



NEW JERSEY NATIONAL GUARD

ACTIVE GUARD RESERVE (AGR)

Announcement Number: NJANG 107-AF-25



POSITION TITLE: SPECIAL MISSION AVIATOR / AIRCRAFT LOADMASTER SUPT	AFSC 1A193Z	OPEN DATE: 09 Jul 2025	CLOSE DATE: 24 Jul 2025
UNIT OF ACTIVITY/DUTY LOCATION: 150th Special Operations Squadron, Joint Base McGuire-Dix-Lakehurst, NJ		GRADE REQUIREMENT: Min: MSGT Max: SMSGT	
SELECTING SUPERVISOR: CMSgt Christopher J. Shaw	Position Number 0082869434	* Contingent on Controlled Grade Availability	

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: Top Secret
- Position starts on or after 1 April 2026
- Must Hold One of the Advertised AFSCs: 1A1X3D,E,H,Z / 1A1X4(Z) / 1A3X1
- Must have SNCOA completed

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.

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.

CEM Code 1A100*

AFSC 1A193*, Senior Enlisted Leader

AFSC 1A173*, Craftsman

AFSC 1A153*, Journeyman

AFSC 1A133*, Apprentice

AFSC 1A113, Helper

SPECIAL MISSION AVIATOR

(Established 31 Oct 23)

1. Specialty Summary. Specialty Summary. The Lead-MAJCOM for aircraft and mission set will determine the Special Mission Aviator (SMA) performance tasks as outlined in Master Training Tasks/Task Training Lists associated with Mission Design Series crew positions. Mission types may include combat rescue, special operations, personnel recovery, mobility operations, nuclear security, domestic security, distinguished visitor transportation, firefighting, and geospatial intelligence collection. Enabled by either rotary-wing, tiltrotor, or fixed-wing aircraft, the SMA performs a combination of legacy CEA duties including Flight Engineer, Loadmaster, Aerial Gunner, Sensor Operator, Combat Systems Officer, and other specialty skillsets. The SMA can receive cargo/passenger load briefings, check the placement of cargo/passengers against aircraft limitations/restrictions, and determine the adequacy of cargo documentation. Services aircraft with fuel, water, and hydraulics. Computes aircraft take-off and landing data/weight and balance. Demonstrates the use of aircrew flight equipment. Performs aircrew functions and other mission-specific qualification duties, including personnel and equipment/cargo airdrop. Performs in-flight refueling functions and activities. Monitors and operates complex aircraft instrumentation systems during flight, including engine and aircraft systems controls, panels, and indicators. Employs airborne sensors to actively and/or passively acquire, track, and monitor airborne, maritime, and ground objectives. Operates and monitors various weapons systems. Missions may require atypical aircraft configurations for penetration into hostile and denied territories undetected, utilizing night vision devices and terrain-following procedures. This may also involve other aircraft and operations on unprepared surfaces and runways. To successfully operate in various mission and training environments, a SMA must possess a high degree of professionalism, discipline, attention to detail, knowledge, communication skills, and stress management. Related DoD Occupational Subgroup: 105000.

2. Duties and Responsibilities:

2.1. Performs pre-flight, thru-flight, post-flight, and operational checks/inspection of aircraft electrical, propulsion, hydraulic, pneumatic, environmental, emergency and flight control systems in accordance with applicable flight manuals. Computes and certifies aircraft performance/weight and balance data for takeoff, in-flight, cruise, and landing for mission execution. Configures aircraft in accordance with mission determination. Coordinates logistical support. Operates and monitors engine and aircraft systems controls and indicators. Performs engine starts, and monitors run-up, flight operations, and engine shutdown. Operates engine controls, aircraft systems, such as electric, communication, navigation, hydraulic, pneumatic, fuel, air conditioning, pressurization, ventilation, and auxiliary power unit. Observes aircraft systems, instrumentations, and warning indicators for malfunctions. Analyzes malfunctions, determines aircraft status/mission impact, and applies decisive actions in accordance with flight manuals, and applies risk mitigation to return systems within tolerable operation for mission success. Maintains aircraft flight record and maintenance status forms, and records flight logs and reports. Performs non-scheduled minor aircraft maintenance, inspections, field repair, and servicing of fuel, oil, and hydraulic fluid. Operates and monitors in-flight refueling systems and operations. Performs flight testing and functional check flight following aircraft maintenance of aircraft system upgrades. Manages/conducts/completes aircraft checklists for takeoff/landing, ground/air refueling operations, alternate insertion/extraction, military freefall, aerial gunnery, cargo loading, and aircraft malfunctions/emergency procedures.

