NEW JERSEY NATIONAL GUARD

ACTIVE GUARD RESERVE (AGR)

Announcement Number: NJANG 60-AF-26

POSITION TITLE:	AFSC	OPEN DATE:	CLOSE DATE:
Cyber System Operations	1D7X1	08 May 2026	23 May 2026

UNIT OF ACTIVITY/DUTY LOCATION:	GRADE REQUIREMENT:
177th Communications Squadron	**Min:** E-5 **Max:** E-7

SELECTING SUPERVISOR:	Position Number
MSgt Timothy Washington	0108570534

AREAS OF CONSIDERATION

Nationwide military members eligible for membership in the NJANG (Must Hold advertised AFSC or Equivalent)

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: Top Secret
- Aptitude Requirement: Must meet DoD Directive 8140 (Cyberspace Workforce Management) criteria of civilian IT certification of IAT level II.
- Must be willing to attend additional technical school training for this vacancy if required by NGB.

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/#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/#air-agr-jobs)
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/#air-agr-jobs)
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 1D771, Craftsman
AFSC 1D751, Journeyman
AFSC 1D731, Apprentice
AFSC 1D711, Helper

INFORMATION TECHNOLOGY (IT) SYSTEMS

(Changed 31 Oct 25)

1. **Specialty Summary.** IT Systems personnel can perform three primary work roles: Technical Support, Systems Administrator, and Network Operations. IT systems technicians qualified as Technical Support manage and maintain client devices and accounts as well as routine tasks on network devices and infrastructure to troubleshoot and resolve network connectivity issues. At the intermediate and advanced proficiency levels, Systems Administrators manage and maintain server operating systems and software applications. Network Operations personnel install, support, and maintain network infrastructure devices and systems. Each role requires a unique set of skills and competencies, and IT systems personnel may specialize in one or more of these work roles depending on their expertise, interests, and the position requirements. IT systems manage and perform Warfighter Communications in all environments in support of the overall requirements to survey, secure, protect, defend, preserve, design, build, operate, and extend data, networks, net-centric capabilities, and other designated systems. This Air Force Specialty Code incorporates the use of DCWF codes to tie this specialty to the framework. The DCWF was developed by the National Institute of Standards and Technology (NIST) and the DoD to establish a common lexicon and model for all cyber work. The DCWF will universalize training and education between academia, industry, and military. It will also enable talent management by ensuring the right Airmen, for the right assignment, at the right time. DCWF work roles associated with this specialty will be listed in the Career Field Education and Training Plan (CFETP).

2. **Duties and Responsibilities:**
2.1. The available duties and responsibilities can encompass:
2.2. Technical Support. IT systems personnel qualified as Technical Support design, build, provision, maintain, and sustain information systems, including warfighter communications, within the Department of the Air Force (DAF). This role is responsible for deploying, sustaining, troubleshooting, and repairing standard voice, data, video network, and cryptographic client devices in fixed and deployed environments. The individual will manage client user accounts and organizational client device accounts and perform, coordinate, integrate, and supervise network design, configuration, operation, defense, restoration, and improvements.
2.3. System Administrator. IT systems personnel qualified as a System Administrator design, build, provision, maintain, and sustain information systems, including warfighter communications, within the Department of the Air Force (DAF)... The individual will install, support, and maintain server operating systems or other computer systems and the software applications pertinent to its operation, while also ensuring current defensive mechanisms are in place. They will also respond to service outages and interruptions to network operations and administer server-based networked systems, distributed applications, network storage, messaging, and application monitoring required to provision, sustain, operate, and integrate cyber networked systems and applications in garrison and at deployed locations
2.4. Network Operations. IT systems personnel qualified as Network Operations, design, build, provision, maintain, and sustain information systems, including warfighter communications, within the Department of the Air Force (DAF This role is responsible for deploying, sustaining, troubleshooting, and repairing standard voice, data, and video network infrastructure systems, IP detection systems, and cryptographic equipment .The individual is also responsible for fabricating, terminating, and interconnecting wiring and associated network infrastructure devices. They will also respond to service outages and interruptions to network operations.
2.5. Expeditionary Communications delivers cyber capabilities in austere and mobile environments. Expeditionary Communications includes all applicable statutes, but specifically datalinks, the building, operating, maintaining, securing, and sustaining of tactical and communications networks when needed to support warfighter requirements, systems employed in austere, mobile, and/or expeditionary environments, to provide command and control in support of Air and Space Force missions.

