

AIR NATIONAL GUARD
Joint Force Headquarters
187th FIGHTER WING, MONTGOMERY, ALABAMA
117th AIR REFUELING WING, BIRMINGHAM, ALABAMA

ACTIVE GUARD RESERVE (AGR) – MILITARY VACANCY ANNOUNCEMENT # 26-005

OPEN DATE: 15 OCTOBER 2025

EXPIRATION DATE: 15 NOVEMBER 2025

OPEN TO: NATIONWIDE

Number of Positions: 1

Position Title: DEFENSE FORCES COMMANDER

Func Code: 10S000

PEC#: 52625G

UMDA Position #: 088326834

AFSC: 31P3

ASVAB REQUIRE: N/A

Grade: 1LT- LT COL

Security Clearance: TOP SECRET ELIGIBLE

Unit/Duty Location: 117TH SECURITY FORCES SQUADRON

Selecting Official: LT COL STEVEN GROSS

HRO Remote: MSGT SAMANTHA CROTZER

START DATE NO EARLIER THAN 1 MAR 2026

PCS AUTHORIZED PENDING AVAILABILITY OF FUNDS

APPLICATION REQUIREMENTS

Signed NGB Form 34-1, [NGB Forms](#)

Current Report of Individual Personnel (RIP): Obtain from Virtual Military Personnel Flight (vMPF)

AF Form 422: Must be signed and verified within 6 months from your Medical Group

Air Force Fitness Management System II (AFFMS II) Fitness Report: Must be Current and passing

All applications must be submitted with a completed AGR Eligibility Checklist, found in ANGI 36-101. Your unit's HRO Remote Designee or the appropriate FSS representative must complete this checklist.

Email completed application packages to:

117ARW.FSSHRO.Org@us.af.mil

ATTN TO:

SAMANTHA CROTZER

5401 EAST LAKE BLVD

BIRMINGHAM, AL 35217

All emailed packages must be in a single PDF

JOB INTRO/TITLE:
SECURITY FORCES

SPECIALTY SUMMARY:

1. **Specialty Summary.** Leads, manages, and directs security forces (SF) activities. Included are installation, weapon system, and resource security; antiterrorism; force protection; law and order, investigations; installation access control; military working dog functions; air base defense; armament and equipment; training pass and registration; and combat arms. SF duties may require use of deadly force. Related DoD Occupational Group: 270800.

DUTIES AND RESPONSIBILITIES:

2.1. Leads, manages, and directs SF personnel. Protects nuclear and conventional weapons systems and other resources. Plans, leads, and directs SF deployments. Directs air base defense functions including control and security of terrain inside and immediately adjacent to military installations, and defense of personnel, equipment and resources. Leads and directs individual and team patrol movements, tactical drills, battle procedures, convoys, military operations other than war, antiterrorism duties, and other special duties. Directs employment and operation of communications equipment, vehicles, intrusion detection equipment, crew served weapons, and other special purpose equipment.

2.2. Leads and organizes SF operations. Enforces standards of conduct, discipline, and adherence to laws and directives. Oversees police services, security, military working dog, combat arms, and confinement operations. Carries out SF incident command function. Oversees and evaluates unit performance. Manages the Integrated Defense Risk Management Process (IDRMP).

2.3. Develops SF plans, policies, procedures, and instructions. Assesses installation or deployed location vulnerabilities. Establishes programs, plans, and policies to protect Air Force combat capabilities. Formulates standards and policies to implement DoD, Air Force, and higher headquarters programs and policies. Programs and budgets actions for initial acquisition, modification, and replacement of SF facilities, vehicles, equipment, and other resources. Develops and manages force protection and antiterrorism programs and training.

2.4. Leads and manages SF activities. Serves on boards and planning groups involving security, force protection, police services, and antiterrorism matters. Coordinates SF functions and matters with other unit, military services, and civilian agencies. Monitors and directs programs to ensure combat effective mix of security forces personnel and equipment. Initiates and monitors research and development programs to assist in design and acquisition of equipment.

SPECIALITY QUALIFICATIONS:

3.1. Knowledge. Knowledge is mandatory of: Air Force SF programs and management functions, such as installation security measures; security concepts for nuclear and conventional weapon systems and resources; air base defense, vulnerability assessment and mitigation; police services including law enforcement, traffic management, confrontation management, investigations, and military working dog utilization; programming and budgeting procedures; principles of deployment, operational capabilities, limitations, and vulnerabilities; basic security equipment capabilities; combat arms training and maintenance; employment and operator maintenance of assigned weapons, and IDRMP.

