

AIR NATIONAL GUARD
Joint Force Headquarters
187th FIGHTER WING, MONTGOMERY, ALABAMA
On-Board Reassignment Opportunity

ACTIVE GUARD RESERVE (AGR)

Announcement # 26-43

OPEN DATE: 25 Mar 2026

EXPIRATION DATE: 15 APR 2026

OPEN TO: ONBOARD (Must be able to bring AGR resource if selected)

Number of Positions: 1
Position Title: AIRCRAFT MAINTENANCE MANAGER
Func Code: 10S000
PEC#: 52635M
UMDA Position #: 3401132630
AFSC: 021A3
ASVAB REQUIRE: N/A
Grade: O-3 – O-5
Security Clearance: Secret
Unit/Duty Location 187th Fighter Wing Montgomery, AL
Selecting Official: Col Clayton E. Thompson/ clayton.thompson.1@us.af.mil
HRO Remote: MSgt Vernon Harris

APPLICATION REQUIREMENTS

Signed NGB Form 34-1, NGB Forms

SOU: Statement of Understanding

Current Report of Individual Personnel (RIP): Obtain from Virtual Military Personnel Flight (vMPF). Copy must be within 30 days of announcement closing date.

AF Form 422: Must be signed and verified within 6 months from your Medical Group. Memorandums in lieu of will not be accepted.

Air Force Fitness Management System II (AFFMS II) Fitness Report: Must be Current and passing. Manual Scoresheets are not accepted.

AGR Eligibility Checklist : All applications must be submitted with a completed AGR Eligibility Checklist. **All applications must be submitted to MDM org box by closing date.**

Your unit's HRO Remote must complete/sign AGR checklist PRIOR to final application submission. Final Submission must be sent to MDM by the applicant, not the HRO Remote.

Email completed application packages to:

JFHQ-AL MDM
ATTN: Capt Fredrika Sanders
ng.al.alarng.list.j1-air-mdm@army.mil

All emailed packages must be in a single PDF

TACTICAL AIRCRAFT MAINTENANCE (5TH GENERATION)

1.Special Summary. This position is located at an Air National Guard aviation wing.

Its purpose is to serve as the Senior Aircraft Maintenance Manager as the Aircraft Maintenance Squadron Commander with the assigned responsibility for directing and managing Squadron Personnel, Equipment, and overall readiness of all assigned resources. Incumbent partners with the Group Commander, as well as the other Commanders and organizations in the Wing to plan, schedule, and implement a flying program following overarching Operational Risk Management(ORM) concepts. Incumbent also coordinates efforts with numerous outside agencies to execute responsibilities. The supervised workforce may fluctuate daily to meet mission requirements.

2.Duties and Responsibilities: 3.1 Directs unit's overall efforts to ensure readiness of assigned aircraft, personnel, and equipment to meet wartime, day-to-day mission requirements, and any State Active Duty to support State Emergencies. Plans, organizes, and oversees the activities of the organization to direct flying operations. Establishes, reviews, and/or revises policies, procedures, mission objectives, and organization design for the assigned staff, as necessary to eliminate work problems or barriers to mission accomplishment. Directs all functions to provide mission generation support by executing on-equipment activities to produce properly configured, mission ready weapon systems to meet contingency and training mission requirements for both operations and maintenance personnel. Ensures standardized procedures and organizations among Aircraft Maintenance Units (AMUs). Constantly exercises conflict-resolution skills to de-conflict flying schedule priorities supporting wing mission requirements, Operations and Maintenance Training requirements, and real-world Air Tasking Order (ATO) commitments. This also involves fluctuating deadlines, supporting multiple AMUs at dispersed locations, and work occurring on 2 or more shifts. Incumbent is also expected to make critical decisions involving fleet Urgent and Immediate action Time-Compliance Technical Order aircraft modifications as they affect the flying schedule. Provides critical input to Maintenance Standardization and Evaluation Program (MSEP) evaluation process to ensure quality of daily on-equipment maintenance activities.

3.2 Collaborates with the Group Commander and other base organizations to plan, develop and implement numerous long term plans to include: the Wing/Group Strategic Plan (mission, goals, values, objectives, etc.), Wing Commander's Inspection Program, the Base Master Plan (facilities), Communications/Computer Plan (infrastructure capabilities/upgrade), the Vehicle Replacement Plan, the Deployment Cycle Plan, Aircraft Modification Plan, Depot Input Plan, force management and recruiting/retention plans, weapon system conversions, and base supplements. Communicates with test and evaluation agencies to develop tools and test equipment to further enhance maintenance capability and capacity which includes coordination with MAJCOMs and depot key points of contact. This includes the collaboration/coordination with applicable contractors and vendors supporting improvement activity.

3.3 Coordinates with appropriate groups in the wing to ensure an integrated approach to action solutions of problems relating to fleet health, availability of aircraft, and the ability to conduct the military mission. Assesses the impact of the flying schedule and schedule changes program to ensure that aircraft requirements and configurations can be met. Plans, implements, and coordinates multiple complex and often competing mission requirements and commitments involving Expeditionary Combat Support (ECS) and aviation packages which may require the activation and deployment of an adaptable, agile force able to respond to dynamic world wide events. Ensures the unit retains the capability for the simultaneous execution of home station maintenance and training. Confers with applicable base support functions to ensure that squadron needs and requirements are being satisfied. Balances risk to ensure appropriate allocation and prioritization of resources required to meet mission requirements. Identifies aircraft failure trends to part/component level. Develops and executes fleet one-time inspection guidance when warranted. Chairs meetings to coordinate and schedule work to be accomplished by various technicians from a variety of trades that must work as a team to accomplish tasks and goals.

3.4 Maintains surveillance and ensures effective operation of the maintenance program. Makes periodic and comprehensive assessment of program through a review of performance indicators, productivity goals and accomplishments, deficiency reports, audit findings, etc. Identifies existing or potential productivity problems and discusses with subordinate supervisors. Ensures that corrective actions or improvement plans are implemented to resolve problems. Validates maintenance program methods, procedures and policies to ensure that the subordinate supervisors have the flexibility needed to meet the program goals and objectives. Evaluates, through a trends analysis program, the activities of the aircraft maintenance programs to ensure resolution and prevent re-occurrence of problems, and that self-inspection requirements are in accordance with established policies and prescribed directives. Reviews budget proposals, quarterly progress reports, fiscal plans, inputs to war/mobilization and mobility plans, and host tenant support agreements to ensure that financial and organizational requirements are fully integrated to accurately forecast and control allocation of resources to meet goals, objectives, and mission requirements.

3. SUPERVISORY CONTROLS:

The position works under the broad general direction of the Group Commander, exercising full authority and statutory responsibility for management of assigned program areas. The incumbent uses independent judgment with wide latitude in developing, consulting, coordinating, and executing programs to achieve compliance with legal and regulatory requirements and organizational goals and objectives. The Group Commander is available for consultation and coordination on matters of major significance. The Senior Aircraft Maintenance Manager independently plans, programs, and carries out work, and results are reviewed for accomplishment of mission and program objectives.

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 AFECD 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.ngbpd.c.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](#).