

**STATEWIDE  
NATIONAL GUARD OF ARIZONA  
HUMAN RESOURCE OFFICE  
5636 E. McDowell Road, Bldg M5710, Phoenix, AZ 85008-3495  
PHONE (602) 629-4800; DSN 853-4800  
WEBSITE: <http://dema.az.gov/>**

**TITLE 32 EXCEPTED  
TECHNICIAN VACANCY ANNOUNCEMENT**

**NATIONAL GUARD MEMBERSHIP IS REQUIRED:** This is an excepted service position that requires membership in a compatible military assignment in the National Guard. Selectee will be **required to wear the military uniform.**

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**ANNOUNCEMENT NUMBER: 19-408T      OPENING DATE: 11-Oct-19 CLOSING DATE: 28-Oct-19**

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**POSITION TITLE, SERIES, GRADE, AND POSITION NUMBER:**

Aircraft Mechanic Supervisor, WS-8852-12, E7/MSgt (immediately promotable to E8/SMSgt) and current E8/SMSgt's MPCN: 3400859903

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**APPOINTMENT FACTORS: OFFICER**       **WARRANT OFFICER**       **ENLISTED**

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**KNOWN PROMOTION POTENTIAL: NONE**

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**SALARY RANGE:**

\$36.45-\$42.51 PH

**SUPERVISORY**     **MANAGERIAL**

**NON-SUPERVISORY/NON-MANAGERIAL**

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**LOCATION OF POSITION:**

161st Air Refueling Wing (ARW), Phoenix, AZ

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**APPLICATIONS MUST BE MAILED OR HAND CARRIED TO: Human Resources Office, 5636 E. McDowell Road, Bldg M5710, Phoenix, AZ 85008-3495. Applications must be received by close of business (1530 MST) on the closing date shown above or if mailed postmarked no later than the closing date.** The Human Resources Office will not accept applications that are mailed at government expense, exceptions to hard-copy delivery may be considered on case-by-case basis. Please contact 602-629-4826/4834 for consideration. Faxed applications will not be accepted.

**AREA OF CONSIDERATION:**

This position is in the Federal/Excepted Civil Service and is **open to current members in the Arizona Air National Guard.** Individual selected will receive a **Permanent Appointment** after successful completion of a one year trial period. Acceptance of a Federal Excepted technician position of over 179 days in length will cause termination from the Selected Reserve Incentive Program (BONUS). Individual selected will require a military medical records screening if applicable, to be completed prior to appointment, and/or may be required to take a pre-employment medical screening examination dependent on the position type and military medical records screening results.

**INSTRUCTIONS FOR APPLYING:** Individuals applying for vacancies with the Arizona National Guard may submit Optional Form 612 (Optional Application for Federal Employment), or a Resume. Application documents must contain the Announcement Number, Title and Grade(s) of the job being applied for. Personal information must include full name and address (including ZIP Code), Day and evening phone numbers (with area code). Work experience information should be limited to either paid or nonpaid experience directly related to the position that the individual is applying for and must include: Job Title, Duties and accomplishments, Employers name and address, Supervisors name and phone number, starting and ending dates, hours per week and salary.

Applicants **MUST** submit a completed AZNG Form 335-2-R (Knowledge, Skill and Ability Supplement) or a separate document explaining how they meet each Knowledge, Skill and Ability listed below and a Resume or the Optional Form 612. Applicant **MUST** submit complete RIP and/or other documentation to verify possession of AFSC.

**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 (OF 612) 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.

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**CONDITION OF EMPLOYMENT: Prior to appointment into this position, selectee must be a current member of the Arizona Air National Guard, in a military unit supporting 161st ARW and be able to qualify for the following AFSC: 2A690--to be able to qualify for the following AFSC 2A690, individuals must possess AFSC 2A674, 2A675, or 2A676.**

- Federal employment suitability as determined by a background investigator.
- May be required to successfully complete a probationary period.
- Participation in the Direct Deposit/Electronic Funds Transfer Program.
- Military Uniform must be worn.
- Applicants must maintain membership and employment in the National Guard in the military grade listed in this announcement.

**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 nonmembership in an employee organization or any other non-merit factor.

