



NEW JERSEY NATIONAL GUARD

ACTIVE GUARD RESERVE (AGR)

Announcement Number: NJANG 43-AF-26



POSITION TITLE: C-32B Integrated Avionics System	AFSC 2A974	OPEN DATE: 11 Mar 2026	CLOSE DATE: 24 Mar 2026
UNIT OF ACTIVITY/DUTY LOCATION: 150th Special Operations Squadron, Joint Base McGuire-Dix-Lakehurst, NJ		GRADE REQUIREMENT: Min: TSgt Max: MSgt	
SELECTING SUPERVISOR: CMSgt Brian Franzosi	Position Number 0087851634		

AREAS OF CONSIDERATION

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
 - Strength requirement: Demonstrated ability to lift 25 lbs
 - Any 2AX7X AFSC considered, must be able to obtain 2A974 within 1 Year

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 (FGLI) 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/>)

**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_ 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 609-562-0300 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 2A974*, Craftsman
 AFSC 2A954*, Journeyman
 AFSC 2A934*, Apprentice
 AFSC 2A914*, Helper

★HEAVY AIRCRAFT INTEGRATED AVIONICS
 (Changed 31 Oct 25)

1. **Specialty Summary.** Analyzes malfunctions, inspects, removes, maintains, and installs integrated communication/navigation/mission systems, integrated instrument and flight control systems, radar surveillance and integrated avionics systems. Performs and supervises avionics maintenance and general aircraft servicing and handling. Related DoD Occupational Subgroup: 119800.

2. **Duties and Responsibilities:**

2.1. Operates and maintains communication/navigation/mission systems, instrument and flight control systems, electronic warfare, radar surveillance and computer systems on airlift, bomber, vertical lift, special mission, and tanker aircraft. Operates integrated avionics systems to determine operational condition. Interprets equipment operation to isolate malfunctions in systems such as attack control, instrument, flight control, communications, navigation, networking systems, active/passive electronic systems, intelligence, surveillance, and reconnaissance systems. Traces data flow and wiring diagrams. Inspects, troubleshoots, and maintains aircraft wiring systems. Uses built-in test functions, test equipment, support aerospace ground equipment (AGE), and hand tools. Monitors equipment performance and detects and analyzes malfunctions.

2.2. Removes, installs, aligns, modifies, and checks integrated avionics system components. Installs, modifies, and maintains software and firmware. Ensures cryptography components are controlled and maintained IAW National Security Agency publications and directives. Performs intermediate or organizational maintenance level modifications.

2.3. Inspects integrated avionics systems, determines operational status, posts entries, and maintains inspection and maintenance records. Interprets inspection findings and determines corrective action. Reviews maintenance management publications and procedures to obtain avionics systems information. Recommends methods to improve equipment performance and maintenance procedures. Inputs, validates, and analyzes data processed to automated systems. Uses maintenance information systems (MIS) to monitor maintenance trends, analyze equipment requirements, maintain equipment records, and document maintenance actions. Supervises and assists in aircraft ground servicing, and launch/recovery operations.

3. **★Specialty Qualifications:**

3.1. **Knowledge.** Knowledge is mandatory of: cyber protection theory and hygiene, including weapon system attack surfaces and air-gapped system risks; electronic, microelectronic, gyro, synchro, mechanical, and indicator principles, theory, and application; factors involved in transmitting and receiving within the radio frequency ranges; interpreting and applying mechanical, wiring, and electronic circuit diagrams; digital computer logic and computer systems; using and interpreting testing and measuring devices; using and inspecting common hand tools; principles of aerodynamics and motion and power transmission by mechanical, hydraulic and electronic means; Electromagnetic Spectrum Operations (EMSO) principles; concepts and application of maintenance and Air Force directives.

3.2. **Education.** For entry into this specialty, completion of high school courses in science, technology, engineering, and mathematics (STEM) is desirable.

3.3. **Training.** The following training is mandatory for award of the AFSC indicated:

3.3.1. For award of AFSC 2A934X, completion of applicable avionics courses.

3.3.2. For award of AFSC 2A954X, completion of applicable Field Training Detachment (FTD) course(s) listed on the MAJCOM Mandatory Course List (ANG/AFRC optional). IAW DAFI 36-2650, *Maintenance Training*.

3.3.3. For award of AFSC 2A974X, completion of an Advanced Aircraft Wiring Maintenance Course. MAJCOM determines which course per their Mandatory Course List (MMCL) (ANG/AFRC optional).

3.3.4. ★ Air National Guard personnel assigned to Offutt AFB will complete the “Rivet Joint Flightline Maintenance Technician” course, PDS code R11 prior to award of AFSC 2A9X4A. Waiver authority resides with ANG 2AXXX MFM or Delegated Authority.

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

3.4.1. 2A954. Qualification in and possession of AFSC 2A934. Also, experience isolating malfunctions, removing, and installing LRUs, and use of test and ground support equipment.

3.4.2. 2A974. Qualification in and possession of AFSC 2A954* or 2A251. Also, experience performing or supervising functions such as analyzing and isolating integrated avionics systems malfunctions and using test equipment.

3.5. **Other.** The following are mandatory as indicated:

3.5.1. **For entry into this specialty:**

3.5.1.1. No record of acrophobia.

3.5.1.2. Normal color vision as defined in DAFMAN 48-123, *Medical Examinations and Standards*.

3.5.1.3. See attachment 4 for additional entry requirements.

3.5.2. **For award and retention of these AFSCs:**

3.5.2.1. Must maintain local network access IAW AFI 17-130, *Cybersecurity Program Management* and AFMAN 17-1301, *Computer Security (COMPUSEC)*.

3.5.2.2. Specialty requires routine access to Tier 3 (T3) information, systems, or similar classified environment.

3.5.2.3. Completion of a current T3 Investigation required IAW DoDM 5200.02, AFMAN 16-1405, *Air Force Personnel Security Program*, is mandatory.

NOTE: Award of the entry level without a completed T3 Investigation is authorized provided an interim Secret security clearance has been granted according to DoDM 5200.02, AFMAN 16 -1405.

4. Specialty Shredouts:

<i>Suffix</i>	<i>Portion of AFS to Which Related</i>
A	C4ISR Mission Systems (E-3, E-4, E-7, E-11, EC-130H, RC-135, VC-25)
B	Remotely Piloted Aircraft (MQ-1, MQ-9, RQ-4)

The A Shred is not applicable at the 1-skill level

The B shred is only applicable to the 1-, and 3-skill levels