



NEW JERSEY NATIONAL GUARD

ACTIVE GUARD RESERVE (AGR)

Announcement Number: NJANG 128-AF-25



POSITION TITLE: Cyberspace Effects Operations Officer	AFSC 017S3B	OPEN DATE: 05 Nov 2025	CLOSE DATE: 05 Dec 2025
UNIT OF ACTIVITY/DUTY LOCATION: 227th Cyberspace Operations Squadron, Joint Base McGuire-Dix-Lakehurst, NJ		GRADE REQUIREMENT: Min: 2nd Lt Max: Maj	
SELECTING SUPERVISOR: Col Jason C. Tiger	Position Number 0115579934	* Contingent on Controlled Grade Availability	

AREAS OF CONSIDERATION

Nationwide military members eligible for membership in the NJANG

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: TS/SCI
- Commissioning opportunity:
- Enlisted candidates must be eligible to commission with completed Bachelor (STEM Recommended) Degree and AFOQT
- Please submit: Transcripts, AFOQT Scores and IAT Level 2 Certificates.
- Significant IT experience (civilian IT career coupled with multiple industry IT certifications will be considered)
- Must currently hold or have ability to obtain IAT Level 2 Certification (within 1 year)

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://vmfp.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_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.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.

AFSC 17S4*, Staff
 AFSC 17S3*, Qualified
 AFSC 17S1*, Entry

CYBERSPACE EFFECTS OPERATIONS

(Changed 31 Oct 24)

1. **Specialty Summary.** Operates cyberspace weapons systems and commands crews to accomplish cyberspace, training, and other missions. (USSF Only) Operates cyberspace weapons systems, satellite communications systems, and commands crews to accomplish cyberspace, training, and other missions.

2. Duties and Responsibilities:

- 2.1. Plans and prepares for mission. Reviews mission tasking and intelligence information. Supervises mission planning, preparation and crew briefing/debriefing. Ensures equipment and crew are mission ready prior to execution/deployment.
- 2.2. Operates weapons system(s) and commands crew. Performs, supervises, or directs weapons system employment and associated crew activities.
- 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.
- 2.5. (USSF Only) Provides a broad range of cyber-related expertise key to successful warfighting operations in the air, space, and cyberspace domains, to include the electromagnetic spectrum and satellite communications.
- 2.6. (USSF Only) Provides specific cyber-space expertise of defensive cyberspace operators to enhance their ability to defend that terrain.

3. Specialty Qualifications:

- 3.1. **Knowledge.** Required knowledge includes electronics theory, information technology, wired and wireless telecommunications, computer networking, supervisory control and data acquisition systems, vulnerability assessment techniques, operating system environments, programming, scripting, exploitation techniques, threat actor life cycle, malware components and techniques, mission and terrain analysis techniques, capability pairing, integrating intelligence, large force employment, and operational planning and governing cyberspace operations directives, procedures and tactics.
- 3.2. **Education.** Undergraduate or graduate education related to computer science, computer engineering, or cyber security is desirable, but not required.
- 3.3. **Training.** The following training is mandatory as indicated:
 - 3.3.1. To earn the 17SXA or 17SXB AFSC, member must complete Undergraduate Cyberspace Warfare Training (UCWT).
- 3.4. **Experience.**
 - 3.4.1. The 17S1X skill-level will be applied to all 17S officers who have not yet completed UCWT. 17S officers will be awarded the 17S3X skill level upon arrival at their first duty station after completion of UCWT. Members will maintain the 17S3X skill level as their Primary AFSC for the remainder of their career. The 17S4X skill level is only applied as a member's Duty AFSC based on position. Officers must be appointed to a staff position at the Air Staff, MAJCOM, Numbered Air Force (NAF), Field Operating Agency (FOA), Direct Reporting Unit (DRU), Joint Force Headquarters (JFHQ), National Guard Bureau (NGB) or Combatant Command (CCMD) to achieve the Staff Level 17S4X skill level Duty AFSC.
- 3.5. **Other.**
 - 3.5.1. For award and retention of these AFSCs, members must acquire and maintain a Top Secret clearance via Tier 5 investigation as outlined in DoDM 5200.02_DAFMAN 16-1405, *Department of the Air Force Personnel Security Program*.

NOTE: Award of the entry level AFSC (17S1X) without a completed Top Secret clearance is authorized provided an interim Top Secret clearance has been granted according to DoDM 5200.02_DAFMAN 16-1405.

 - 3.5.2. Award of these AFSCs, or certain shredouts, may require completion and favorable adjudication of a cyber-aptitude assessment.
 - 3.5.3. Retention of these AFSCs may require favorable adjudication of counter-intelligence polygraph and/or favorable determination for access to sensitive compartmental information.

4. *Specialty Shredouts:

<i>Suffix</i>	<i>Portion of AFS to Which Related</i>
A	Offensive Cyberspace Operator
B	Defensive Cyberspace Operator
T	Technical Track