



NEW JERSEY NATIONAL GUARD

ACTIVE GUARD RESERVE (AGR)

Announcement Number: NJANG 07-AF-25



POSITION TITLE: RANGE OPERATIONS OFFICER	AFSC 11Fx, 11Bx, 13Lx, 19Zx	OPEN DATE: 21 Oct 2024	CLOSE DATE: 05 Nov 2024
UNIT OF ACTIVITY/DUTY LOCATION: 177th Fighter Wing, Egg Harbor Twp, NJ		GRADE REQUIREMENT: Min: CPT/O-3 Max: MAJ/O-4	
SELECTING SUPERVISOR: Col Benjamin W. Robbins	Position Number 70626034	* Contingent on Controlled Grade Availability	

AREAS OF CONSIDERATION

177th FW ANG members (Must hold advertised AFSC)
108th Wg ANG members (Must Hold Advertised 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: 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 36-2503, 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 DMAVA 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 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/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_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 609-562-0860 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.

Warren Grove Range Operations Officer position:

Duties and Responsibilities: Must meet AFMAN 13-212 ANG Sup1 minimum requirements for qualification as a Range Control Officer (RCO). Personnel with 19Zx or 13Lx AFSC will be exempt by waiver, of meeting the manned aircraft requirement. Oversees the coordination of monthly schedules with all users, ensuring utilization reports are completed IAW AFMAN 13-212, EOD range clearance and the range visitor program, and supervises the training of range crew members. Oversees Weapons Danger Zone (or future system) weapons footprints for all targets. Provides positive control and release authority for ordnance delivery. Conducts real-time coordination with a variety of agencies to ensure safety of air and ground operations. Enforces procedural controls to ensure safety of ground personnel and civilians from ordnance effects and laser operations. Ensure safe and efficient range operations IAW Letters of Agreement, Range Operating Instructions and regulatory guidance. Interfaces with the general public advocating responsible airspace utilization, assists with range planning, safety analysis, land management, environmental procedures and other tasks as needed.

ADDITIONAL INFORMATION Location is an air-to-ground range with highly variable schedule, including frequent night operations. Many duties are outside of a typical aviation career field and include frequent physically strenuous outdoors work in all types of weather, climbing towers up to 75 feet tall with open exterior stairways and working with Class 3b and 4 lasers. Duties may include wild land firefighting and may require certification. Work environment involves working with inert munitions and around munitions residues. Warren Grove Range is a Geographically Separated Unit (GSU) and is located at a remote site. For more information on position, consult AFMAN 13-212. Experience in any of the following areas is beneficial: previous RCO experience, recent air-to-ground combat experience, particularly CAS, AIR Liaison Officer, Air to Ground Operations School or Joint Firepower Control Course, Air Operations Center experience, tactical data link experience, geo-spatial data management, military intelligence, any air-to-ground Weapons School or equivalent, weather, flight and ground safety, and public affairs. Forward Air Controller experience highly desirable. Previous air to ground range experience highly desirable. Work is performed in a high noise environment and outside. Only eligible to current commissioned officers. Position is API 6 and F-16 currency will be maintained with the 119 FS at Atlantic City IAP (only applicable to pilots with AFSC 11F3H).

AFSC 11F4*, Staff
 AFSC 11F3*, Flight Lead
 AFSC 11F2*, Wingman
 AFSC 11F1*, Entry/Student

FIGHTER PILOT

(Changed 30 Apr 23)

1. **Specialty Summary.** Pilots fighter aircraft and commands crews to accomplish combat, training, and other missions. Related DoD Occupational Group: 220100.

2. Duties and Responsibilities:

- 2.1. Plans and prepares for mission. Reviews mission tasking, intelligence, and weather information. Supervises mission planning, preparation and filing of flight plan, and crew briefing. Ensures aircraft is preflighted, inspected, loaded, equipped, and manned for mission.
- 2.2. Pilots aircraft and commands crew. Operates aircraft controls and equipment. Performs, supervises, or directs navigation, in-flight refueling (except Q Suffix, IFF (AT-38/T-38C)), and weapons delivery.
- 2.3. Conducts or supervises training of crewmembers. Ensures operational readiness of crew by conducting or supervising mission specific training.
- 2.4. Develops plans and policies, monitors operations, and advises commanders. Assists commanders and performs staff functions related to this specialty.

