



# Colorado Air National Guard Active Guard Reserve (AGR) Position Announcement # **COANG 23-346**



<https://co.ng.mil/Jobs/Air-AGR/>

<b>POSITION TITLE:</b> <b>F-16 Fighter Pilot</b>	<b>DAFSC:</b> 11F3H	<b>OPEN DATE:</b> <b>25 April 2023</b>	<b>CLOSE DATE:</b> <b>9 June 2023</b>
<b>UNIT OF ACTIVITY/DUTY LOCATION:</b> <b>120th Fighter Squadron</b> <b>Buckley SFB, CO 80011</b>		<b>GRADE REQUIREMENT:</b> <b>Minimum: O3 Maximum: O4</b>	
<b>SELECTING OFFICIAL:</b> <b>Lt Col Dustin W. Brown</b> <b>DSN: 847-9158 COMM: (720) 847-9158</b>	<b>(HRO Use Only)</b> <b>114726734</b> <b>Available: 1 Oct 24</b>	<b>QUALIFICATION REQUIREMENTS:</b> <b>Current and qualified 11F3X (Fighter Pilot)</b> <b>or Service equivalent, 4-Ship Flight Lead</b>	

## AREAS OF CONSIDERATION

**Category A: Current members of the Colorado Air National Guard**  
**Category B: Fully Qualified Nationwide Applicants (those eligible to transfer to the Colorado ANG)**

**\*Must hold 11F or service equivalent Fighter Pilot AFSC to apply\***

*\*All applicants MUST meet the grade requirement and physical/medical requirements outlined\**

All applicants should be aware that the Colorado National Guard does not permit smoking in the workplace. Smoking is permitted only in designated areas during scheduled breaks. Acceptance of an AGR position will cause termination from Selected Reserve Incentive Programs.

### Position Requirements:

1. 2009 through 2013 commissioning year groups.
2. Current, qualified fighter pilot. F-16 Transition (TX) Course opportunities possible but limited.
3. Minimum two-year full-time Active Guard Reserve (AGR) period of initial service with the Colorado ANG.
4. Must relocate to Denver, Colorado metropolitan area.
5. Ability to attain TS/SCI security clearance.
6. Ability to deploy for periods of three months every two years in support of Global Force Management taskings.

### Desired:

1. 4-ship flight lead, instructor pilot, evaluator pilot, or graduate of USAF Weapons School (or Service equivalent).
2. Combat experience as a fighter pilot.
3. Current TS/SCI security clearance.
4. Developmental education (DE) commensurate with current rank/grade.

### Position Description:

1. Will fly the F-16 at a Combat Mission Ready (CMR) rate.
2. Will work between two and five 24-hour alert shifts each month.
3. Non-flying duties to be determined based on needs of the unit.

### FIGHTER PILOT

(Changed 30 Oct 12, Effective 27 Aug 12)

Specialty Summary. Pilots fighter aircraft and commands crews to accomplish combat, training, and other missions. Related DoD Occupational Group: 220100.

### Duties and Responsibilities:

1. Refer to Air Force Officer Classification Directory (AFOCD) for specific duties associated with this AFSC.
2. Plans and prepares for mission. Reviews mission tasking, intelligence, and weather information. Supervises mission planning, preparation and filing of flight plan, and crew briefing. Ensures aircraft is preflighted, inspected, loaded, equipped, and manned for mission.
3. Pilots aircraft and commands crew. Operates aircraft controls and equipment. Performs, supervises, or directs navigation, in-flight refueling (except Q Suffix, IFF (AT-38/T-38C)), and weapons delivery.

4. Conducts or supervises training of crewmembers. Ensures operational readiness of crew by conducting or supervising mission specific training.
5. Develops plans and policies, monitors operations, and advises commanders. Assists commanders and performs staff functions related to this specialty.

#### Specialty Qualifications:

1. Knowledge is mandatory of theory of flight, air navigation, meteorology, flying directives, aircraft operating procedures, and mission tactics.
2. For entry into this specialty, an undergraduate degree specializing in physical sciences, mathematics, administration, or management is desirable.
3. Training. The following training is mandatory as indicated:
  - 3.3.1. For entry into this specialty, completion of Air Force Specialized Undergraduate Pilot Training (SUPT).
  - 3.3.2. For award of AFSC 11F3X, completion of transition and operational training in the suffix specific aircraft.
  - 3.4. Experience. For upgrade to AFSCs 11F3X, unit commander determines proficiency based on performance, experience, and completion of minimum training requirements.
4. The following are mandatory as indicated:
  - 3.5.1. For award and retention of this AFSC, current aeronautical rating and qualification for aviation service as pilot.
  - 3.5.2. For award of AFSC 11F3X, certification of aircraft commander qualification by appropriate operations authority.
  - 3.5.3. Specialty requires routine access to Tier 5 (T5) information, systems or similar classified environments (except Q Suffix). For award and retention of AFSCs 11FXX, completion of a current T5 Investigation IAW DoDM 5200.02\_AFMAN 16-1405, Air Force Personnel Security Program. (Desirable for Q Suffix).

