



NEW JERSEY NATIONAL GUARD

ACTIVE GUARD RESERVE (AGR)

Announcement Number: NJANG 21-AF-26



POSITION TITLE: SPECIAL MISSION AVIATOR / AIRCRAFT LOADMASTER	AFSC 1A1X3Z	OPEN DATE: 07 Jan 2026	CLOSE DATE: 09 Feb 2026
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UNIT OF ACTIVITY/DUTY LOCATION: 150th Special Operations Squadron, Joint Base McGuire-Dix-Lakehurst, NJ	GRADE REQUIREMENT: Min: SRA Max: TSGT
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SELECTING SUPERVISOR: MSgt Nicholas J. Bulko	Position Number 0082869934
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AREAS OF CONSIDERATION

Nationwide military members eligible for membership in the NJANG (Must Hold One of the Advertised AFSCs: 1A1X2 (A,B,C,D,E,F,G,H,I,J,K,L,Z), 1A1X3 (A,B,C,D,E,F,G,H,I,J,K,L,Z), 1A1X8 (A,B,C,D,E,F,G,H,I,J,K,L,Z))

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: 1A1X2 (A,B,C,D,E,F,G,H,I,J,K,L,Z), 1A1X3 (A,B,C,D,E,F,G,H,I,J,K,L,Z), 1A1X8 (A,B,C,D,E,F,G,H,I,J,K,L,Z)

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 (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: 609-562-0866/0874.

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 UFPD. 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.njarnng.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.njarnng.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

(Changed 31 Oct 25)

1. **★ Specialty Summary.** Specialty Summary. The Lead-MAJCOM for aircraft and mission set determines the performance tasks of the Special Mission Aviator (SMA), as outlined in the Master Training Tasks/Task Training Lists for 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. The SMA, operating rotary-wing, tiltrotor, or fixed-wing aircraft, performs a variety of legacy CEA duties, such as Flight Engineer, Loadmaster, Aerial Gunner, Sensor Operator, Combat Systems Officer, and other specialized roles. The SMA is responsible for receiving cargo and passenger load briefings, verifying the placement of cargo and passengers according to aircraft limitations and restrictions, and ensuring the accuracy of cargo documentation. Additionally, the SMA services the aircraft with fuel, water, and hydraulics, and computes take-off and landing data, including weight and balance calculations. The SMA also demonstrates proficiency in aircrew flight equipment, performs aircrew functions, and manages mission-specific tasks such as personnel and equipment/cargo airdrop. The SMA performs in-flight refueling functions, monitors, and operates complex aircraft instrumentation systems during flight, including engine controls, aircraft systems panels, and indicators. The SMA uses airborne sensors to actively or passively acquire, track, and monitor airborne, maritime, and ground targets, while also overseeing various weapons systems. Some missions require atypical aircraft configurations to penetrate hostile or denied areas undetected, using night vision devices and terrain-following procedures. These missions may also involve operations on unprepared surfaces and runways. To successfully operate in diverse mission and training environments, a SMA must possess professionalism, discipline, attention to detail, knowledge, communication skills, and the ability to manage stress.

2. ★ Duties and Responsibilities:

2.1. **★** The SMA performs pre-flight, thru-flight, post-flight, and operational checks/inspection of aircraft systems, including electrical, propulsion, hydraulic, pneumatic, environmental, emergency and flight control systems, according to applicable flight manuals. The SMA also computes and certifies aircraft performance, weight and balance data for takeoff, in-flight, cruise, and landing, ensuring mission execution. The SMA configures the aircraft based on mission requirements and coordinates logistical support. The SMA operates and monitors aircraft systems, including engine starts, flight operations, and engine shutdowns. The SMA observes aircraft systems, instruments, and warning indicators for malfunctions, analyzes issues, and determines the aircraft's status and mission impact, applying decisive actions as outlined in the flight manuals to mitigate risks and restore systems to operational status. The SMA maintains aircraft flight records, maintenance status forms and performs non-scheduled maintenance, inspections, and servicing of aircraft systems such as fuel, oil, and hydraulic fluids. Additionally, the SMA operates in-flight refueling systems, performs flight testing, and conducts functional check flights following aircraft maintenance and system upgrades.

2.2. **★** The SMA operates mission planning systems and software, collaborating with crewmembers to generate mission plans. This includes determining fuel loads, mission requirements, plotting flight routes, considering factors such as airspeed, distance, navigation methods, altitudes, weather conditions, threats, and terrain. The SMA manages the mission and advises the crew on mission status, aircraft capabilities, time-on-target calculations, changes to flight plans, and corrections to deviations. The SMA monitors aircraft performance during all phases of flight, including altitude, air speed, fuel consumption, weather/terrain-following radio detection and ranging (RADAR), and weapon/defensive systems. The SMA also transmits and receives air traffic clearances, adheres to arrival and departure procedures, and implements joint force command and control mission directives. The SMA performs inspections and operational checks of aircraft defensive systems, identifies and counters air defense systems such as radar, infrared, and optically guided surface-to-air missiles, and executes evasive maneuvers to defeat potential threats.

2.3. **★** The SMA inspects and operates airborne communications systems, RADAR, computers, Electronic Protection, and Electronic Warfare systems. The SMA determines optimal settings for airborne equipment based on console situation displays and tabular data. The SMA troubleshoots, operates, and loads classified operating parameters for RADAR frequency countermeasure systems, infrared countermeasure systems, and other threat detection and communication systems.