**Relocation Incentive may be offered:** YES  NO   
**PCS may be offered:** YES  NO

**NOTES:**

Note: This position is subject to rotating shifts, night shifts, and weekends/holidays.

Note: Applications must contain a completed AZNG Form 335-1-R (MILITARY BRIEF).

Note: Selected applicant must possess or be able to obtain a SECRET SECURITY CLEARANCE.

Note: To be able to qualify for the following AFSC 2A690, individuals must possess AFSC 2A674, 2A675, or 2A676.

**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. Ability to plan the overall allocation of personnel and other resources of the organizational segments supervised to accomplish work operations, distribute work assignments, and to provide technical guidance to subordinates.
2. Knowledge of aircraft systems and components in electrical, fuel, hydraulic, environmental and mechanical principles, and supporting systems in sufficient detail to coordinate and direct the work of units supervised.
3. Knowledge and ability to estimate materials and manpower needs and to assign and explain work requirements to subordinate supervisors, set deadlines, and balance work loads for subordinate work groups.
4. Ability to recommend promotion or reassignment of subordinate supervisors and review personnel actions prepared by them. Make formal appraisal of supervisors' work performance and review employee appraisals submitted by them.
5. Ability to implement safety regulatory requirements and ensure subordinates wear appropriate safety equipment and follow pertinent safety precautions.
6. Ability and skill to counsel employees and resolve formal and informal complaints and grievances.
7. Ability to translate management goals and objectives into effective work operations by establishing a positive working climate which encourages employee participation towards achieving management goals and promotes efficient and economical working operations.
8. Skills and ability to effectively communicate and coordinate (orally and in writing) with subordinate, peer, superior, and external working groups, organizations, and agencies.

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**SPECIALIZED EXPERIENCE:** Must possess at least **36** months of experience or training removing, installing, adjusting, aligning, troubleshooting and functionally testing the various major and minor electrical, mechanical, and pneumatic systems on an aircraft during overhaul, modification, and unscheduled maintenance. Experience coordinating the work of other mechanics, and scheduling maintenance to ensure completion of critical actions and optimum workflow. Must have the ability to instruct lower graded mechanics, military and other personnel in the disassembly, repair, re-assembly, and testing of electrical, hydraulic, and fuel system components. Experience which required the review of work requirements and to establish priorities to meet deadlines. Experience that provided knowledge of various lines of work performed by this function. Experience which demonstrates the ability to supervise or the potential to perform such duties as evidenced by the ability to communicate knowledge of general supervisory concepts, and knowledge of shop processes. Experience in adapting existing equipment and techniques to new situations.

**BRIEF JOB DESCRIPTION:** This position is located at the 161 ARW, Phoenix, Arizona. The purpose of this position is to provide overall direction and coordination of the subordinate work activities and functions. Work is carried out by two or more separate organizational units and is controlled through a small number of subordinate supervisors. The work involves two or more dissimilar or unrelated occupations. The occupation and nonsupervisory grade level which best reflects the nature of the overall work operations supervised is Aircraft Mechanic, WG-8852-10. Analyzes the work plans developed by subordinate supervisors for accomplishment of assigned work orders and projects and the status of work being accomplished in relation to overall schedule requirements, including unanticipated or emergency requirements. Provides higher level managers and/or supervisors information on status of work projects, budget estimates, changes in equipment, facilities, techniques, etc. Participates in planning conferences and meetings. Promotes economical and efficient work operations. Analyzes production, cost and personnel utilization records and makes adjustment in operations to correct problems. Prepares operating instructions and work plans to be followed by subordinate workers in accomplishing critical or emergency work projects. Determines training needs for all levels of subordinates. Promotes and administers such programs as cost reduction, incentive awards, suggestions, and quality assurance. Ensures that regulations governing safety and housekeeping are observed. May be required to perform such additional duties as structural fire fighting, aircraft fire/crash/rescue duty, security guard, snow removal, munitions loading and handling, heavy equipment operation, maintenance or management of facilities and equipment, or to serve as a team member on boards to cope with natural disasters or civil emergencies. Performs other duties as assigned.

**SELECTING OFFICIAL:** CSMgt Chase A. Gibbons

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