3. Specialty Qualifications:

- 3.1. Knowledge. Knowledge is mandatory of theory of flight, air navigation, meteorology, flying directives, aircraft operating procedures, and mission tactics.
 - 3.2. Education. For entry into this specialty, an undergraduate degree specializing in physical sciences, mathematics, administration, or management is desirable.
 - 3.3. Training. The following training is mandatory as indicated:
 - 3.3.1. For entry into this specialty, completion of Air Force Specialized Undergraduate Pilot Training (SUPT).
 - 3.3.2. For award of AFSC 11F3X, completion of transition and operational training in the suffix specific aircraft.
 - 3.4. Experience. For upgrade to AFSCs 11F3X, unit commander determines proficiency based on performance, experience, and completion of minimum training requirements.
 - 3.5. Other. The following are mandatory as indicated:
 - 3.5.1. For award and retention of this AFSC, current aeronautical rating and qualification for aviation service as pilot.
 - 3.5.2. For award of AFSC 11F2X, certification of wingman qualification by appropriate operations authority.
 - 3.5.3. For award of AFSC 11F3X, certification of flight lead qualification by appropriate operations authority.
 - 3.5.4. Specialty requires routine access to Tier 5 (T5) information, systems or similar classified environments (except Q Suffix). For award and retention of AFSCs ~~11FXX~~, completion of a current T5 Investigation IAW DoDM 5200.02_AFMAN 16-1405, *Air Force Personnel Security Program*. (Desirable for Q Suffix).
- NOTE:** Award of the entry level without a completed T5 Investigation is authorized provided an interim Top 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>
B	A-10
F	F-15
G	F-15E
H	F-16
J	F-22

<i>Suffix</i>	<i>Portion of AFS to Which Related</i>
N	F-35
Q	IFF (AT-38/T-38C)
U	Air Liaison Officer (ALO)
Y	General
Z	Other

AFSC 11B4*, Staff
 AFSC 11B3*, Aircraft Commander
 AFSC 11B2*, Qualified Pilot/Copilot
 AFSC 11B1*, Entry/Student

BOMBER PILOT

(Changed 30 Apr 23)

1. **Specialty Summary.** Pilots bomber aircraft and commands crews to accomplish airlift, training, and other missions. Related DoD Occupational Group: 220100.

2. Duties and Responsibilities:

- 2.1. Plans and prepares for mission. Reviews mission tasking, intelligence, and weather information. Supervises mission planning, preparation, and filing of flight plan, and crew briefing. Ensures aircraft is preflighted, inspected, loaded, equipped, and manned for mission.
- 2.2. Pilots aircraft and commands crew. Operates aircraft controls and equipment. Performs, supervises, or directs navigation, in-flight refueling, and weapons delivery.
- 2.3. Conducts or supervises training of crewmembers. Ensures operational readiness of crew by conducting or supervising mission specific training.
- 2.4. Develops plans and policies, monitors operations, and advises commanders. Assists commanders and performs staff functions related to this specialty.

3. Specialty Qualifications:

- 3.1. Knowledge. Knowledge is mandatory of theory of flight, air navigation, meteorology, flying directives, aircraft operating procedures, and mission tactics.
 - 3.2. Education. For entry into this specialty, undergraduate degree specializing in physical sciences, mathematics, administration, or management is desirable.
 - 3.3. Training. The following training is mandatory as indicated:
 - 3.3.1. For entry into this specialty, completion of Air Force Specialized Undergraduate Pilot Training (SUPT).
 - 3.3.2. For award of AFSC 11B2X, completion of transition and operational training in the suffix specific aircraft.
 - 3.4. Experience. For upgrade to AFSCs 11B2X/3X, unit commander determines proficiency based on performance, experience, and completion of minimum training requirements.
 - 3.5. Other. The following are mandatory as indicated:
 - 3.5.1. For award and retention of this AFSC, current aeronautical rating and qualification for aviation service as pilot.
 - 3.5.2. For award of AFSC 11B3X, certification of aircraft commander qualification by appropriate operations authority.
 - 3.5.3. Specialty requires routine access to Tier 5 (T5) information, systems or similar classified environments. For award and retention of AFSC 11BXX, completion of a current T5 Investigation IAW DoDM 5200.02 AFMAN 16-1405, *Air Force Personnel Security Program*.
- NOTE:** Award of the entry level without a completed T5 Investigation is authorized provided an interim Top Secret security clearance has been granted according to DoDM 5200.02 AFMAN 16 -1405.