3.2. Education. For entry education requirements see Appendix A, 31P CIP Education Matrix.

3.3. Training. Completion of the Basic Officer Course is mandatory for all personnel entering the 31P career field and is a requirement for award of the 31P3 AFSC. Additionally, 31Ps commissioned in 2021 or later will attend Combat Leaders Course (CLC) between 2-5 years CTIS for award of 31P3. BOC is a prerequisite for attending CLC. 31P officers should attend the Integrated Command & Control Course (IDC3) between 5-8 years CTIS. BOC and CLC are prerequisites for IDC3. Officer CFMs have authority to waive this requirement; process waivers IAW DAFMAN 36-2100.

3.4. Experience. For award of AFSC 31P3, a minimum of 24 months of experience is mandatory in an SF officer billet, regardless of whether or not member has completed BOC yet.

3.5. Other. The following are mandatory as indicated:

3.5.1. For entry into this specialty:

3.5.1.1. Minimum color vision, as defined by getting a 35 or better on the Cone Contrast Test (CCT) for red and green, or, correctly identifying at least 12 of 14 Ishihara Plates (PIP). (CCT should be primary testing choice, but PIP is acceptable if CCT is not available at testing site.)

3.5.1.2. Distance visual acuity correctable to 20/20 in one eye and 20/30 in the other.

3.5.1.3. No history of excessive alcohol use or been arrested in the past two years for two or more alcohol related incidents regardless of disposition, except when found not guilty.

3.5.1.4. Never been diagnosed with a severe substance disorder by a certified medical provider.

3.5.1.5. Must not have used a substance (sniffing/huffing) to obtain an altered conscious state from aerosol spray, lighter fluid, petro chemical, adhesives, Freon, or any other chemical for a purpose not intended for use.

3.5.1.6. No more than one active wage garnishment for delinquency.

3.5.1.7. No more than two delinquent charge off/collection ($\geq$ 30 days) payments within last two years.

3.5.1.8. Within three years prior to entry into military service, must not have been terminated from civilian employment more than twice for reasons of misconduct, theft, or alcohol use.

3.5.1.9. Never been convicted by a civilian court of a Category 1, 2, or 3 offense as described and listed in DAFMAN 36-2032, Military Recruiting and Accessions, Attachment 2.

3.5.1.10. No record of sleep disorders to include, but not limited to, sleep apnea, insomnia, hypersomnia, narcolepsy, or restless leg

syndrome.

3.5.1.11. Must not have current diagnosis of Attention Deficit Disorder/Attention Deficit Hyperactivity Disorder or other perceptual or learning disorder. Must not have used medications to treat any such disorder the last 12 months.

3.5.1.12. No history of any of the Bipolar and Related Disorders, Depressive Disorders, or Anxiety Disorders.

3.5.1.13. No speech disorder or noticeable communication deficiency as defined in DAFMAN 48-123.

3.5.1.14. Must possess a valid state driver's license to operate government motor vehicles (GMW) accordance with AFI 24-301, Ground Transportation.

3.5.1.15. No diagnosis of fear of heights or confined spaces that impacts ability to complete duty requirements.

3.5.1.16. No documented record of gang affiliation.

3.5.1.17. No fear working around nuclear weapons or components, nor have an identifiable negative opinion of the role of nuclear weapons in our nation's strategic deterrence mission.

3.5.1.18. Must not have used/distributed/manufactured illicit narcotics as defined in schedule I/II, used a drug that can cause a flashback, or been arrested for narcotics in schedules I through V as listed in 21 USC §812. Exclude use of marijuana, hashish, or other cannabis-based products for entry unless that use resulted in the documentation of a use disorder by a credentialed medical provider.

3.5.1.19. Never failed (or failed to participate in) prescribed rehabilitation program or treatment regimen after being diagnosed by a certified medical provider with an alcohol use disorder.

3.5.1.20. Must not have a record of Self-Directed Violence or Self-Directed Violence-Preparatory or suicide attempts. If there is a record of self-directed violence, self-directed violence-preparatory, or suicide attempts with/without injury (as defined by the *VA/DoD Clinical Practice Guideline for Assessment and Management of Patients at Risks for Suicide* and the Under Secretary of Defense's (USD) Memorandum on *Standardization of Common Suicide-Related Definitions*), the accession authority's final determination on entry/award will be informed by the opinion of a qualified Mental Health (MH) Professional.

