commander for the development of the unit hiring, training, and professional development strategies. Plans, organizes, and directs the activities of the assigned personnel, ensuring that the advice and assistance provided complies with legal and regulatory requirements. Identifies need for changes in priorities and takes action to implement such changes. Plans work to be accomplished by subordinates, sets and adjusts short-term priorities. Assigns work to subordinates based on organization priorities and with consideration of difficulty and requirements of assignments such that the experience, training, and abilities of personnel are effectively utilized to meet organizational needs. Provides advice, guidance, and direction on a wide range of technical and administrative issues. Reviews organization mission, functions, and manning, and provides advice as needed. Follows-up to ensure complete and quality resolution of any problems or discrepancies. Exercises supervisory personnel management responsibilities. Explains performance expectations to employees and provides regular feedback on strengths and weaknesses. Holds personnel responsible for satisfactory completion of work assignments. Appraises subordinate workers performance ensuring consistency and equity in rating techniques. Hears and resolves personnel complaints and refers serious unresolved complaints to higher-levels of command. Initiates action to correct performance or conduct problems. Identifies employee developmental needs and provides or arranges for training (formal and on-the-job) to maintain and improve job performance. Encourages self-development. Applies EEO principles and requirements to all personnel management actions and decisions, and ensures all personnel are treated in a manner free of discrimination. Provides mentorship and career guidance to unit enlisted personnel in areas such as Professional Military Education, Air Force Specialty training, career enhancement, and promotion requirements. Tracks and administers personnel evaluation programs for all full-time and part-time enlisted personnel. Performs other duties as assigned.

SELECTING OFFICIAL: LtCol Jeffrey Hills (jeffrey.hills.1@us.af.mil) (520) 228-1359 DSN: 228-1359