4. *Specialty Shredouts:

Suffix **Portion of AFS to Which Related**

A	B-1
B	B-2
C	B-52
D	B-21

Suffix **Portion of AFS to Which Related**

U	Air Liaison Officer (ALO)
Y	General
Z	Other

AFSC 19Z4*, Staff
 AFSC 19Z3*, Qualified
 AFSC 19Z2*, Intermediate
 AFSC 19Z1*, Entry

★SPECIAL WARFARE

(Changed 31 Oct 24)

1. **Specialty Summary.** The AFSPECWAR officers lead and execute ground combat operations specializing in the application of airpower, including global access, precision strike, personnel recovery, and other missions and associated training.

2. Duties and Responsibilities:

- 2.1. Leads and executes conventional and special operations enabling the ground-based application of airpower. Organizes, trains, equips, and employs AFSEPCWAR forces across the Special Tactics (ST), Tactical Air Control Party (TACP), and Guardian Angel (GA) weapon systems, including command, supervisory, and staff functions. Ensures operational readiness of assigned forces and develops weapon system policy and plans.
- 2.2. 19ZXA (Special Tactics Officer (STO)) – Specializes in global access, precision strike, and personnel recovery operations.
- 2.3. 19ZXB (Tactical Air Control Party Officer (TACPO)) – Specializes in precision strike, joint fires integration, and joint all-domain command and control.
- 2.4. 19ZXC (Combat Rescue Officer (CRO)) – Specializes in personnel recovery operations to locate, recover, and reintegrate isolated personnel.

3. Specialty Qualifications:

- 3.1. **Knowledge.** The following knowledge is mandatory for the award of the AFSC.
 - 3.1.1. Common to all: Troop leading procedures, joint planning process, command and control principles and procedures; small unit tactics, fieldcraft and land navigation; voice and digital tactical ground-to-ground and air-to-ground communications; small arms proficiency; tactical combat casualty care; survival and evasion. Employment methods: dismounted, mounted, airborne (static-line parachute), and rotary-wing insertion/extraction.
 - 3.1.2. Shred-out-specific:
 - 3.1.2.1. 19ZXA. Airspace control, air traffic control, and austere airfield operations procedures; tactical drop zone and landing zone operations; special reconnaissance operations; military freefall and combat dive employment.
 - 3.1.2.2. 19ZXB. Close air support procedures, terminal attack control, theater air-ground system, surface-to-surface and air-to-surface fires weapons and effects; intelligence, surveillance, and reconnaissance; electronic warfare and airspace management.
 - 3.1.2.3. 19ZXC. Strategic, operational, and tactical personnel recovery understanding to effectively report, locate, support, recover, and reintegrate isolated personnel. Command and control principles/procedures for combat search and rescue operations. Understands airspace control, air traffic control and airfield operations, procedures, regulations along with airfield management and base operations.
 - 3.1.3. Understands the application of personnel recovery for joint and combined operational planning. Possesses strategic, operational, and tactical personnel recovery understanding to effectively report, locate, support, recover, and reintegrate isolated personnel. Understands command and control principles/procedures for Air Force combat search and rescue principles/procedures.
 - 3.1.4. Coordinates and is familiar with close air support procedures, terminal attack control, theater air-ground system, joint planning products/processes, surface to surface and air to surface fires weapons and effects, intelligence, surveillance, and reconnaissance, electronic warfare, and airspace management.
- 3.2. **Education.** No specific degree requirement. [See Appendix A, 19Z CIP Education Matrix.](#)
- 3.3. **Training.** Completion of the following is mandatory for the award of AFSC 19ZXX:
 - 3.3.1. For award of the 19Z1A/B/C entry (1) level AFSC officers are assessed and selected through a lead MAJCOM-approved application process (AFSOC for 19Z1A and ACC for 19Z1B/C). Final acceptance is contingent on SWA medical clearance according to AFI 48-123 and its associated SWA-specific requirements outlined in the Medical Standards Directory (MSD).
 - 3.3.2. 19Z2X. Each shred-out contains unique weapon system training requirements.
 - 3.3.2.1. 19Z2A-STO:
 - 3.3.2.1.1. Special Warfare Assessment & Selection
 - 3.3.2.1.2. Special Warfare Pre-Dive
 - 3.3.2.1.3. Special Warfare Combat Dive Open Circuit
 - 3.3.2.1.4. Special Warfare Combat Dive Closed Circuit
 - 3.3.2.1.5. US Army Airborne Parachutist Course
 - 3.3.2.1.6. SERE Level-C Training
 - 3.3.2.1.7. Underwater Egress Training
 - 3.3.2.1.8. Military Free-fall Parachutist Course
 - 3.3.2.1.9. Special Tactics Officer Airfield Operations Course
 - 3.3.2.1.10. Special Tactics Officer Course
 - 3.3.2.2. 19Z2B-TACPO:
 - 3.3.2.2.1. ★Tactical Air Control Party Officer Course
 - 3.3.2.2.2. US Army Airborne Parachutist Course
 - 3.3.2.2.3. ★Advanced SERE Skills Training
 - 3.3.2.2.4. ★USAF Underwater Egress Training (UET)