3.5.2. In addition to the entry requirements, for a member to be awarded and retained in these AFSCs, the following are additional mandatory requirements:

3.5.2.1. No recorded evidence of personality disorder that negatively affects duty performance.

3.5.2.2. Must not have uncontrolled depression with use of appropriate therapy, or a history of persistent emotional instability or suicidal ideations. If there is a record of Self-Directed Violence, Self-Directed Violence-Preparatory, or suicide attempts with/without injury, the Commander will be informed by the opinion of a qualified Mental Health (MH) professional.

3.5.2.3. Qualification for arming, suitability to arm, or suitability under the Personnel Reliability Assurance Program IAW AFI 31-117, *Arming and Use of Force* by Air Force Personnel.

3.5.2.4. Never been convicted by a general, special, or summary courts-martial.

3.5.2.5. Never received non-judicial punishment under the UCMJ for offenses involving substantiated drug abuse as defined in AFI 44-121, *Alcohol and Drug Abuse Prevention and Treatment* (ADAPT) Program.

3.5.2.6. Never been diagnosed with a severe substance use disorder by a certified medical provider. For the purpose of retention standards as part of this classification directory, alcohol related disorders are defined separately from other substance use disorders.

3.5.2.7. Never received non-judicial punishment for acts of larceny, wrongful appropriation, robbery, burglary, unlawful entry, housebreaking, misconduct in combat as defined in UCMJ articles 99-106, or any act that harms or has the potential to harm the physical safety or well-being of animals to include Military Working Dogs. Never have been convicted by a civilian court of a Category 1 or 2 offense. Conviction of Category 3 offenses are not acceptable for entry into the AFSC. After award of the AFSC, conviction of Category 3 offenses are grounds for withdrawal of the AFSC if deemed appropriate by the commander. Category 4 traffic offenses alone are not disqualifying. Offenses are described and listed in AFMAN 36-2032, Military Recruiting and Accessions, Attachment 2.

3.5.3. For award and retention of this AFSC, must maintain local network access IAW AFI 17-130, *Cybersecurity Program* Management and AFMAN 17-1301, *Computer Security*.

3.5.4. Specialty requires routine access to Tier 3 (T3) information, systems or similar classified environments. For award and retention of AFSCs 31PX, completion of a current T3 Investigation IAW DoDM AN 5200.02_DAFMAN 16-1405, Department of the *Air Force Personnel Security Program*. NOTE: Award of the entry level without a completed T3 Investigation is authorized provided an interim Secret security clearance has been granted according to DoDMAN 5200.02, DAFMAN 16-1405.

ELIGIBILITY REQUIREMENTS FOR ENTRY INTO THE AGR PROGRAM:

Must be a member or eligible to become a member of the Alabama Air National Guard.

Member will be required to hold a compatible military assignment in the unit they are hired to support.

Member's military grade will not exceed the maximum military duty grade authorized on the Unit Manning Document (UMD) for the position.

Member must meet the physical qualifications outlined in, Medical Examination and Standards (DAFMAN 48-123), Attachment 2 before being placed on an AGR tour.

Member must have retain-ability to complete the tour of military duty.

Member must not be eligible for or receiving a federal retirement annuity.

Member must comply with standards outlined in DAFMAN 36-2905, Fitness Program to be eligible for entry into the AGR program.

Member must meet all eligibility criteria in ANGI 36-101, The Air National Guard Active Guard and Reserve (AGR) Program.

Member must hold required AFSC or be eligible for retraining (if applicable) **and meet all eligibility criteria in AFECD/AFOCD**

ADDITIONAL DUTIES

AGR members will participate with their unit of assignment during Regular Scheduled Drill (RSD).

AGR tour lengths in the State of Alabama are at the discretion of the Squadron Commander.

Initial tours will not exceed 6 years. Follow-on tours will be from 1 to 6 years, per ANGI 36-101

To be considered for this position you must meet all minimum AFSC requirements to include the minimum ASVAB qualifying score.

Scores are reflected on your personnel RIP.

If your ASVAB score does not meet the minimum required IAW AFECDC contact your servicing MPF.

You have the option to retake the test.

You must schedule your test date and receive your new scores prior to the announcement closing date.

Selectee will be required to participate in the Direct Deposit Electronics Funds Transfer program.

A law enforcement background check may be required prior to appointment to this position.

