



NEW JERSEY NATIONAL GUARD

ACTIVE GUARD RESERVE (AGR)



POSITION TITLE:	AFSC	OPEN DATE:	CLOSE DATE:
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UNIT OF ACTIVITY/DUTY LOCATION:	GRADE REQUIREMENT: Min: Max:
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SELECTING SUPERVISOR:		
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AREAS OF CONSIDERATION

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MAJOR DUTIES

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INITIAL ELIGIBILITY CRITERIA

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ACTIVE GUARD AND RESERVE REQUIREMENT

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TECHNICIANS ENTERING AGR TOUR AND BONUS/INCENTIVES RECIPIENTS

SPECIAL ANNOUNCEMENT CRITERIA

APPLICATION PROCEDURES

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 1N000
 ★AFSC 1N092, Superintendent
 AFSC 1N071, Craftsman
 AFSC 1N051, Journeyman
 AFSC 1N031, Apprentice
 AFSC 1N011, Helper

★ALL SOURCE INTELLIGENCE ANALYST

(Changed 30 Apr 26)

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 products, including situation estimates, and threat assessments or studies on adversarial nations, terrorist organizations, and insurgent groups. Advises commanders on force protection and intelligence matters impacting US and Partner Nations forces and interests. Conducts intelligence debriefings of US and allied military personnel involved in combat operations and prepares mission reports to disseminate information gathered on adversaries.
- 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 Survival Evasion Resistance and Escape (SERE) and Aircrew Flight Equipment personnel in developing Area of Responsibility (AOR) specific personnel recovery and code of conduct training, 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, weaponing, force application, mission planning, and combat assessment.
- 2.5 ★Intelligence Support to Base Defense (ISBD). Provides Base Defense (BD) intelligence support to commanders and their staff, and forces at home station, in transit, and deployed locations through all-source intelligence products and briefings, focusing on human threat capabilities, tactics, trends, courses of action, and ongoing threats within the unit's Area of Interest (AOI) or AOR. Supports counter-small Unmanned Aerial Systems (C-sUAS) efforts by integrating with BD entities to detect, analyze, and defeat threat UAS platforms. Conducts continuous analysis of incoming intelligence to assess its impact on BD operations and ensures BD considerations are incorporated into current intelligence updates, pre-mission planning, and pre-deployment briefings. Supports Mission Defense Teams (MDTs) by providing cyber threat intelligence and situational awareness to safeguard mission-critical systems. Contributes to base Information Warfare Working Groups (IWWG) by fusing intelligence across multiple domains to inform commanders of emerging threats in the information environment. Provides intelligence training and guidance to units on BD-related topics, supporting both internal and external training requirements. Participates in installation-level Threat Working Groups (TWG) and contributes to the development of realistic human threat scenarios for exercises to enhance readiness.
- 2.6 ★Analyzes and delivers written and oral intelligence products on strategic, operational, and tactical threats and targets to inform senior military leaders and national decision-makers, providing actionable assessments that support long-term planning, policy development, interagency coordination across defense and national security domains.

3. ★Specialty Qualifications:

- 3.1. ★Knowledge. Knowledge is mandatory of: Intelligence Community Directives (ICD) intelligence organizations and systems; collection and reporting systems, procedures, and methods; intelligence information sources; techniques of identifying, collating, evaluating, and analyzing information; structured analytical techniques, 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 and intermediate applications of 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, Airmen must successfully complete a Counterintelligence (CI) polygraph or meet all customer access eligibility requirements. After 12 months from the date of requirement, Airmen who fail to successfully complete a polygraph or do not meet mission, system, and/or facility access eligibility requirements should be considered for 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.