NEW JERSEY NATIONAL GUARD

ACTIVE GUARD RESERVE (AGR)

Announcement Number: NJANG 07-AF-27

POSITION TITLE:	AFSC	OPEN DATE:	CLOSE DATE:
Command Post Superintendent	1C391	29 October 2026	16 November 2026

UNIT OF ACTIVITY/DUTY LOCATION:	GRADE REQUIREMENT:
108th Wing, Joint Base McGuire-Dix-Lakehurst, NJ	**Min:** E-7 **Max:** E-8

SELECTING SUPERVISOR:	Position Number	
CMSgt Timothy Fiordaliso	BYOB	* Contingent on Controlled Grade Availability

AREAS OF CONSIDERATION

108th Wg ANG members (Must Hold Advertised AFSC 1C371)
AFSCs/SFSCs not open to non-United States Citizens.
AFSCs/SFSCs identified are open to United States nationals.

MAJOR DUTIES

Please refer to attached pages for more info on the major duties and initial qualifications for this position for this AFSC or go to: https://www.my.af.mil to review the AFECD or AFOCD

INITIAL ELIGIBILITY CRITERIA

In addition to criteria listed on attached pages
- Security Clearance - Must be able to obtain: Top Secret
- Aptitude Requirement: N/A
- PULHES: 222121
- Strength requirement: Demonstrated ability to lift 40 lbs
- Must attend NC2 & NC3 courses within 1 yr of hire.

ACTIVE GUARD AND RESERVE REQUIREMENT

IAW ANGI 36-101, 21 April 2022, paragraph Chapter 6, Initial AGR tour orders are probationary. The probationary period will not exceed six years. AGR tours may not extend beyond an Enlisted member's ETS or an Officer's MSD. Be advised that acceptance of an AGR Tour may result in future and unexpected out of state PCS or tours of up to one year or longer.

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 Duty Limitation Code (DLC) which prohibits them from performing one or more components of the Fitness Assessment, an overall "Pass" rating is required.

Individuals selected for AGR tours must meet the Preventative Health Assessment (PHA)/physical qualifications outlined in DAFMAN 48-123, 8 December 2020, Medical Examination and Standards. They must also be current in all Individual Medical Readiness (IMR) requirements to include immunizations. RCPHA/PHA and dental must be conducted not more than 12 months prior to entry on AGR duty and an HIV test must be completed not more than six months prior to the start date of the AGR tour.

Enlisted Airmen who are voluntarily assigned to a position which would cause an over grade must indicate such in writing; a voluntary demotion letter must be included with the application in accordance with ANGI 36-2502, 26 September 2024, Administrative Demotion of Airmen, when assigned to the position. Acceptance of demotion must be in writing and included in the assignment application package. Application Package will not be forwarded without Administrative Demotion statement.

IAW ANGI 36-101, paragraph 5.7, an individual must not have been previously separated for cause from active duty or previous Reserve Component AGR tour.

IAW ANGI 36-101, paragraph 5.10, applicants should be able to complete 20 years of active federal service prior to Mandatory Separation Date (MSD). Individuals selected for AGR tours that cannot attain 20 years of active federal service prior to reaching mandatory separation must complete a Statement of Understanding, See ANGI36-101 Attachment 3.

IAW ANGI36-101, paragraph 6.6.1, members should remain in the position to which initially assigned for a minimum of 24 months. TAG may waive this requirement to 24 months when in the best interest of the unit, State, or Air National Guard.

If a selectee does not possess the advertised AFSC, he/she must complete the required training/assignment criteria within 12 months of being assigned to the position. Failure to do so may result in immediate termination. Extension past 12-months will only be considered if the delay is through no fault of the applicant.

TECHNICIANS ENTERING AGR TOUR AND BONUS/INCENTIVES RECIPIENTS

Currently employed technicians may compete for AGR positions. If selected, permanent employees will have their Federal Employee Group Life Insurance (FEGLI) continue for 26 pay periods following their start date on AGR. If selected, your National Guard Association of the United States (NGAUS) will be terminated at the end of the pay period you begin LWOP/AUS. If selected, normally, your Federal Employee Health Benefits (FEHB) will terminate 30 days after AGR start date. Other pay related actions (i.e., TSP, advanced sick leave, etc.) should be reviewed with the Employee Relations Section of J1-HRO. Contact information: 609-562-0866/0300.