2.2. Operates mission planning systems and software. Collaborates with crewmembers to generate mission plans through analysis and determination of fuel loads and mission requirements, plotting flight routes, considering airspeed, distance, method of navigation, altitudes, weather conditions, threats, and terrain. Manages mission and advises crewmembers of ongoing mission status, aircraft capabilities, calculating time-on-target, changes to flight plans, and correcting deviations. Monitors the aircraft's altitude, airspeed, fuel consumption, weather/terrain-following radar information, and weapon/defensive systems status during all phases of flight. Monitors adherence to, transmits and receives air traffic clearances, arrival/departure procedures, and joint force command and control mission directives. Performs inspections and operational checks of aircraft defensive systems according to flight manual procedures. Identifies and counters air defense systems such as: radar, infrared, and optically guided surface-to-air missiles, anti-aircraft artillery; operates radar jamming, chaff/flares, and directs aircraft evasive maneuvers to deceive/defeat potential threats.

2.3. Inspects and operates airborne communications, various sensor systems, radar, computers, Electronic Protection, and Electronic Warfare systems. Determines optimum airborne equipment settings based on computer-generated console situation and tabular displays. Inspects and operates aircraft secure radios and sensor systems according to flight manual procedures. Loads classified operating parameters/cryptologic keys, troubleshoots, and operates radar frequency countermeasure systems, infrared countermeasure systems, over the horizon threat/survivor advisory systems, missile warning systems, forward-looking infrared radar, satellite/frequency-hopping/secured communications systems and complex add-on mission systems that provide encrypted communications, full motion video and situational awareness suites.

2.4. Performs pre-flight visual inspections and operational checks of aircraft cargo/airdrop systems in accordance with applicable flight manuals. Develops the cargo loading plan, considering the quantity, weight and configuration of the load, floor capacity, emergency jettison requirements, and proper location in the cargo compartment to achieve optimum center of gravity throughout the flight, reviews load plans and cargo documentation. Determines and verifies passenger, cargo, fuel, and emergency and special equipment distribution and weight.

Loads cargo/vehicles/personnel, ensures restraint/security is provided to prevent shifting in flight and conducts air and ground infiltration and exfiltration operations to include aerial delivery of personnel and equipment and cargo sling operations. Computes the proper positioning of the aircraft to drop cargo or personnel, considering conditions at the drop zone and parachute aerodynamics to determine release point in mission planning and in-flight. Conducts cargo and personnel airdrops according to directives. Attaches extraction parachutes to cargo and platforms. Inspects cargo and platforms, extraction systems and connects static lines. Checks tie downs, parachutes, containers, suspension systems, and extraction systems to ensure proper cargo extraction or release. Operates aircraft airdrop systems and supervises cargo and paratroopers exiting the aircraft. Receives and signs receipts for and stows in-flight meals. Ensures availability of fleet service equipment and passenger comfort items. Completes required aircraft forms documentation and border clearance requirements. Serves as the pilot's liaison interfacing with passengers, military support agencies and foreign clearance organizations such as customs and agricultural officials.

2.5. Performs pre-flight visual inspections and operational checks of aircraft weapons systems in accordance with applicable flight manuals. Performs in-flight maintenance of airborne weapons systems and associated equipment. Applies decisive actions to restore malfunctioning systems to operational condition. Loads, operates, and positions crew-served weapons and ammunition types for a variety of aircraft. Performs hot armament procedures, loading armament and pyrotechnics. Uses extensive knowledge of ballistic characteristics to ensure maximum economy of force and target effectiveness.

2.6. Performs pre-flight visual inspections and operational checks of alternate insertion/extraction, hoist, cargo sling and fire-fighting systems in accordance with flight manual procedures. Acts as a day or night scanner, advising the crew of threats and obstacles during approach, landing, and hovering flight. Clears path and directs the aircraft position changes to ensure safe landing/insertion/extraction over water, unprepared surfaces, confined urban areas, firefighting, aerial gunnery, and on ships underway. Conducts/operates alternate insertion/extraction equipment to include fast rope, rope ladder, rappel systems and rescue hoist. Acts as a safetyman for personnel deployment and recovery operations with rappel, fast rope, rope ladder, boat-drop, and paradrop.

