



NEW JERSEY NATIONAL GUARD

ACTIVE GUARD RESERVE (AGR)

Announcement Number: NJANG 106-AF-25

Dual Advertisement w/Technician Announcement #: NJ-12766675-AF-25-075



POSITION TITLE: Maintenance Group Commander	AFSC 020C0	OPEN DATE: 16 Jul 2025	CLOSE DATE: 18 Aug 2025
UNIT OF ACTIVITY/DUTY LOCATION: 108th Maintenance Group, Joint Base McGuire-Dix-Lakehurst, NJ		GRADE REQUIREMENT: Min: Lt Col Max: Colonel	
SELECTING SUPERVISOR: Colonel David J. Shattls	Position Number 0108909234	* Contingent on Controlled Grade Availability	

AREAS OF CONSIDERATION

(Any AFSC)

Nationwide military members eligible for membership in the NJANG (Open to Any 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
- **Projected Tour Start Date: 01 Dec 2025**
- If Lt Colonel/O-5 is selected, the selection is required to have appropriate level of PME complete and have TIG/TIS to be immediately promotable to Colonel/O-6.
- Applicants required to meet current Air Force Body Composition Program standards.

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/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.

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.njarmg.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.njarmg.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.

LOGISTICS COMMANDER

(Changed 31 Oct 18)

1. **Specialty Summary.** Directs and monitors logistics programs including aircraft maintenance, nuclear weapons, missile, and munitions maintenance, supply, transportation, and procurement; and serves as senior staff adviser to commanders. Understands or is familiar with financial management/working capital funds, supply chain management, depot maintenance/workload/sustainment, PPBES/programming, life cycle logistics, joint logistics planning, and nuclear enterprise logistics. Related DoD Occupational Group: 280100.

2. Duties and Responsibilities:

2.1. Directs and organizes logistics programs. Reviews logistics requirements for specific objectives and priorities of command mission. Directs preparation of plans for logistics support of tactical, strategic, and defense missions. Plans research projects to determine effectiveness of logistics support programs. Plans and establishes logistics policies and procedures; exercises staff supervision over logistics activities to assure logistics support of Air Force mission requirements. Provides for applied research in areas of technological development, recommending modification of existing equipment and outlining need for developing new equipment. Reviews operation operating budget requirements of logistics activities and directs consolidation of logistics budget. Reviews applicable stock fund operating programs, and where appropriate, directs their consolidation.

2.2. Monitors logistics activities. Analyzes logistics requirements and estimates capabilities of organization to accomplish assigned missions. Approves fund expenditures for supplies and equipment. Inspects operating condition of facilities and effectiveness of logistics activities to support logistics programs and ensure coordination between such activities. Evaluates logistics programs, establishes responsibilities, estimates trends, and projects requirements and capabilities of activities such as supply, maintenance, transportation, and procurement. Prepares technical publications on logistics methods, procedures, and policies. Directs operation of maintenance and supply organizations.

2.3. Coordinates logistics programs. Advises commanders on status of logistics programs and ability to meet current and projected requirements. Coordinates with civil engineering personnel, operations directors, and comptrollers in preparation of master command plan and in outlining areas of responsibility to avoid duplication of functions. Confers with commanders and staff on activities such as maintenance, supply, transportation, and procurement to establish and implement logistics programs, policies, and procedures. Coordinates with comptroller activities in projecting budget requirements and allocating funds to logistics programs. Maintains liaison with research and development activities, military services, and public and private agencies on logistics changes.

3. Specialty Qualifications:

3.1. **Knowledge.** Knowledge is mandatory of: supply, procurement, maintenance control, production management, and logistics planning.

3.2. **Education.** For entry into this specialty, a Masters in logistics management, engineering, operations management or business administration is desirable.

3.3. **Training.** Graduation from the Enterprise Logistics Course, LOG 420, is highly desirable before or once assigned to a 20C0 position. The Enterprise Logistics Course is taught at the AFIT School of Systems and Logistics and prepares 21X O-5s and Series 346 GS- 14/15s for strategic leadership positions at the O-6/GS-15 levels, with a major emphasis on enterprise-level logistics competencies. It will enhance students' critical thinking skills about challenges they'll face in multiple positions as senior logisticians. The course includes comprehensive analysis of topics such as: financial management/working capital funds, supply chain management, depot maintenance/workload/sustainment, PPBES/programming, life cycle logistics, joint logistics planning, nuclear enterprise logistics, and current issues impacting senior logisticians.

3.4. **Experience.** For award of AFSC 20C0, the following experience is mandatory:

3.4.1. Qualification in a staff officer specialty in one or more utilization fields in the Logistics Career Area.

3.4.2. For ANG officers only, qualification in Aircraft Maintenance or Munitions and Missile Maintenance utilization fields (21A3 or 21M3) is required for award of AFSC 20C0.

3.5. **Experience** formulating plans and policies for, and monitoring logistics programs, with emphasis on requirements determination; and operating procedures, systems, and policies requiring a factual understanding of all phases of logistics.

3.5.1. Successful completion of squadron command is highly desirable.

3.6. **Other.** Not used.

MAINTENANCE GROUP COMMANDER DUTIES AND RESPONSIBILITIES

1. Execute command authority in accordance with Wing/CC, NJANG/CC, and TAG's intent, guidance, and philosophy.
2. Responsible for leading the MXG, including the wing's primary and domestic missions in keeping with the Vision, and Focus areas set by NJANG/CC.
3. Provides leadership, discipline, morale, welfare, health, and training of all assigned personnel.
4. Manages required resources to meet mission requirements. Interprets directives, orders, and regulations.
5. Formulates plans and policies. Convenes and appoints boards.
6. Coordinates and interfaces with other agencies, as required. Maintains and enforces standards.