



NEW JERSEY NATIONAL GUARD

ACTIVE GUARD RESERVE (AGR)

Announcement Number: NJANG 116-AF-25



POSITION TITLE: COMMAND AND CONTROL OPERATOR	AFSC 1C3X1	OPEN DATE: 15 Sep 2025	CLOSE DATE: 15 Oct 2025
UNIT OF ACTIVITY/DUTY LOCATION: 177th Fighter Wing, Egg Harbor Twp, NJ		GRADE REQUIREMENT: Min: E-2 Max: E-5	
SELECTING SUPERVISOR: CMSgt Kelley, Justin, M.	Position Number '0088285134		

AREAS OF CONSIDERATION

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
 - Aptitude Requirement: A - 50 , G - 50
 - PULHES: 2,2,2,1,2

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: 609-562-0866/0300.

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 UFPF. 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 1C300
 AFSC 1C391, Superintendent
 AFSC 1C371, Craftsman
 AFSC 1C351, Journeyman
 AFSC 1C331, Apprentice
 AFSC 1C311, Helper

ALL-DOMAIN COMMAND AND CONTROL OPERATIONS

(Changed 30 Apr 24)

1. **Specialty Summary.** Manages and performs activities within fixed ground, mobile and airborne command and control (C2) facilities such as installation and expeditionary command posts (CP), operations centers, rescue coordination centers, and Higher Headquarters Command Centers/Operations Centers. Provides command, control, communications, and information support throughout the full spectrum of operations to include peacetime, emergency and disaster situations, crisis, contingency, and war. Responsible for emergency action messages from the Chairman of the Joint Chiefs of Staff, Headquarters Air Force, Headquarters Space Force, or Combatant Commands. Disseminates time-sensitive critical information to senior leaders and support agencies. Establishes procedures for Department of the Air Force (DAF) Operational Reporting Program. Reports international treaty compliance information. Uses communications systems and consoles to affect positive control of assigned forces and weapons systems. Supports chemical, biological, radiological, and nuclear (CBRN), and conventional warning and reporting activities. AFSC Duty Identifier: C2OPS. Related DoD Occupational Subgroup: 125000.

2. Duties and Responsibilities:

2.1. Performs Command, Control, and Communications (C3) actions to support National Defense, Homeland Security, and All-Domain Air and Space Force operations throughout the full spectrum of operations. Provides a single, consolidated C2 center to monitor mission execution of wing/installation commander assigned or supported missions (to include tenant, joint, and combined missions) by fusion of data from disparate C2 nodes across the installation (BDOC, EOC, AMOPS, etc.). Provides C2 of worldwide nuclear and conventional forces supporting Emergency Plans, Operations Orders, and Operations Plans. Coordinates the execution of Mission Type Orders (e.g., Warning Orders, Tasking Orders, Prepare to Deploy Orders, Planning Orders and Execution Orders). Supports joint force operations and Joint All Domain Operations (JADO) through the combined Joint All Domain C2 (CJADC2) concept. Facilitates C3 in support of the Air Force Emergency Management (EM) Program. Provides functional expertise to ensure synergy among the various components of the Air Force EM Program. Coordinates actions to ensure prompt response during EM operations including immediate mobilization of resources and participation of agencies and organizations. Liaisons communications/supports first responders to provide life-saving response support to base personnel. Receives, processes, and disseminates emergency action messages via voice and record copy systems. Encodes, decodes, and transmits and relays presidential decisions to execute and terminate nuclear and conventional force operations at all levels of command, both on the ground and in-flight. Relays C2 instructions for diversion, recall, evacuation, recovery, and reconstitution of forces. Coordinates and executes search and rescue activities. Coordinates with other agencies and organizations during planning, executing, and evaluation phases of C2 operations. Executes Aerospace Control Alert mission as quick response launch authority for immediate intercept, inspection, influence, or defeat of potential airborne threats. Flight follows and manages aerospace resources and monitors mission status to include aircraft, aircrew support, transportation, maintenance support, fleet services, and passenger and cargo support. Monitors aircraft movement and relays information between aircrews and operations centers. Coordinates mission delays with installation and external agencies. Monitors status of launch and space assets. Monitors status and location of key personnel to facilitate immediate communications with higher headquarters. Ensures proper use and control of resources and classified material. Develops and evaluates C2 Operations processes. Performs self-assessments. Ensures operational readiness and adherence to standards. Recommends actions to correct C2 Operations procedural deficiencies. Maintains and disseminates local and worldwide current and forecasted weather to include watches, advisories and warnings to installation populace and aerospace resources. The functional organization for the exercise of mission command authority and direction by a properly designated commander over assigned and attached forces in the accomplishment of the mission.