- 3.3.2.2.5. ★Emergency Parachute and Water Survival Training
- 3.3.2.2.6. ★Tactical Air Control Party Initial Certification Course (AST)
- 3.3.2.2.7. ★Basic Air Liaison Officer Skills Course (AST)
- 3.3.2.3. 19Z2C-CRO:
 - 3.3.2.3.1. Special Warfare Assessment & Selection
 - 3.3.2.3.2. Special Warfare Pre-Dive
 - 3.3.2.3.3. Special Warfare Combat Diver Open Circuit
 - 3.3.2.3.4. Special Warfare Combat Diver Closed Circuit
 - 3.3.2.3.5. US Army Airborne Parachutist Course
 - 3.3.2.3.6. SERE Level-C Training
 - 3.3.2.3.7. Underwater Egress Training
 - 3.3.2.3.8. Military Free-fall Parachutist Course
 - 3.3.2.3.9. Combat Rescue Officer Operations Course
 - 3.3.2.3.10. Combat Rescue Officer Course
- 3.3.3. 19Z3X.

- 3.3.3.1. 19Z3A: Special Tactics Advanced Skills Training
- 3.3.3.2. 19Z3B: Tactical Air Control Party Advanced Skills Training
- 3.3.3.3. 19Z3C: Guardian Angel Advanced Skills Training

3.4. Experience. 19Z3A/B/C:

3.4.1. Minimum of 6 months experience in an AFSPECWAR assignment or the unit commander determines proficiency based on performance, experience and any required evaluations.

3.5. Other. The following are mandatory as indicated:

- 3.5.1. Specialty requires routine access to Tier 5 (T5) information, systems, or similar classified environments. For award and retention of 19ZX3 AFSC skill level, completion of a current T5 (Top Secret) investigation in accordance with DoDM 5200.02_AFMAN 16-1405, Air Force Personnel Security Program is required.
- 3.5.2. For retention all 19Z's must maintain compliance with medical standards for the Special Warfare Airman physical as defined in the Special Warfare Airman column of the Medical Standards Directory.
 - 3.5.2.1. 19Z3A: Must maintain physical and combat ready status qualification for combat diving and parachutist duty. Must pass the occupationally specific, operationally relevant (OSOR) Tier 2 operator fitness test (OFT).
 - 3.5.2.2. 19Z3B: Must maintain physical and combat ready status qualification for parachutist duty and Joint Terminal Attack Controller (JTAC) qualification. Must pass the OSOR Tier 2 OFT.
 - 3.5.2.3. 19Z3C: Must maintain physical and combat ready status qualification for combat diving and parachutist duty IAW AFI 10-3502, Volume 1, *Pararescue & Combat Rescue Officer Training*. Must maintain certification IAW AFI 10-3502, Volumes 1 and 2. Must pass the OSOR Tier 2 OFT.

NOTE: Award of the initial 19ZX1/2 AFSC skill level without a fully adjudicated T5 (Top Secret) clearance is authorized provided the security manager has submitted an SF-86 for the 'initiation' of a T5 Investigation and is subsequently reflected in the system of record in accordance with requirements outlined in DoDM 5200.02_AFMAN 16-1405, Air Force Personnel Security Program. The 19ZX3 skill level will not be granted until an interim (or actual) TS clearance is awarded.

NOTE: Prior-enlisted and prior-service accessions may go through a modified training pipeline with approval of the 19Z CFM and gaining MAJCOM hiring authority

4. *Specialty Shredouts:

<i>Suffix</i>	<i>Portion of AFS to Which Related</i>
A	Special Tactics
B	Tactical Air Control Party

<i>Suffix</i>	<i>Portion of AFS to Which Related</i>
C	Combat Rescue