BONUS/INCENTIVE RECIPIENTS
If you currently receive any type of incentive such as bonus, student loan repayment, or GI Bill Kicker, these incentives will stop effective on the first day of full-time employment with the National Guard. Contact your RETENTION OFFICE MANAGER.

SPECIAL ANNOUNCEMENT CRITERIA

- **Selection into [E8 / E9 / O4 / O5] positions is contingent on availability/state allocation of controlled grades.**
- **Selection into higher graded positions IS NOT a promise of promotion**
- **Upon selection additional medical verification will be required prior to start of AGR tour**
- **The publication of AGR orders by HRO will be the official appointment into the New Jersey Air AGR program. No commitment will be made by the command to any applicant prior to the review of qualifications by the HRO and TAG approved appointment through the Officer Action Board (if applicable).**
- **Continuation beyond initial tour may be subject to evaluation based on AGR Continuation Board**
- **AGR Bring-Your-Own-Billet, authorization from the relinquishing commander is required.**

APPLICATION PROCEDURES

Applications must be signed and dated. Applications received with an unsigned NGB 34-1 and RIP will not be forwarded for consideration. The application package must include all items 1-5 listed below. If the required documents are not submitted, a letter of explanation must be included. Submittal of any missing requirements after the closeout will NOT be accepted.

Use AGR Application Instructions from DMA website (https://www.nj.gov/dma/admin/vacancy/)

**Incomplete packages will not be considered for the position vacancy
**All application documents must be consolidated into a single .pdf file. (Do not put in a PDF Portfolio format)

1. Signed NGB Form 34-1 Application Form for Active Guard/Reserve (AGR) Position dated 20131111 (https://www.nj.gov/dma/admin/vacancy/)
2. Signed CURRENT full Records Review RIP from Virtual MPF https://vmpf.us.af.mil/vMPF/Hub/Pages/Hub.asp
3. CURRENT PASSING Report of Individual Fitness from MyFSS/MyFitness <(must not show a "fitness due date" that is in the past) (or) a signed letter from the UFPM. If exempt, please include Form 469 with application)
4. Current EPB/OPB – if you do not have a current EPB/OPB, submit last EPB/OPB and a MFR stating the missing reason.
5. Contact Information-on a separate document; Rank, Last, First Name, preferred contact email, and preferred contact phone#.
6. Inability to Retire as AGR SOU (if applicable) (https://www.nj.gov/dma/admin/vacancy/)
7. Administrative Grade Reduction (if applicable)- Current military grade cannot exceed maximum Military grade announced on Vacancy. Over graded applicants must include a memorandum indicating willingness to accept an administrative reduction if selected.
8. A copy of current VALID state driver's license.

EMAILING REQUIREMENTS:
Ensure all requirements are consolidated into ONE single PDF (adobe portfolio is not recommended) (consider printing signed documents to PDF prior to combining files)-Signatures may be stripped once they are saved.

PDF File Name should be Rank Last Name, First Name_Vacancy Announcement Number
Example: TSgt Mouse, Mickey_VA 01-AF-23
Email Subject should be: TSgt Mouse, Mickey_VA 01-AF-23
Email Application Package to: ng.nj.njarng.list.nj-job-submission-agr-air@army.mil

** Applications will be accepted through GEARS (GEARS https://gears.army.mil/), if standard email procedures do not work**

QUESTIONS: Applicants may call HRO to verify receipt of application prior to closeout date.
Commercial 609-562-0887 or Commercial 609-562-0627 or ng.nj.njarng.list.nj-job-submission-agr-air@army.mil
Assistance will be rendered in the order the request was received.

INSTRUCTIONS TO COMMANDERS/SUPERVISORS: Upon receipt of the selection register from HRO Remote, the selecting supervisor will immediately contact all qualified applicants for interviews, then return the completed register to HRO Remote once interviews are finished. HRO will review and approve the full selection package and, upon approval, issue formal selection and non-selection notifications to all applicants.

THE NEW JERSEY NATIONAL GUARD IS AN EQUAL OPPORTUNITY EMPLOYER
All applicants will be protected under Title VI of the Civil Rights Act of 1964. Eligible applicants will be considered without regard to race, color, religion, gender, national origin, or any other non-merit factor. Due to restrictions in assignment to certain units and AFSC some positions may have gender restrictions.

