

**AIR NATIONAL GUARD  
FORCE SUPPORT SQUADRON  
187TH FIGHTER WING, MONTGOMERY, ALABAMA**

**ACTIVE GUARD RESERVE (AGR) – MILITARY VACANCY ANNOUNCEMENT #23-032**

**OPEN DATE: 7 APRIL 2023**

**EXPIRATION DATE: 6 MAY 2023**

This announcement is open to all current members of the Alabama Air National Guard and those eligible to join the Alabama Air National Guard.

<b>Number of Positions:</b>	<b>1</b>
<b>Title:</b>	<b>INTELLIGENCE OFFICER</b>
<b>Position Number:</b>	<b>0113250934</b>
<b>AFSC:</b>	<b>14N3</b>
<b>Required ASVAB:</b>	<b>N/A</b>
<b>Minimum/Maximum Grade Authorized:</b>	<b>1ST LT-LT COL</b>
<b>Security Clearance:</b>	<b>Top Secret</b>
<b>Location:</b>	<b>187 Operation Support Squadron</b>

**Selecting Official: Col James C. Hall**

**For more information about this position or the unit of assignment, please call: 334-394-7201**

Promotion to the highest grade may not be supported by the units manning authorizations. The start date for this position is contingent upon resource availability.

Promotion to the grades O-4, O-5, and O-6 are contingent on the availability of a control grade.

## **APPLICATION REQUIREMENTS**

Signed NGB Form 34-1, <https://www.ngbpdc.ngb.army.mil/Portals/27/forms/ngb%20forms/ngb34-1.pdf?ver=2018-09-28-105133-833>

**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

**myFitness 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).

**Mail, hand carry or email completed application packages to:**

**JFHQ-AL MDM  
ATTN: MSG JIMMY L. ACOFF  
MR. ASHLEY GRAHAM**

[ng.al.alarnng.list.j1-air-  
mdm@army.mil](mailto:ng.al.alarnng.list.j1-air-mdm@army.mil)

**P.O. Box 3711**

**Montgomery, AL 36109-0711**

**\*All emailed packages must be in a single PDF\***

**Applicants that do not meet the minimum requirements will not be considered.**

[https://mypers.af.mil/app/answers/detail/a\\_id/7504/kw/afecd](https://mypers.af.mil/app/answers/detail/a_id/7504/kw/afecd).

**INTELLIGENCE  
(Changed 30 Apr 21)**

**1. Specialty Summary.** Leads and performs intelligence activities across the full range of military operations supporting the Air Force's Service Core Function (SCF) of Global Integrated Intelligence, Surveillance and Reconnaissance (ISR). The Air Force conducts global integrated ISR operations through a five-phase process commonly known by its acronym, PCPAD: planning and direction; collection; processing and exploitation; analysis and production; and dissemination. Additionally, ISR professionals conduct assessment, evaluation, and feedback throughout each phase. Air Force intelligence officers lead Airmen through the PCPAD process across four main areas, also known as functional competencies: Analysis, Collection, Targeting, and Sensing Grid Activities. To execute these functional competencies intelligence officers utilize subject matter expertise in the six intelligence disciplines of geospatial intelligence (GEOINT), human intelligence (HUMINT), measurement and signature intelligence (MASINT), open source intelligence (OSINT), signals intelligence (SIGINT), and technical intelligence (TECHINT); utilize professional tradecraft to include assessment, counterdrug, counter proliferation, counterterrorism, current intelligence, general military intelligence, indications and warning, irregular warfare and target intelligence; and integrate thoroughly within cross functional capabilities, missions, and organizations to include airborne ISR, the Air Operations Center (AOC), the Air Support Operations Center (ASOC), cyberspace ISR, the Distributed Common Ground Station (DCGS), flying unit level support, force protection, information operations, space, and special operations forces (SOF). Finally, intelligence officers perform ISR enterprise management/staff functions to include acquisition, career broadening, doctrine, education and training, financial management, human capital/talent management, information technology, modeling and simulation, policy, research and technology, security, and strategy. Related DoD Occupational Group: 230100.