By submitting a resume or application for this position, you authorize this agency to accomplish the check

APPLICATION INSTRUCTIONS

APPLICATIONS MUST BE SUBMITTED FOLLOWING THE INSTRUCTIONS ON THIS ANNOUNCEMENT.
******* INCOMPLETE APPLICATIONS WILL NOT BE PROCESSED *******

WRITTEN EXPLANATION IS REQUIRED FOR ANY MISSING DOCUMENTS

Current AGR members and those who wish to become an AGR must submit the following:

AGR Eligibility Checklist found in ANGI 36-101 ([see below](#)).

NGB Form 34-1, Application for Active Guard/Reserve (AGR) Position, Form Version Dated 11 November 2013

Announcement number and position title must be annotated on the form

Download the current form version from;

<http://www.ngbpdc.ngb.army.mil/forms/Adobe%20PDF-F/ngb34-1.pdf>

Current Report of Individual Personnel (RIP). Documents must show your ASVAB scores.

RIP can be obtained from the servicing Force Support Squadron (FSS)

In lieu of a RIP, applicant may provide a printout from the virtual MPF (vMPF)

Select 'Record Review', and then 'Print/View All Pages'

Copy of current passing physical fitness assessment. (From AF Portal, <https://www.my.af.mil/>)

AF Form 422, Physical Profile Serial Report <https://asims.afms.mil/imr/MyIMR.aspx> (CURRENT within 5 years, validated within 12 months, working copy is acceptable)

ALANG - Air Technicians interested in converting to AGR status:

Selection for the advertised position does not constitute acceptance into the AGR program.

Once notification of a selection is made, the individual is required to submit a request for AGR medical clearance through the Medical Group, to the State Air Surgeon.

The State Air Surgeon will evaluate the request and notify MDG of the member's medical clearance approval or denial.

The information below was taken from ANGI 36-101, 21 April 2022.

5.3 Grade. To accept an AGR position, an applicant's military grade cannot exceed the maximum military authorized grade on the UMD for the AGR position. Reference paragraph 6.6 for proper assignment to position/unit. Enlisted Airmen who are voluntarily assigned to a position which would cause an overgrade must indicate in writing a willingness to be administratively reduced in grade in accordance with AFI 36-2502, Enlisted Airman Promotion/Demotion Programs, when assigned to the position. Acceptance of demotion must be in writing and included in the assignment application package.

5.4 Commissioning of Enlisted Member. Enlisted personnel applying for officer positions must be eligible for commissioning upon application for AGR duty. Assignment to the AGR tour will not become effective until the individual receives a commission in the ANG and as a Reserve of the Air Force and has completed formal training for which an AFSC has been awarded

5.5. Air Force Fitness Standards. AGR Airmen are subject to the provisions of AFMAN 36-2905, *Air Force Fitness Program*. Airmen must meet the minimum requirements for each fitness component in addition to scoring an overall composite of 75 or higher for entry into the AGR program. For members with a documented DLC which prohibits them from performing one or more components of the Physical Fitness Assessment (PFA), an overall "Pass" rating is required and any DLC must be resolved prior to accession.

5.6 Security Clearance. AGRs must have a current favorable adjudicated personnel security investigation that is commensurate with their currently assigned AFSC. Local security representatives can provide verification of security clearance information using the Defense Information System for Security (DISS)

5.7. Separated for Cause. To be accessed in the AGR program, an individual must not have been previously separated for cause from a previous Reserve Component AGR tour or from any Active Component. Requests for waiver to this policy will be annotated on the AF Form 679 and routed to NGB/A1PP.

5.8. Retainability for an AGR Assignment. Enlisted personnel must obtain sufficient retainability to fulfill an AGR assignment.

5.9. Sanctuary. It is not the intent of the AGR program to bring non-career applicants into the sanctuary zone (18 to 20 years of TAFMS). Anyone whose order, whether active duty (AD) or full-time National Guard duty (FTNGD) other than for training, places them at 18 years or more of TAFMS will require a signed, approved sanctuary waiver in accordance with DAFI 36-2110, *Total Force Assignments*.

5.10. Inability to attain 20 years TAFMS. AGR applicants should be able to attain 20 years of TAFMS in the AGR career program. Waiver authority of this requirement is The Adjutant General, Commanding

General, or designee. Individuals selected for AGR tours that cannot attain 20 years of TAFMS prior to reaching mandatory separation must complete the Statement of Understanding contained in Attachment 3. The HRO will maintain the completed, signed Statement of Understanding.

5.11. Medical Requirements. Applicants for permanent, occasional or AGR deployment backfill tours must meet the requirements outlined in [Chapter 12](#).