CEM Code 1C300
AFSC 1C391, Superintendent
AFSC 1C371, Craftsman
AFSC 1C351, Journeyman
AFSC 1C331, Apprentice
AFSC 1C311, Helper

★COMMAND AND CONTROL OPERATIONS

(Changed 31 Oct 26)

1. **Specialty Summary.** Oversees and coordinates emergency action procedures, operational reporting, mission management, crisis management, and threat detection across all echelons of command. Manages and executes command and control (C2) operations within fixed, mobile, and airborne facilities, including installation and expeditionary operations centers, wing operations centers, rescue coordination centers, and higher headquarters. Provides command, control, communications, and information supporting National Defense, Homeland Security, and Department of the Air Force operations across the full spectrum of operations from peacetime to war, including emergency and disaster response, crisis management, contingency operations. Receives and disseminates critical directives and emergency action messages from national and combatant command authorities. Implements DAF and command operational reporting procedures and employs communication systems to maintain positive control of assigned forces and weapon systems. Supports chemical, biological, radiological, and nuclear (CBRN), and conventional warning and reporting activities. AFSC Duty Identifier: C2OPS. Related DoD Occupational Subgroup: 125000.

2. ★**Duties and Responsibilities:**

2.1. ★Receives, processes, and disseminates emergency action messages. Encodes, decodes, transmits, and relays presidential decisions to execute or terminate nuclear and conventional operations within the National Military Command System. Performs command, control, and communications (C3) functions supporting emergency plans and operations orders. Monitors execution of assigned missions—including tenants, joint, and combined operations—by integrating data from multiple C2 nodes. Coordinates and transmits mission-type orders, including warning, tasking, planning, prepare-to-deploy, fragmentary, operation, alert, and execution orders.

2.2. Manages and executes the DAF reporting program. Prepares and submits operational reports (OPREP), Commander's Critical Information Requirements (CCIR), attainment/deviation reports, nuclear execution reports (NEREP), and international treaty reports. Assesses and disseminates information derived from DAF reporting.

2.3. ★Conducts flight following and manages aerospace resources, including aircraft, crews, cargo, and support elements. Relays aircraft movement and mission status between aircrews and operations centers. Coordinates mission delays with installation and external agencies. Executes Aerospace Control Alert missions as quick-response actions for intercept, inspection, or defeat of airborne threats. Monitors launch and space asset status.

2.4. ★Develops and maintains procedures to protect resources, preserve life, and rapidly disseminate time-sensitive information. Implement crisis actions in response to sabotage, nuclear incidents, natural disasters, missile threats, aircraft accidents, evacuations, and aerospace anomalies. Provides time-critical communications between commanders, internal agencies, and external partners during daily operations, crises, and wartime contingencies to maintain positive control of assigned forces and weapon systems. Coordinates and executes search and rescue operations. Directs immediate activation and recall of resources during disasters and monitors recovery efforts to restore essential operations following attacks, accidents, or natural disasters.

2.5. ★Coordinates with internal and external agencies during planning, execution, and evaluation of C2 operations.

3. ★**Specialty Qualifications:**

3.1. ★Knowledge. Knowledge is mandatory of: Air Force organization and administration; Emergency Management the National Incident Management System and Air Force Incident Management System; C2 data systems and reporting; automated data processing equipment use, capabilities, and limitations; techniques of presenting data; data collection procedures and summary techniques; purpose of C2 nodes for preparing, executing, and controlling assigned forces; emergency action procedures and directives; command weapon systems movement and transfer procedures; encode, decode; and authorization procedures used by Combatant Commands.

3.2. ★Education. For entry into this specialty, completion of high school or General Education Development Equivalency is mandatory. Courses in English or oral communication are desirable.

3.3. ★Training. For award of the AFSC 1C331, completion of the Command and Control Operations Apprentice Course or the Command and Control Operations Apprentice Distance Learning Course is mandatory

3.4. Experience. The following experience is mandatory for award of the AFSC indicated:

3.4.1. 1C351. Qualification in and possession of AFSC 1C331. Also, experience performing functions of C2 operations.