**2. Duties and Responsibilities:**

- 2.1. Directs intelligence activities. Directs ISR activities and organizations and establishes goals and objectives. Reviews requirements for objectives and relative priorities. Serves as the commander's senior intelligence advisor. Directs preparation of intelligence budget estimates and financial plans. Implements standardization, evaluation, and training programs, and monitors compliance.
- 2.2. Develops intelligence plans and policies. Evaluates impact of legislative action, executive orders, regulations, directives, and management decisions. Integrates intelligence activities into plans and programs. Develops and implements intelligence operations and applications policies, plans, concepts, systems, and orders for the intelligence disciplines, professional tradecraft, and integration with cross functional capabilities. Conducts force development, management and structure planning.
- 2.3. Manages and coordinates intelligence activities. Confers with government, business, professional, scientific, and other nations' organizations to provide support, exchange ideas, participate in studies, and coordinate on proposals and findings. Manages intelligence responsibilities of the Department of Defense Planning, Programming, and Budgeting System. Coordinates with personnel, materiel, planning, programming, and operational functions on allocation of resources, availability of funds, and preparation and implementation of operational plans. Supports weapon system acquisition.
- 2.4. Produces timely and accurate fused intelligence analysis. Uses structured analytical techniques to convert processed information into finished intelligence through the integration, evaluation, analysis, and interpretation of all-source data and the preparation of intelligence products in support of known or anticipated user requirements. Produces intelligence from the information gathered by the collection capabilities assigned or attached to the joint force and from the refinement and compilation of intelligence received from subordinate units and external organizations. Integrates, evaluates, analyzes, and interprets all processed information to create products that will satisfy the commander's priority intelligence requirements (PIRs) and requests for information (RFIs).
- 2.5. Conducts collection and ISR operations. Executes collection management by converting intelligence requirements into collection requirements, establishing priorities, tasking or coordinating with appropriate collection sources or agencies, monitoring results, and retasking, as required. Conducts collection operations by directing, scheduling, and controlling specific collection platforms, sensors and HUMINT sources to include the physical operation of airborne systems (both manned and remotely piloted), space-based systems, cyber, non-traditional ISR and HUMINT sources as well as near real time (NRT) coordination and control. Performs processing, exploitation, and dissemination by converting raw collection into forms that can be readily used by commanders, decision makers at all levels, intelligence analysts and other consumers.
- 2.6. Employs multi-domain sensing grid activities. Performs activities such as collection operations (sensing), analysis (identify and attribute), delivering information to customers, and collaborating with partners (sharing). Understands cloud technology, machine intelligence, and big data analytics combined with critical thinking skills to accelerate intelligence activities in a fast-paced, data-intensive environment where Airmen act as both producers and consumers of information. Understands how to operate within a collaborative sensing grid and use a common data environment to enable human-machine teaming and empower ISR Airmen to be more effective in solving problems and delivering time-dominant intelligence.
- 2.7. Performs targeting functions. Performs targeting functions to include kinetic and non-kinetic target development, weaponeering, precision point mensuration (PPM), force application, execution planning, and combat assessment. Selects and prioritizes targets and matches appropriate actions to those targets to create specific desired effects that achieve objectives, taking account of operational requirements and capabilities. Conducts analysis of enemy personnel, units, disposition, facilities, systems, and nodes relative to the mission, objectives, and the capabilities at the Joint Force Commander's disposal, to identify and nominate specific centers of gravity (COG) and high-value targets (HVT) that, if exploited in a systematic manner, will create the desired effects and support accomplishment of the commander's objectives.

### 3. Specialty Qualifications:

3.1. Knowledge. Knowledge is mandatory of intelligence fundamentals, security, analysis, communications skills, the intelligence disciplines, the intelligence community, ISR information systems, research sources and methods, the presentation of friendly forces, friendly weapons systems, adversary capabilities, ISR operations, targeting, integration, and sensing grid activities.

3.2. Education. For entry education requirements see Appendix A, 14N CIP Education Matrix. 3.3. Training. The following training is mandatory for award of the AFSC indicated:

3.3.1. 14N1. Completion of the Intelligence Officer Initial Skills Course. 14N3. Completion of mission qualification, which includes but is not limited to IQT/MQT, mission certification, or other training deemed necessary to be considered qualified to perform assigned duties. (Note: Waivers for mandatory Intelligence Officer Initial Skills Course training must be submitted in accordance with AFMAN 36-2100 and 14N Career Field Manager guidance.)

3.4. Experience. The following experience is mandatory for award of the AFSC indicated: 3.4.1. 14N3. Complete a minimum of 36 months performing intelligence functions. 3.5. Other. 3.5.1. For entry and retention in this specialty:

3.5.2. Specialty requires routine access to Tier 5 (T5) information, systems or similar classified environments. For award and retention of AFSCs 14NX, completion of a current T5 Investigation IAW DoDM 5200.02\_AFMAN 16-1405, Air Force Personnel Security Program is mandatory. Access to T5 material is determined by favorable adjudication of the T5 updates, according to applicable security and intelligence regulations. The Department of Defense Central Adjudication Facility (DoD CAF) is solely responsible for determining and certifying eligibility for access to T5 material. 3.5.2.1. In accordance with AFMAN 36-2100, revocation of eligibility for access to T5 information or systems requires a withdrawal of 14NX AFSCs, unless an exemption is granted by HQ AFPC/DP2SSM on the recommendation of HQ USAF/A2/A6. Revocation of an officer's security clearance by AFCAF requires a withdrawal of 14NX AFSCs without exception. NOTE: Award of the entry level AFSC without a completed T5 Investigation i

### **The information below was taken from ANGI 36-101, 21 Apr 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 a 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 Physical 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).

5.6.1. AGR follow-on assignments will not be issued without a current favorable adjudicated security clearance investigation. Extensions to orders while awaiting security clearance adjudication will be considered on a case-by-case basis and must be submitted through TAG or CG, or designee, to NGB/A1PP for consideration.

5.6.2. If a Top Secret security clearance is not held by Airmen selected for an AGR assignment that requires access to top secret information, the Airman must initiate a security clearance update. The AGR selectee must notify his/her unit security manager to initiate a new security investigation. The HRO/AGR Manager will not issue the AGR orders until the security clearance upgrade is initiated, and the member has a current favorable investigation.

**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](#).