NEW JERSEY NATIONAL GUARD

Active Guard Reserve (AGR)

Announcement Number: NJANG 10-AF-27

POSITION TITLE:	AFSC	OPEN DATE:	CLOSE DATE:
Multi-Domain Operations Aviator (MOA)	1A1X4Z	05 November 2026	19 November 2026

UNIT OF ACTIVITY/DUTY LOCATION:	GRADE REQUIREMENT:
150th Special Operations Squadron, Joint Base McGuire-Dix-Lakehurst, NJ	**Min:** E-6 **Max:** E-7

SELECTING SUPERVISOR:	Position Number
MSgt Kyle Bean	082871534

AREAS OF CONSIDERATION

108th Wg ANG members (Must Hold Advertised AFSC: 1A1X4Z)
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 and maintain: Top Secret
- Must Hold the Advertised AFSC: 1A1X4Z
- Must have completed NCOA PME
- Position available starting as of 19 Oct 2026
- PULHES: 111121

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: Selecting supervisor will contact qualified applicants for interviews after receipt of selection register from HRO REMOTE. After completion of interview, send selection register to HRO REMOTE. After the Human Resources Officer approves the selection package, the HRO office will send a notification letter to notify all applicants of their selection/non- selection.

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 1A100
1A194, Senior Enlisted Leader AFSC
1A174, Craftsman AFSC
1A154, Journeyman AFSC
1A134, Apprentice AFSC
1A114, Helper AFSC

★Multi-domain Operations Aviator
(Established 31 Oct 2026)

1. Specialty Summary. The Lead-MAJCOM for aircraft and mission set will determine the Multi-domain Operations Aviator (MOA) performance tasks as outlined in Master Training Tasks/Task Training Lists associated with Mission Design Series crew positions. Performs preflight and post-flight requirements of aircraft and aircraft systems. Performs duties as an aircrew member on manned aircraft or Remotely Piloted Aircraft (RPA). Integrates air, space, and cyber domains at the operational level to plan, coordinate, allocate, task, assess, and monitor mission systems to ensure lethal and non-lethal application of airpower. Performs surveillance, combat identification, weapons control, tactical data link management, communications, and airborne network management. Performs mission planning of aircraft and aircraft systems in accordance with aircraft technical orders, applicable Air Force Instructions (AFIs), and Unified Combatant Commands' theater Rules of Engagement (ROE). Detects, analyzes and discriminates between valid and invalid targets using radar systems, electro-optical, low light, infrared full motion video imagery, and other active or passive target acquisition and tracking systems. May be responsible for terminal guidance of precision guided munitions. Supervises and instructs personnel on the operation, maintenance, repair, and test procedures of airborne and ground based aircraft systems. Establishes, manages, and supervises aircrew training. Coordinates with maintenance, communication technicians, and intelligence units to satisfy unit training requirements, including weapons and tactics programs. Evaluates aircrew academic, simulation, in-flight performances, and systems capabilities and recommends improvements. Related DoD Occupational Subgroup: 120100.

2. Duties and Responsibilities:

2.1 Duties include operating, maintaining, repairing, and testing airborne and RPA systems to include communications, electro-optical sensors, radar, computers, navigation, electronic warfare (EW), tactical datalinks, electromagnetic spectrum operations (EMSO) and airborne network systems. Collects and interprets mission data, employs sensors to actively and/or passively acquire, track, and monitor airborne, maritime, and ground objects. Mission types may include air interdiction (AI), air operations in maritime surface warfare (AOMSW), close air support (CAS), personnel recovery (PR), and conducts intelligence, surveillance and reconnaissance (ISR).

2.2 Supports air and ground-based operations to validate targets and threats using various sensors, systems, and munitions to conduct multiple mission sets. Monitors radio communications and analyzes intelligence data to direct aircraft position to assist in navigation and fire control planning. Interprets charts, imagery, and video data supporting relay of information to various agencies to provide real-time mission data, threat, and target updates. Coordinates with airborne, ground, and maritime agencies in relaying identification data of operational targets or threats.

2.3 Plans and operates datalink operations for the area of responsibility to create a single integrated common operating picture. Performs surveillance, identification, tactical data link, and data management functions. Interprets radar data presentation to generate console displays. Compares and reports track positions based on flight data. Maintains logs, forms, and database files of aircraft and missions.

2.4 Performs interior and exterior aircraft scanner duties. Performs and supervises operations and maintenance of airborne mission equipment. Establishes and maintains voice and data communications circuits and links. Manages systems including radio, audio distribution, switching, data, cryptologic, anti-jam, satellite communications, radar, identification friend or foe, recording and playback, multiplex, intercept, analysis, recording, broadcasting, imaging, computer, and network equipment (including ancillary equipment). Monitors mission equipment status and troubleshoots malfunctions. Configures systems for mission control and monitors aircraft, ensuring adherence to procedural checklists and regulations. Responsible for crew and passenger safety. Reports aircraft status to the aircraft commander. May also complete required aircraft servicing in austere locations.

2.5 Establishes and directs aircrew training. Supervises, instructs and evaluates aircrew members. Develops instruction for equipment operations, maintenance, and troubleshooting, ensuring standardized procedures. Identifies training needs, oversees training programs, validates instructional methods and arranges remedial and continuation training.

2.6 Manages operational and maintenance functions. Maintains records, solves complex operational problems, and recommends maintenance and operational enhancements. Advises developers on system operations and maintenance to support acquisition, development, and updates of aircraft systems.