2.2. Manages and executes the DAF Reporting Program. Prepares and submits Operational Reports (OPREP) and Commander's Critical Information Requirement (CCIR) reports, attainment/deviation reporting, nuclear execution reporting (NEREP), international treaty, and aerospace asset reports. Analyzes and disseminates information derived from DAF reporting. Establishes policy for operational and, if applicable, defense readiness reporting to include developing procedures, maintaining databases, and training personnel. Ensures reported data is current and accurate.

2.3. Operates and monitors voice, data, and alerting systems. Develops operating instructions directing All-Domain C2 Operations and lateral agency C2 activities. Develops, maintains, and initiates procedures to save lives, protect resources, and rapidly disseminate time sensitive information. These procedures support situations such as suspected or actual sabotage nuclear incidents, natural disasters, aircraft accidents or incidents, evacuations, dispersal, and aerospace anomalies. Receives and disseminates time-critical information to and from the commander to internal and external agencies during daily operations, natural disasters and wartime and contingency operations to affect positive control of assigned forces and weapons systems. Coordinates actions to ensure prompt response during disaster operations (pre-, trans-, and post-), including immediate activation and recall of all resources and participating agencies and organizations. Monitors actions to preserve life, minimize damage, and restore operations following natural disasters (trans- and post-), accidents, wartime attacks, and military operations other than war. Coordinates, directs, and monitors actions to allow continuation or restoration of vital functions and

operations. Maintains operational status displays. Maintains proficiency in C2/CJADC2 systems and aircraft flight following and mission management systems. Establishes manpower, communications, equipment, and facility requirements. Monitors and alerts local and base agencies of threats affecting the installation.

2.4. Maintains Communications Security (COMSEC) to include receiving, safeguarding, utilizing, inventorying, issuing, and destroying COMSEC material. Maintains personnel, information, operations, computer, emission, industrial and physical security programs.

2.5. Performs administrative actions. Compiles and maintains entry authority lists. Coordinates and provides input to installation support plans. Maintains directives and daily events log. Updates and maintains national, HHQ, or installation key personnel rosters. Performs as the Installation's Emergency Mass Warning Notification (EMWN) program manager for mass notification systems.

3. Specialty Qualifications:

3.1. Knowledge. Knowledge is mandatory of: Air Force organization and administration; JADO; EM the National Incident Management System (NIMS) and Air Force Incident Management System (AFIMS); C2 data systems and reporting; automated data processing equipment use, capabilities, and limitations; techniques of presenting data; data collection procedures and summary techniques; purpose of command post for preparing, executing, and controlling assigned forces; emergency actions and directives; command weapon systems movement and transfer procedures; encode, decode; and authorization procedures used by command of assignment.

3.2. Education. For entry into this specialty, completion of high school or General Education Development Equivalency is mandatory. Courses in English or oral communication is desirable.

3.3. Training. For award of the AFSC 1C331, completion of the Command and Control Operations Apprentice Course is mandatory.

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

3.4.1. 1C351. Qualification in and possession of AFSC 1C331. Also, experience performing functions of C2 operations.

3.4.2. 1C371. Qualification in and possession of AFSC 1C351. Also, experience performing or supervising functions of C2 operations.

3.4.3. 1C391. Qualification in and possession of AFSC 1C371. Also, experience managing and directing C2 Operations functions.

3.5. Other. The following are mandatory as indicated:

3.5.1. For entry into this specialty for initial accessions:

3.5.1.1. Meet mandatory AFSC aptitude, physical profile, and citizenship entry requirements as identified in attachment 4.

