



NEW JERSEY NATIONAL GUARD

ACTIVE GUARD RESERVE (AGR)

Announcement Number: **Amended NJANG 18-AF-26**



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| POSITION TITLE: ALL SOURCE INTELLIGENCE ANALYST | AFSC 1N071 | OPEN DATE: 15 Jan 2026 | CLOSE DATE: 13 Feb 2026 |
| UNIT OF ACTIVITY/DUTY LOCATION: 108th Operations Group, Joint Base McGuire-Dix-Lakehurst, NJ | GRADE REQUIREMENT: Min: SSgt Max: MSgt | | |
| SELECTING SUPERVISOR: Maj Robert Spiegel | Position Number 0115646334 | AREAS OF CONSIDERATION | |

Nationwide military members eligible for membership in the NJANG **(Open to Any 1NXXX AFSC)**

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: TS/SCI
- Significant IT experience (civilian IT career coupled with multiple industry IT certifications will be considered)
- **Eligible AFSC:** Applicants should be current qualified 1NXXX.

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 36-2503, 24 February 2010, 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: 609-562-0866/0874.

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/military/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/military/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 UFPMP. 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/military/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 (as required).

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.njarnng.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 609-562-0860 or ng.nj.njarnng.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 1N071, Craftsman
AFSC 1N051, Journeyman
AFSC 1N031, Apprentice
AFSC 1N011, Helper

ALL SOURCE INTELLIGENCE ANALYST

(Changed 30 Apr 24)

1. Specialty Summary. Performs/manages intelligence activities/functions including discovering, developing, evaluating, and providing intelligence information. Related DoD Occupational Subgroup: 124300.

2. Duties and Responsibilities:

- 2.1. Supports all aspects of Air Force operations by discovering, collating, analyzing, evaluating, and disseminating intelligence information. Produces all-source intelligence, situation estimates, adversarial nation, terrorist, insurgent threat studies, and other intelligence reports and studies. Advises commanders on force protection and intelligence information for US and Partner Nations. Conducts intelligence debriefings of US and allied military personnel involved in combat operations. Prepares mission reports.
- 2.2. Conducts intelligence Training. Instructs military personnel on collecting and reporting requirements and procedures, recognition techniques, and assessing offensive and defensive weapon system capabilities. Assists SERE (Survival Evasion Resistance and Escape) and Aircrew Flight Equipment personnel in training personnel recovery and code of conduct, when necessary. Collates intelligence and operations materials, and assembles final products for mission briefing, study, and use.
- 2.3. Produces intelligence materials. Prepares, maintains, and presents intelligence displays, reports, and briefings. Discovers, compiles, evaluates, researches, analyzes, and disseminates intelligence information. Establishes intelligence collection requirements. Identifies and establishes unit requirements for intelligence reference materials and maintains intelligence reference files and automated intelligence databases. Uses intelligence automated data systems to store, retrieve, display, and report intelligence information.
- 2.4. Performs support to mission planning and execution. Provides tailored collections planning, threat analysis, and intelligence expertise necessary to develop detailed mission plans for air, space, cyberspace, and special operations. Provides current situational awareness and Intelligence, Surveillance and Reconnaissance (ISR) management for the accomplishment of the Air Tasking Order (ATO), Integrated Tasking Order (ITO), Cyber Tasking Order (CTO) or Space Tasking Order (STO). Analyzes intelligence to support military operations. Assists in the performance of, targeting functions to include target development, weaponeering, force application, mission planning, and combat assessment.
- 2.5. Support to Force Protection (FP). Provides FP intelligence support to commanders and their staffs through all source intelligence products and briefings, focusing on human threat capabilities, tactics, trends, courses of action and ongoing threats in the unit's Area of Interest or Area of Responsibility. Analyzes incoming intelligence for FP value and impact. Ensures FP is addressed in current intelligence briefings, pre-mission, and pre-deployment briefings. Provides guidance for unit-level FP-related intelligence external and internal Training. Participates in the installation-level Threat Working Group (TWG). Develops realistic human threat scenarios for exercises. Responsible for providing FP for at-home, in-transit, and deployed units.
- 2.6. Processes, exploits, and disseminates intelligence products and conducts analysis concerning threat countries or targets of interest via written and/or verbal means. These products provide specificity and knowledge to commanders and national leaders to impact tactical through strategic level decision making processes.

3. Specialty Qualifications:

- 3.1. Knowledge. Knowledge is mandatory of: intelligence organizations and systems; collection and reporting systems, procedures, and methods; intelligence information sources; techniques of identifying, collating, evaluating, and analyzing information; geographical and cultural aspects of foreign countries; current military capabilities and employment tactics of potential enemy offensive and defensive weapon systems; special operations forces tactics; techniques and procedures, and associated equipment, procedures for acquiring, updating, and maintaining intelligence documents, maps, and charts; maps and charts use techniques; graphic, oral, and written intelligence presentation; support to targeting; capabilities and application of respective computer systems; security classification marking and control; US sensor systems; regional physical characteristics relative to radar significance; basic electromagnetic theory; and digital terrain and feature databases.
- 3.2. Education. For entry into this specialty, completion of high school or General Education Development equivalency, with courses in speech, journalism, critical thinking, geography, modern world history, statistics, algebra, and geometry are desirable.
- 3.3. Training. For award of AFSC 1N031, completion of the All Source Intelligence Apprentice Course is mandatory.
- 3.3.1. For US Space Force, completion of the All Sourced Intelligence Apprentice Course and Space Warfighter Intelligence Formal Unit is mandatory until replaced by new courses as determined by US Space Force.
- 3.4. Experience. The following experience is mandatory for award of AFSC indicated:
 - 3.4.1. 1N051. Qualification in and possession of AFSC 1N031.
 - 3.4.2. 1N071. Qualification in and possession of AFSC 1N051.
- 3.5. Other. The following are mandatory as indicated:
 - 3.5.1. For entry into this specialty:
 - 3.5.1.1. No speech disorders or noticeable communications deficiencies as defined by AFI 48-123, *Medical Examinations and Standards*.

3.5.1.2. A minimum score of G53 and PSM 26 on the 1N0X1 Tailored Adaptive Personality Assessment System (TAPAS)/Armed Services Vocational Aptitude Battery (ASVAB) predictive success model (PSM) or a standalone score of G55 is required.

3.5.1.3. See attachment 4 for additional entry requirements.

3.5.2. For award and retention of AFSC 1N0X1:

3.5.2.1. When required for a current or future assignment, must successfully complete a Counter- Intelligence (CI) polygraph examination and meet all customer access eligibility requirements. Airmen unable to access mission, systems and/or facilities after 12 months of investigation/security screening should be considered for change of assignment, retraining or separation.

3.5.2.2. Must maintain local network access IAW AFI 17-130, *Cybersecurity Program Management Systems* and AFMAN 17-1301, *Computer Security*.

3.5.2.3. Specialty requires routine access to Tier 5 (T5) information, systems, or similar classified environment.

3.5.3. For award and retention of AFSCs 1N031, 1N051, and 1N071:

3.5.3.1. Completion of a current T5 Investigation IAW DoDM 5200.02, AFMAN 16-1405, *Air Force Personnel Security Program*, is mandatory.

NOTE: Initial attendance in 1N0X1 AFSC awarding course without a completed T5 investigation is authorized provided interim T5 eligibility has been granted IAW Intelligence Community Directive (ICD) 704. Airmen who cannot obtain at least an interim T5 for programmed class-start are not eligible for entry into the AFSC.