3. Specialty Qualifications:

3.1. Knowledge. Knowledge is mandatory of: combat rescue, special operations, personnel recovery, mobility operations, nuclear security, domestic security, distinguished visitor transportation, firefighting, and geospatial intelligence collection; aircraft systems to include electrical, communication systems, navigation, mechanical, hydraulic, flight control, pneumatic, fire suppression, environmental, and cabin pressurization; using and interpreting diagrams and schematics; flight theory and fixed/rotary-wing aerodynamics; in-flight maintenance; aircrew flight equipment and oxygen use; aircraft emergency procedures; aircraft performance charts, loading charts, technical publications; flight instructions/directives/procedures; types, capacities, and configuration of transport aircraft; secure communications use (UHF, VHF, SATCOM, IFF); cargo restraint techniques; full motion video systems; employment and care of ammunition and ammunition systems; principles of weapons employment and ballistic factors; weapon malfunction analysis and repair; explosives safety; methods of air navigation and air traffic procedures, airway routes and structures, oceanic routes, and use of navigational aids; weather/atmospheric conditions; terrain following/weather radar; night vision devices; parachute operations and airdrop operations procedures; hot refueling and aerial refueling; active and passive collection sensors; forward looking infrared systems; advanced countermeasures and threat detection systems.

3.2. Education. For entry into this specialty, completion of high school or general educational development equivalency with course(s) in mechanics, mathematics, physics, computer principles, speech, and English is desired.

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

3.3.1. 1A113. Completion of Career Enlisted Aviator Preparatory School

3.3.2. Cross training students with no prior aviation service entering shreds B, C, F, and G should complete Career Enlisted Aviator Rotary-Wing Fundamentals Course (CEARF).

3.3.3. 1A133. Completion of Initial Qualification Training for the assigned aircraft/crew-position and Initial Qualification Course and accompanying Certificate of Aircrew Qualification AF Form 8 in Mission Design Series.

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

3.4.1. 1A153. Qualification in and possession of AFSC 1A133. Experience is mandatory in functions such as aircraft and performance weight and balance computations, aircraft records maintenance, and aircraft systems maintenance and inspections; cargo restraint techniques; communications; current flying directives; interpreting diagrams, loading charts, and applicable technical publications; border agency clearance requirements and publications; operation of cargo loading equipment; and cargo and personnel airdrop techniques and equipment; inspecting, operating, and troubleshooting aircraft and airborne sensor detection systems and weapons systems; performing scanning duties; using NVGs; emergency equipment and in-flight emergency procedures; certify and maintain Mission Ready (MR) and/or Combat Mission Ready (CMR) status; experience and understanding in aviation organizational functions and shops to include Training, Tactics, Scheduling, and Evaluations.

3.4.2. 1A173. Qualification in and possession of AFSC 1A153. Also, experience is mandatory in performing or supervising functions such as Special Missions Aviation activities; types, capacities, and configuration of transport aircraft; airdrop techniques; weight and balance factors; arithmetic; emergency equipment and in-flight emergency procedures; personal equipment and oxygen use; communications; current flying directives; interpreting diagrams, loading charts, and applicable technical publications; border agency clearance requirements and forms; cargo restraint techniques; inspecting, operating, and troubleshooting airborne weapons systems; performing scanner duties, NVG applications, ensuring safe and effective weapon employment, aircrew training and evaluation, and the accomplishment of all necessary reports and forms. Ability to supervise aviation organizational functions and shops to include Training, Tactics, Scheduling, and Evaluations.

3.4.3. 1A193. Qualification in and possession of AFSC 1A173 and experience managing and directing Special Missions Aviation functions and 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 entry requirements.

3.5.2. For entry, award, and retention of these AFSCs:

3.5.2.1. Physical qualification for aircrew duty according to DAFMAN 48-123, Medical Examinations and Standard, Class III medical standards.

3.5.2.2. Normal depth perception as defined in DAFMAN 48-123.

3.5.2.3. Qualification for aviation service according to AFI 11-402, *Aviation and Parachutist Service, Aeronautical Ratings and Aviation Badges*.

3.5.2.4. Must maintain eligibility to deploy and mobilize worldwide.

3.5.2.5. Height in accordance with DAFMAN 48-123 and as directed in the current Medical Standards Directory Section T.

3.5.3. For award and retention of these AFSCs:

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

3.5.3.2. Completion of a current T3 Investigation IAW DoDM 5200.02, AFMAN 16-1405, Air Force Personnel Security Program.

3.5.3.3. Must maintain local network access IAW AFMANs 17-1201, User Responsibilities and Guidance for Information Systems and 17-1301, Computer Security

3.5.3.4. Must not be downgraded to Non-Mission Ready/Non-Combat Mission Ready (NMR/NCMR), or Unqualified (UQ) Status more than four periods in a Ready Aircrew Program cycle due to events under the aircrew member's control.

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>Primary Aircraft</i>	<i>Suffix</i>	<i>Primary Aircraft</i>
A	AC-130J Gunner	F	HH-60 Flight Engineer
B	CV-22 Flight Engineer	G	MH-139 Flight Engineer
C	UH-1N Flight Engineer	H	C-146 Loadmaster
D	HC-130J Loadmaster	Z	SMA Data Masked
E	MC-130J		