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 -1405.

#### INSTRUCTIONS/INFORMATION FOR APPLICANTS

Applicants must not be entitled to receive Federal military retired or retainer pay or Federal civil service annuities and not be eligible for immediate Federal civil service annuities.	Individuals who have been separated from other military services for cause, unsuitability, or fitness for military service are not eligible to enter the AGR program.	IAW ANGI 36-101 "Initial tours may not exceed 6 years..." AGR tours may not extend beyond an Enlisted member's ETS or an Officer's MSD.
In order to properly manage the promotion opportunities and proper career management in the AGR program, Colorado HRO force management policy considers an applicant's total active federal military service (TAFMS) as a factor in hiring. The organizational standard is >8 years for entry as an E7 or O4, >12 years for entry as an E8 or O5, and >16 years for entry as an E9 or O6. This is a baseline standard that may be waived on a case-by-case basis provided the waiver is in the best interest of the organization. If applicable, the selecting supervisor will seek a waiver on the applicant's behalf; applicants have no responsibility to seek a waiver to this policy.	Individuals selected for AGR tours must meet the Preventative Health Assessment (PHA)/physical qualifications outlined in AFI 48-123, <i>Medical Examination and Standards</i> . 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. Individuals transferring from Title 10 (Regular Air Force or Reserve Component Title 10 Statutory Tour) are not required to have a new physical unless the previous physical is over 12 months old at time of entry into AGR status.	An applicant's military grade cannot exceed the maximum military authorized grade on the UMD for the AGR position. Enlisted Airmen who are voluntarily assigned to a position which would cause an over-grade must indicate in writing a willingness to be administratively reduced in grade in accordance with AFI 36-2502, <i>Enlisted Airman Promotion/Demotion Programs</i> , when assigned to the position. Acceptance of demotion must be in writing and included in the assignment application package.

ANGI 36-101 "applicant must be able to complete 20 years of active federal service prior to MSD for officers and age 60 for enlisted members. Exceptions may be considered...."	This vacancy announcement may be used to create an order of merit list (OML) from which additional like vacancies may be filled without further competition. Applicants may remain on this OML for up to three months.	Any further questions regarding the AGR program may be answered in ANGI 36-101.
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### APPLICATION PROCEDURES

- Complete applications must be received no later than 2359 Mountain Time on the close date.
- Applicants without email access may make special arrangements to deliver applications by contacting the Air AGR Office via one of the methods below.
- Applicants may include copies of training certificates or any additional documentation they feel is applicable to the position for which they are applying.

### **UNSIGNED OR INCOMPLETE PACKAGES WILL BE DISQUALIFIED**

#### **Required Documents:**

1. [NGB Form 34-1, version 20131111](#)
2. Cover Letter
  - Official Photo
  - Availability Date
  - Active Duty Service Commitment (ADSC) date, if applicable
3. Military Resume
4. Current (within 30 days) Records Review
  - USAF use vMPF Home > Self-Service Actions > Personal Data > Record Review/Update > View/Print All Pages
  - Non-USAF use best equivalent (captures current duty, duty history, promotions, awards and decorations, performance reports, TDY/TAD history)
5. Current and passing Report of Individual Physical Fitness
  - USAF use MyFSS > MyFitness (must be current as of the close date on this announcement)
  - Non-USAF use best equivalent
6. Last three (3) Officer Performance Reports (OPR) or Service equivalent
7. One (1) to Three (3) Letters of Recommendation (LOR)

**Attach all files as original pdf documents (not scanned) individually or in a single pdf portfolio.**

Email applications to: [140.WG.HRO.AGR.Office.Org@us.af.mil](mailto:140.WG.HRO.AGR.Office.Org@us.af.mil)

**Applicants will receive confirmation of receipt and qualification status once the application is processed. If you do not receive confirmation within five business days, please contact [140.wg.hro.agr.office.org@us.af.mil](mailto:140.wg.hro.agr.office.org@us.af.mil).**

For questions regarding AGR application procedures, please contact the Air AGR Office via email at [140.wg.hro.agr.office.org@us.af.mil](mailto:140.wg.hro.agr.office.org@us.af.mil)

### REMARKS

Federal law prohibits the use of government postage for submission of applications.

**The Colorado 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, age, religion, marital status, national origin, political affiliation or any other non-merit factor. Due to restrictions in assignment to certain units and AFSC/MOS some positions may have gender restrictions.

Potential for promotion in the position is contingent upon assignment to the appropriate UMD grade, compliance with ANGI 36-101 grade compatibility requirements and, if applicable, the availability of an AGR control grade. Selection for the position at a higher grade does not automatically constitute the immediate availability of an AGR control grade required for promotion to the higher grade.