3.4.2. ★ 1C371. Qualification in and possession of AFSC 1C351. Also, experience performing and supervising functions of C2 operations.

3.4.3. 1C391. Qualification in and possession of AFSC 1C371. Also, experience managing and directing C2 Operations functions.

3.5. For entry, award, and retention of these AFSCs:

3.5.1. Meet mandatory AFSC aptitude, physical profile, and citizenship entry requirements as identified in attachment 4.

3.5.1.1. ★For retention, Commanders should contact the 1C3 Career Field Manager, or their respective 1C3 MAJCOM Functional Manager, for questions on retaining a member in the 1C3 AFS who's PULHES clearance changes to anything other than S-1 profile.

3.5.2. Entry into AFSC 1C3X1 is not open to non-United States Citizens or members with dual-citizenship status.

3.5.3. Must pass Reading Aloud Test as defined in current version of Medical Standards Directory (MSD).

3.5.4. No history of emotional instability, personality disorder, or other unresolved mental health problems, which precludes execution of daily AFSC duties and reasonable judgment, as determined by a Chief Medical Officer or competent medical authority.
3.5.5. Must maintain eligibility to deploy and mobilize worldwide. Personnel with an Assignment Limitation Code of C-1 or C-2 may retain AFSC 1C3X1 if capable of successfully completing all core tasks in the 1C3X1 Career Field Education and Training Plan.
3.5.6. Must maintain qualification IAW higher-headquarters guidance.
3.5.7. Initial qualification must be obtained within 180 calendar days from the date entered into training.
3.5.8. Must maintain local network access IAW AFI 17-130, Cybersecurity Program Management, and AFMAN 17-1301, Computer Security (COMPUSEC).
3.5.9. Specialty requires routine access to Tier 5 (T5) information, systems, or similar classified environments. Completion of a current T5 investigation IAW DoDM 5200.02 and AFMAN 16-1405, Air Force Personnel Security Program
3.5.9.1. Individuals unable to obtain a clearance within 180 days will be considered for removal from the AFSC.
3.5.9.2. Individuals with suspended clearances greater than 180 calendar days will be considered for removal from the AFSC.
3.5.9.3. Individuals retraining into the career field may enter with a Secret clearance.
3.5.9.4. Award of the entry level without a completed T5 investigation is authorized provided an interim Top Secret security clearance has been granted according to DoDM 5200.02 and AFMAN 16-1405, Air Force Personnel Security Program.
3.6. For entry into this specialty for personnel in **retraining status:**
3.6.1. E-1 through E-5 (no (TIS) restrictions), E-6 (less than 10 years TIS). SNCOs are not accepted without prior coordination of the 1C3 Career Field Manager.
3.6.1.1. TIS restrictions do not apply to the ARC.
3.6.1.2. ANG and AFRC members are required to coordinate with their respective 1C3 AFRC Function Manager and 1C3 ANG Career Field Manager for approval.
3.6.2. ★ Individuals will be interviewed and recommended by a 1C3 SNCO. Retraining interview requirement does not apply to the ARC.
3.6.3. Screened for eligibility and meets requirements of the Personnel Reliability Program (PRP) as outlined in HQ AETC PRP prescreening guidance. PRAP screening does not apply to the ARC.
3.7. ★1C3 Career Field Manager and MAJCOM Functional Managers will be notified of all AFSC withdrawals.
3.8. The 1C3 Career Field Manager may consider entry, award, and retention waivers exceeding mandatory AFSC requirements on a case-by-case basis.
3.8.1.1. Individuals with suspended clearances greater than 180 calendar days will be considered for removal from the AFSC.
3.8.1.2. Reclassified and/or retraining personnel may enter the career field with a Secret clearance. NOTE: Award of the entry level without a completed T5 Investigation is authorized provided an interim Top Secret security clearance has been granted according to DoDM 5200.02, AFMAN 16-405, *Air Force Personnel Security Program.*
3.8.1.3. Must have a S-1 profile (for PULHES clearance). For retention, Commanders should contact the 1C3 Career Field Manager, or their respective 1C3 MAJCOM Functional Manager, for questions on retraining a member in the 1C3 AFS.
3.8.1.4. **NOTE:** All AFSC withdrawals must be coordinated with 1C3 Career Field Manager.