



NEW JERSEY NATIONAL GUARD

ACTIVE GUARD RESERVE (AGR)

Announcement Number: NJANG 108-AF-26



POSITION TITLE: LOGISTICS READINESS COMMANDER	AFSC 21RX	OPEN DATE: 25 Sep 2026	CLOSE DATE: 10 Oct 2026
UNIT OF ACTIVITY/DUTY LOCATION: 177th Logistics Readiness Squadron		GRADE REQUIREMENT: Min: MAJOR (S) Max: LT COL	
SELECTING SUPERVISOR: Lt Col Justin C Krowicki	Position Number 0113824234	* Contingent on Controlled Grade Availability	

AREAS OF CONSIDERATION

177th FW ANG members (Any AFSC)
108th Wg ANG members

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: Secret

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 DMAVA website (<https://www.nj.gov/dma/admin/vacancy/#air-agr-jobs>)

**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 UFP. 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_Position 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 609-562-0300 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.

AFSC 21R4, Staff
 AFSC 21R3, Qualified
 AFSC 21R1, Entry

LOGISTICS READINESS

(Changed 30 Apr 22)

1. **Specialty Summary.** The Logistics Readiness specialty (AFSC 21RX) encompasses the integration of four logistics competencies at the basic, senior, and master levels for Logistics Planning, Supply Management, Distribution Management, and Leadership. Responsibilities include directing integrated logistics processes; accomplishing joint logistics planning for war fighting support and sustainment with the Joint Staff, Unified Commands, other military services, and agencies of the Office of the Secretary of Defense; and directing acquisition and wholesale logistics activities. Related DoD Occupational Group: 280100.

2. Duties and Responsibilities:

2.1. **Force Development.** The core of Logistics Readiness Officer (LRO) human capital development is officership and leadership with logistics competencies aligned and expanded upon throughout a career. Deliberate education, training, and experience opportunities will shape LROs for the future high-end fight and align with the vision of the LRO of 2035: the LRO of the future excels in developing and leading AF, Joint, Coalition teams for logistics community and beyond. They are in demand to serve as Group/CCs, Wing/CCs, and could grow into future MAJCOM A4s, Combatant Command J4s, and other Joint senior leaders.

2.2. **Logistic Competencies:** The new competency-based model in accordance with earned proficiency levels (basic/intermediate/advanced/expert) will enable LROs to think critically and drive effective decision-making for all domains among the conflict and competition.

2.2.1. **Logistics Planning:** Directs peacetime, contingency, and wartime logistics planning operations including deployment command and control, Logistics Readiness Centers, Combat Support Center activities, deployment, bed-down, redeployment activities, War Reserve Material (WRM) management, support agreement management, Time-phased Force Deployment Data (TPFDD) and Unit Type Codes (UTCs). Within Logistics planning, the subcompetency Plan and Support Program exists. This is the management and evaluation of logistics support capabilities.

2.2.2. **Supply Management:** Identifies and coordinates requirements and planning for joint supply activities throughout the DoD and manages key global suppliers to support Combatant Commander requirements. Critical elements of supply chain management include understanding and prioritizing requirements; visibility as maneuver, identifying mission-essential weapon systems and equipment; visibility of material moving through the distribution pipeline; ability to accurately forecast demands for sustainment; and privatization of supply tasks in the area of responsibility (AOR). This competency is further broken down into three sub-competencies: Life Cycle Logistics, Consumable Commodities, and Repairable Commodities. Life Cycle Logistics develops, initiates, integrates, and manages all logistics actions associates with life cycle management of weapon systems, subsystems, and equipment. Consumable Commodities is the management of commodities which are consumed, including hazardous material, Petroleum, Oil and Lubricants (POL). Finally, Repairable Commodities is the management of commodities which are repaired, including aircraft parts, equipment, and vehicles.

2.2.3. **Distribution Management:** Responsible for logistics pipeline management and time-sensitive delivery of material in support of peacetime, contingency, and wartime operations. Maintains in-transit visibility for shipments of personal property, passengers, supplies and equipment. This competency is further broken down into three sub-competencies: Transportation Management, Surface Transportation, and Air Transportation. Transportation Management directs transportation operations to include managing cargo distribution functions including receiving, inspecting, tracing, packaging, and shipping of supplies, Nuclear Weapons-Related Material, equipment, war readiness spares, and household goods (HHG). Surface Transportation is the management of cargo and passenger distribution functions through the surface transportation system. Finally, Air Transportation include the management of cargo and passenger distribution functions through the air transportation system.

2.2.4. **Leadership:** Lead through problem-solving, critical thinking, appropriate decision-making, and integration of teams. This fourth core competency is further broken down into five sub-competencies: Unit Readiness, Inspections, Budget, Training, and Organizational Management. Unit Readiness involves evaluating and preparing unit personnel and equipment for multi-domain mission requirements. Inspections include driving a proactive and effective unit inspection program. The budget includes apportion programs for all personnel. Finally, Organizational Management is organizing, planning, and leading the unit.

3. Specialty Qualifications:

3.1. 21R3 Qualification Requirements. (*Note:* Reference 21R Career field Education and Training Plan (CFETP), September 2021, for additional information)

3.1.1. The 21R3 upgrade is a critical milestone for all LROs as it distinguishes them as a fully qualified Air Force logistician to support peace and wartime requirements. The following is mandatory to obtain the skill level upgrade:

3.1.2. Attend and graduate from the LRO Basic Course

3.1.3. 36–48-month experience

3.1.4. Three of four 21R occupational competencies must be achieved at the Basic proficiency level (Note: the Leadership competency is mandatory of the three selected). Concurrent earning of the Logistics Planning, Supply Management, and Distribution Management is prohibited. The only competency that be achieved with the others is the Leadership competency (Note: if filling a non-21R position at base level, the only competency that is possible to achieve is Leadership competency).

3.2. **The Senior LRO Skill-level Certification Requirements:** fully qualified 21R3 in accordance with paragraph with

1. Seven years minimum as a 21R officer. (Note: time spent outside of the traditional Logistics Readiness positions will count

towards time as long as the officer's core ID is 21R.

2. The final competency is earned at the Basic proficiency level (four or four earned)
 3. A minimum of 200 continuous learning points (CLPs) must be earned. (Note: Professional Military Education (PME) does not count toward CLP requirements).
- 3.3. **The Master LRO Skill-level Certifications Requirements:** Fully qualified 21R3 in accordance with paragraph 4.1. and earned Senior Badge.
1. 15 years minimum as 21R officer. (Note: time spent outside of the traditional Logistics Readiness positions will count towards time as long as the officer's core ID is 21R).
 2. At least one competency must be earned at the Advanced proficiency level.
 3. A minimum of 200 CLPs must be earned beyond the original 200 point for the senior badge requirement. (Note: PME does not count towards CLP requirements).
- 3.4. **21R Air Force Specialty Code (AFSC) Breakdown:** The primary AFSC (PAFSC) is defined as the awarded AFSC in which an individual is best qualified to perform their duty. The PAFSC is the highest skill level earned within a career field and as an LRO, the upgrade to 21R3 is the highest earned qualification. The AFSCs (DAFSC) may change after each assignment. (**NOTE:** the 21R4 AFSC is not a skill level upgrade. This considered a DAFSC only and is assigned to those members fulfilling a staff level billet, Numbered Air Force or Higher).