3.5.1.2. **NOTE 1:** Entry into AFSC 1C3X1 is not open to non-United States Citizens or members with dual-citizenship status.

3.5.1.3. Must pass Reading Aloud Test as defined in current version of Medical Standards Directory (MSD).

3.5.1.4. Must have a S-1 profile (for PULHES clearance)

3.5.1.5. Completion of the Command and Control operations Apprentice Course in residence is mandatory.

3.5.2. For entry into this specialty for personnel in retraining status:

3.5.2.1. Retraitees are only accepted IAW the following: E-1 through E-5 (no Time in Service (TIS) restrictions), E-6 (less than 12 years TIS). SNCOs are not accepted without prior coordination of the 1C3 CFM. NOTE: TIS/grade restrictions do not apply to the ARC.

3.5.2.2. Meet mandatory AFSC aptitude, physical profile, and citizenship entry requirements as identified in attachment 4.

3.5.2.3. Must pass Reading Aloud Test as defined in current version of Medical Standards Directory (MSD).

3.5.2.4. Must have an S-1 profile (for PULHES clearance).

3.5.2.5. Interviewed and recommended by a 1C3 SNCO (retraining action needed for entry into 1C3X1 IAW AFMAN 10-207, Command Posts.) **NOTE:** Retraining interview do not apply to the ARC. Must be screened for eligibility for Personnel Reliability Assurance Program (PRAP) as outlined in the HQ AETC PRP Prescreening Guidance and deemed a suitable candidate for follow-on PRAP duties. PRAP standards are outlined in DoDM 5210.42 DAFMAN 13-501, *Nuclear Weapons Personnel Reliability Program (PRP)*.

3.5.2.6. **NOTE 1:** AETC/A2N will only make recommendations for PRP, not for AFSC classification. Note 2: PRAP Screening does not apply to the ARC.

3.5.2.7. Completion of the Command and Control Operations Apprentice Distance Learning Course is mandatory.

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

3.5.3.1. No history or record of psychiatric hospitalization that results in unresolved diagnosis or prolonged medical treatment (or observation) which precludes execution of daily AFSC duties and/or reasonable judgment.

3.5.3.2. No history or evidence of personality disorder, substance use disorder, emotional instability or impulsive behaviors as diagnosed by a competent medical authority (examples include but are not limited to: alcohol/drug misuse, intentional self-injury, difficulty controlling/intense anger or sadness, etc.) which precludes execution of daily AFSC duties and/or reasonable judgment.

3.5.3.3. No evidence or history of misconduct that resulted in a court martial conviction (examples include, but are not limited to: illicit drug use, financial irresponsibility, physical or sexual assault, domestic violence, discrimination, harassment, threats, or reprisal, etc.). For award, waivable on a case-by-case basis by the 1C3 CFM.

3.5.3.4. Must have a S-1 profile (for PULHES clearance) for entry. For retention, Commanders should contact the 1C3 CFM, or their respective 1C3 MFM, for questions on retaining a member in the 1C3 AFS.

3.5.4. For award, and retention of these AFSCs:

3.5.4.1. Must maintain certification according to AFMAN 10-207, Command Posts.

3.5.4.2. Must obtain initial certification within 180 calendar days from date entered training.

3.5.4.3. Must maintain local network access IAW 17-130, *Cybersecurity Program Management* and AFMAN 17-1301, *Computer Security (COMPUSEC)*.

3.5.4.4. Specialty requires routine access to Tier 5 (T5) information, systems, or similar classified environments. Completion of a current T5 Investigation IAW DoDM 5200.02, AFMAN 16-1405, *Air Force Personnel Security Program*.

- 3.5.4.5. Individuals with suspended clearances greater than 180 calendar days will be considered for removal from the AFSC.
- 3.5.4.6. Reclassified and/or retraining personnel may enter the career field with a Secret clearance. 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 16-405, *Air Force Personnel Security Program*.
- 3.5.4.7. Must have a S-1 profile (for PULHES clearance). For retention, Commanders should contact the 1C3 CFM, or their respective 1C3 MFM, for questions on retraining a member in the 1C3 AFS.
- 3.5.4.8. **NOTE:** All AFSC withdrawals must be coordinated with HAF AF/A3TC