3. Specialty Qualifications:

3.1 Knowledge Requirements: Mandatory knowledge includes electronics, sensor and radar systems, electro-optical sensors, airborne battle management systems and surveillance. Understanding of imagery interpretation, target detection, recognition, tracking, and elimination via air weapons is essential. Familiarity with Tactics, Techniques, and Procedures (TTPs) for friendly and enemy Air Order of Battle (AOB) assets, airborne sensors, armaments, aircraft control, flight procedures, and computer-generated displays is required. Must be able to leverage emerging technology to enhance mission capabilities and connectivity. Required skills include interpreting technical orders, AFIs, schematics, radar theory, digital techniques, networking, communications systems, electronic test equipment, and software diagnostics. Knowledge of Federal Aviation Regulations, Air Force General Flight Rules, emergency procedures, and technical orders that govern aircraft and weapons systems in flight is crucial.

3.2 Education: For entry into this specialty, completion of high school with courses in physics, mathematics, computer principles, typing, speech, and English is desirable.

3.3 Training: Completion of the following training is mandatory for the award of the AFSC indicated:
3.3.1 1A114. Completion of Enlisted Undergraduate Flying Training.
3.3.2 1A134 Completion of Initial Qualification Training for the assigned aircraft/crew-position and Initial Qualification Course and accompanying Certificate of Aircrew Qualification AF Form 8 in Mission Design Series.
3.4 Experience. The following experience is mandatory for award of the AFSC indicated:
3.4.1 **1A154**. Qualification in and possession of AFSC 1A134. Also, experience is mandatory in functions such as operating and maintaining airborne communications, test, radar and electro-optical sensor systems, computer, and EP systems. Certify and maintain Mission Ready (MR) and/or Combat Mission Ready (CMR) status; experience and understanding in aviation organizational functions and shops to include Training, Tactics, Scheduling, and Evaluations.
3.4.2 **1A174**. Qualification in and possession of AFSC 1A154. Experience and qualification in advanced operations and maintenance of aircraft mission systems. Also, experience is mandatory in performing or supervising aviation organizational functions and shops to include but not limited to Training, Tactics, Scheduling, and Evaluations.
3.4.3 **1A194**. Qualification in and possession of AFSC 1A174 and experience managing and directing Multi-domain Operator Aviator functions and activities onboard airborne and remotely piloted aircraft. Also, experience in managing the core functions of an operational unit to include, but not limited to, Training, Tactics, Scheduling and Evaluations.
3.5 Other. The following are mandatory as indicated:
3.5.1 For entry into this specialty:
3.5.2 See attachment 4 for entry requirements.
3.5.3 For entry, award, and retention of these AFSCs:
3.6 Physical qualification for aircrew duty according to DAFMAN 48-123, *Medical Examinations and Standards*.
3.6.1 Entry into the AFSC will be IAW Class III medical standards. Members may only be required to meet Ground Based Operator (GBO) physical standards as determined by the host MDG based on aircraft assignment and requirements.
3.6.1.1 Normal depth perception as defined by DAFMAN 48-123, *Medical Examinations and Standards*
3.6.2.1 Normal color vision as defined by DAFMAN 48-123, *Medical Examinations and Standards*
3.7 Qualification for aviation service according to AFI 11-402, *Aviation and Parachutist Service, Aeronautical Ratings and Aviation Badges.*
3.8 Must maintain eligibility to deploy and mobilize worldwide. Physical qualification for voice communications operations is mandatory.
3.9 Height in accordance with DAFMAN 48-123 and as directed in the current Medical Standards Directory Section T.
3.10 For award and retention of these AFSCs:
3.11 Must maintain local network access IAW AFI 17-130, *Cybersecurity Program Management* and AFMAN 17-1301, *Computer Security*.
3.12 Specialty requires routine access to Tier 5 (T5) information, systems or similar classified environments.
3.13 Completion of a current T5 Investigation required IAW DoDM 5200.02, AFMAN 16-1405, *Air Force Personnel Security Program*.
3.14 Must not be downgraded to Non-Mission Ready/Non-Combat Mission Ready (NMR/NCMR), or Unqualified (UQ) Status more than four periods in a Ready Aircrew Program cycle due to events under the aircrew member's control.

NOTE: Award of the entry level AFSC without a completed T5 Investigation is authorized provided an interim Top Secret security clearance has been granted according to DoDM 5200.02, AFMAN 16-1405.

4. ★Specialty Shredouts:

Suffix	*Primary Aircraft*
A	E-3G Radar/Comm/Mission Operator
B	E-3A Radar/Comm/Mission Operator
C	E-9 Systems Operator
D	E-11 Mission Coordinator / Payload Operator
E	EC-130H/EA-37B Airborne Maintenance Technician
F	MQ-9 Sensor Operator
G	RC-135 Airborne Systems Engineer

Suffix	*Primary Aircraft*
H	RQ-4 Sensor Operator
I	Maneuver Battle Management Mission System Operator (MBM MSO)
J	MPRIS - Multi-Platform RPA Integration System
★S	SHIELDS — sUAS Hostile Intercept & Engagement Layered Defense Specialist
★T	T-SOW - Tactical sUAS Offensive Warfare
Y	General
Z	Multi-domain Operations Aviator Data Mask

****NOTE***: Y – General shred will be utilized with CFM oversight and approval.