3. **Specialty Qualifications:**
3.1. Knowledge. This specialty requires knowledge principles, technologies, capabilities, limitations, and cyber threat vectors of servers, clients, operating systems, databases, networks and related hardware and software. Cybersecurity principles include national and international laws, policies, and ethics related to operational cybersecurity; operational risk management processes; and specific operational impacts of lapses in cybersecurity. The installation and maintenance management functions include wire transmission principles; electrical and light wave communications; wireless fundamentals, and cable testing procedures.
3.2. Education. For entry into this specialty, completion of high school or general educational development equivalency is mandatory. Additional courses in Science, Technology, Engineering, and Mathematics (STEM) are desirable. Associate degree or higher in related fields and/or Information Technology (IT) certification is desirable.
3.3. Training. For award of the 1D731X, completion of the suffix-specific initial skills training course is mandatory.
3.4. Experience. The following experience is mandatory for award of the AFSC indicated:
3.4.1. There are no specific upgrade requirements for the slick AFSC 1D7X1 not already defined in the training AFI.
3.4.2. For award of the 1D751, qualification in and possession of 1D731X, and experience in suffix specific functions.
3.4.3. For award of the 1D771, qualification in and possession of 1D751 and experience in suffix specific functions.
3.4.4. For award of the 1D791, qualification in and possession of 1D77 and experience managing and directing cyber activities.
3.5. Other. The following are mandatory as indicated:
3.5.1. For entry into this specialty:
3.5.1.1. See attachment 4 for additional entry requirements.

3.5.1.2. Personnel with prior qualification of attaining and maintaining DoD Cyber Workforce qualifications based on approved cyberspace requirements IAW DAFMAN 17-1305, *DAF Cyberspace Workforce Management Program* for retraining can request an Exception to Policy (ETP) to waive minimum ASVAB requirements on a case-by-case basis.
3.5.2. For award and retention of these AFSCs:
3.5.2.1. Must obtain or meet DoD Cyber Workforce qualifications based on approved cyberspace requirements applicable for cyberspace tasks required for any position held IAW DoDM 8140.03, *Cyberspace Workforce Qualification and Management Program*, and DAFMAN 17-1305, *DAF Cyberspace Workforce Management Program*.
3.5.2.2. Must maintain local network access IAW AFI 17-130, *Cybersecurity Program Management* and AFMAN 17-1301, *Computer Security*.
3.5.3. Specialty requires routine access to classified information, systems, missions, and environments to include but not limited to Sensitive Compartmented Information Facilities (SCIF), Airborne platforms, Nuclear Command Control & Communications (NC3), and a multitude of emerging mission requirements in a highly contested domain IAW DoDM 5200.01-DAFMAN 16-1405.
3.5.4 Must be eligible for Top Secret (Tier 5) and maintain security clearance or based on current position requirements.
3.5.4.1 Completion of a background investigation according to DoDM 5200.01 - DAFMAN 16-1405, *Personnel Security Program Management*, is mandatory.
NOTE: Award of the 3-skill level without a completed investigation is authorized provided minimum of interim Tier 5 (Top-Secret) clearance has been granted according to DoDM 5200.01 - AFMAN 16-1405.

4 *Specialty Shreds:

Suffix	*Portion of AFS to Which Related*
A	Network Operations
B	Systems Administration

***NOTE**:* Suffixes A and B, are only applicable to the 3, 5, and 7skill level. Suffix W is only applicable to the, 5, and 7- Skill Level and is NOT authorized for award until a W awarding Initial Skills Training (IST) course has been established. * At this time, the 39th IOS course is NOT considered an official IST course.