2.4. **★** The SMA performs pre-flight inspections and operational checks of aircraft cargo/airdrop systems, in accordance with flight manuals. The SMA develops cargo loading plans, ensuring the correct distribution of weight, verifying the proper placement of cargo, personnel, and equipment. The SMA is also responsible for conducting air and ground infiltration and exfiltration operations, including aerial delivery of personnel and equipment, and cargo sling operations. The SMA calculates the optimal aircraft positioning for cargo or personnel airdrops, based on conditions at the drop zone and parachute aerodynamics. The SMA supervises cargo and personnel airdrops, attaches extraction parachutes to cargo platforms, inspects cargo and platforms, and ensures the correct setup of tie-downs, parachutes, and extraction systems. The SMA ensures all necessary documentation, including flight logs and clearance forms, is completed, and acts as the liaison for interfacing with passengers and military support agencies.

2.5. **★** The SMA performs pre-flight inspections and operational checks of aircraft weapons systems and carries out in-flight

maintenance as necessary. The SMA applies decisive actions to restore malfunctioning systems, loads, operates, and positions crew-served weapons, and ensures the proper operation of armament and pyrotechnic systems.

2.6. ★ The SMA performs inspections and operational checks of alternate insertion/extraction, hoist, cargo sling, and firefighting systems, ensuring they meet the requirements outlined in flight manuals and technical orders. The SMA advises the crew of threats and obstacles during approach, landing, and hovering, and assists in maneuvering the aircraft to ensure safe landing/insertion/extraction. The SMA also operates alternate insertion/extraction equipment, including fast rope, rope ladder, and rescue hoist systems, while acting as a safety observer during personnel deployment and recovery operations.

3. Specialty Qualifications:

3.1. ★ Knowledge. In-depth knowledge of the assigned and supporting mission set(s) is required: combat rescue, special operations, personnel recovery, mobility operations, nuclear security, domestic security, distinguished visitor transportation, firefighting, and or geospatial intelligence collection. Proficiency must also extend to various aircraft systems, including electrical, communication, navigation, mechanical, hydraulic, flight control, pneumatic, fire suppression, environmental, and cabin pressurization systems. A strong understanding of diagram and schematic interpretation, flight theory, fixed- and rotary-wing aerodynamics, in-flight maintenance, aircrew flight equipment, oxygen systems, and aircraft emergency procedures is essential. Familiarity with aircraft performance charts, loading charts, technical publications, operational flight instructions, directives, and procedures is also required. Personnel must understand transport aircraft types, capacities, configurations, as well as secure communication systems. Additional areas of required expertise include cargo restraint techniques, full-motion video systems, ammunition and weapons system care and employment, ballistic principles, weapon malfunction analysis and repair, and explosives safety. Competence in air navigation and air traffic procedures, airway and oceanic routes, navigational aids, weather and atmospheric conditions, terrain-following and weather RADAR, night vision devices, parachute and airdrop operations, hot and aerial refueling, active and passive collection sensors, forward-looking infrared systems (FLIR), advanced countermeasures and threat detection systems are also critical to mission success.

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 Enlisted Undergraduate Flying Training.

3.3.2. ★ Students without prior rotary-wing 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 is required for AFSC 1A153. Candidates must have experience in key functions such as aircraft performance weight and balance computations, aircraft records tracking, and aircraft systems maintenance and inspections. Additional required competencies include cargo restraint techniques, effective communication practices, familiarity with current flying directives, ability to interpret diagrams, loading charts, and applicable technical publications. Knowledge of border agency clearance requirements and related publications is essential, along with experience in operating cargo loading equipment and conducting cargo/personnel airdrop procedures using appropriate techniques and equipment. Proficiency in inspecting, operating, and troubleshooting aircraft and airborne sensor detection systems, as well as weapons systems, is also mandatory. Responsibilities include performing scanning duties, using night vision goggles (NVGs), managing emergency equipment, and executing in-flight emergency procedures. Members must be able to certify and maintain Mission Ready (MR) and/or Combat Mission Ready (CMR) status. Experience and understanding of aviation organizational functions and support shops—such as Training, Tactics, Standards and Evaluations, and Scheduling—are also required.

3.4.2. ★ 1A173. Qualification in and possession of AFSC 1A153 is required for AFSC 1A173. In addition, candidates must have experience performing or supervising functions related to Special Missions Aviation activities. This includes knowledge of transport aircraft types, capacities and configurations, airdrop techniques, weight and balance factors, and arithmetic computations relevant to flight operations. Proficiency is also required in the use of emergency equipment and execution of in-flight emergency procedures, personal equipment and oxygen systems, secure communications, and adherence to current flying directives. Candidates must be capable of interpreting diagrams, loading charts, and applicable technical publications, as well as understanding border agency clearance requirements and related documentation. Experience in cargo restraint techniques and in inspecting, operating, and troubleshooting airborne weapons systems is essential. Additional duties include performing scanner tasks, applying NVG procedures, ensuring safe and effective weapons employment, conducting aircrew training and evaluations, and completing all required reports and forms. The ability to supervise aviation organizational functions and support shops—such as Training, Tactics, Standards and Evaluations, and Scheduling—are also required.

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, *Department of the Air Force Personnel Security Program*.
- 3.5.3.3. ★ Must maintain local network access IAW AFMAN 17-1201, *User Responsibilities and Guidance for Information Systems* and AFMAN 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 for 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-60W Flight Engineer
★ B	CV-22B Flight Engineer	★ G	MH-139A Flight Engineer
★ C	UH-1N/TH-1H Flight Engineer	★ H	C-146A Loadmaster
D	HC-130J Loadmaster	★ Y	General
★ E	MC-130J Loadmaster	Z	SMA Data Masked

★***NOTE:** Y- General shred will be utilized with CFM oversight and approval