



**Colorado Air National Guard  
Active Guard Reserve (AGR)  
Position Announcement #  
COANG 24-332**



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

<b>POSITION TITLE:</b> <b>Commander, 140<sup>th</sup> Logistics Readiness Squadron</b>	<b>DAFSC:</b> 21R	<b>OPEN DATE:</b> 21 June 2024	<b>CLOSE DATE:</b> 22 July 2024
<b>UNIT OF ACTIVITY/DUTY LOCATION:</b> 140th Logistics Readiness Squadron Buckley Space Force Base, CO, 80011		<b>GRADE REQUIREMENT:</b> Minimum: O4 Maximum: O5	
<b>SELECTING OFFICIAL:</b> Col Jason Kneuer DSN: 847-9702 Comm: 720-847-9702	<b>(HRO Use Only)</b> 114739934	<b>QUALIFICATION REQUIREMENTS:</b> <b>*Must hold a 21R AFSC*</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)**

**\*Members must hold 21R 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. Position is located at Buckley SFB, Aurora, CO.
2. Member must be AFSC qualified to apply.
3. Must hold "Secret" Clearance

**Duties and Responsibilities:**

1. Manages complex base logistics functions to include Operations Compliance, Cargo Movement, Air Transportation, Logistics Plans, Vehicle Maintenance and Management, Ground Transportation, Fuels Management and Material Management. Directs and coordinates logistics activities including the authorized procurement and provisioning of supplies and services and management of materials and equipment. Exercises independent judgment involving major decisions and actions that have a direct and substantial effect on the organizations and programs managed. Manages all Wing and Geographically Separated Units deployment/redeployment processing, ensuring the deployment readiness of the members. Oversees the development and maintenance of the wing Readiness Reporting Program. Manages and briefs Senior Leadership on the Wings' War Reserve Materials, Support Agreement, and Base Support Plan Program development and sustainment. Conducts all phases of personal property management, supply management, and logistics support for all supported agencies within the Wing and any supported Geographically Separated Units. Manages the base Logistics Squadron Commanders Inspection Program which includes the Squadron Self-Inspection Program and provides The Adjutant General with an Annual Statement of Assurance via the Managers Internal Control Program (MICP) ensuring the health of all base inspection logistics programs maintain compliance. Ensures compliance with a wide variety of federal, state, and local regulatory laws, regulations and guidance and develops all logistics local policies and procedures, remaining aligned with higher level guidance and the Wing's strategic goals and vision. Provides definitive guidance on interpretation of regulations and directives, regarding all classes of supply and multiple logistics services, and assists units, organizations, and activities in installation logistics and transportation matters. Uses personal judgment and discretion with broad latitude to develop supplements to regulations and directives to fit specific state logistic requirements. Plans, recommends, develops and issues approved policies affecting logistics support and operations. Resolves policy issues at NGB and the State level of the organization where the complexity is such where other employees have been unable to develop solutions. Continuously monitors the state of logistic readiness capability through utilization of the data and risk analysis process. Maintains oversight of availability and state of consumable supplies, repair of materials, the adequacy of personnel strength and training related to support missions. Analyzes risk analysis reports and operational trends to determine requirements trends, deficiencies in equipment, manpower and training to perform the mission effectively and efficiently. Determines requirements for

accomplishing the handling of unusual requests, receipt, storage and disposition of large shipments, large items, hazardous cargo, precious metals, material recycling, and hazardous waste disposal. Responsible for identifying all base logistics concerns that are or could adversely affect the readiness posture of the command, installation, or mission in the interest of readiness, compliance and safety and develop corrective action plans to resolve deficiencies/concerns. Collects and consolidates data for areas in which operations/deployments are contemplated. Provides input to the command logistics guidance and support plans for federal and State missions. Conducts and develops long and short range tactical and strategic plans and participates with other agencies (Dept. of Air Force, Northern Command, Federal Emergency Management Agency, State Emergency Management Agency and other applicable state and federal agencies) to determine sufficiency of current logistics support systems and facilities to meet future organizational and mission requirements, with consideration to prospective changes in functions, programs, and weapon systems. Represents the Mission Support Group on the Facilities Utilization Board to ensure all aspects of logistical support are being addressed. Advises the USP&FO and Command Staff on installation logistics, transportation, and supply readiness status of units. Identifies, evaluates, and makes recommendations for required support available, concerning overall plans and proposals for current and future operations. Advises the Director of Support (Mission Support Group Commander) and Wing Senior Leadership on all Wing Logistics, Readiness Capability and all Internal Controls related issues. Represents the Deputy and/or Group Commander at senior and wing-level staff meetings, conferences, exercises, missions etc. Coordinates with USP&FO and applicable staff, major subordinate state commands, Major Commands, National Guard Bureau, Defense Logistics Agency, and other activities. Coordinates with higher headquarters, staff agencies, supported units and tenant activities to formulate, initiate, and assess courses of action relating to logistics readiness management.

2. Provides senior level supervisory oversight for the Wing's Logistics Readiness war and domestic logistics capabilities. Ensures all squadron functions' plans, goals and standards are prepared to meet the needs of the wing's readiness requirements. Incumbent will recommend and participate in the selection of functional supervisors, assign responsibilities, provide guidance, approve leave, establish performance standards and conduct formal and informal appraisals of individuals and Flight performance. Reviews and evaluates performance indicators. Reviews training requirements, directs accomplishment of the training, and evaluates results. Counsels employees regarding problems and complaints. Resolves informal complaints through discussion and negotiation with employees, supervisors and union representatives, and mediates problems between subordinate flights. Initiates and reviews proposals for disciplinary action, when necessary. Certifies time and attendance, reviews all Aeromedical Services Information Management Systems Notifications to determine members individual readiness in supporting current and emerging Operational Plans. Works to achieve the objectives of governmental-wide policies and programs within the unit, e.g., Equal Employment Opportunity, Labor-Management Relations, etc. Ensures compliance with safety, housekeeping, environmental/hazard materials policies and directives. Reviews and approves all logistics records and reports. Ensures monitoring and evaluations are accomplished per directives and be prepared for periodic reviews and inspections that are made of position descriptions for currency and accuracy. Organizes and manages all subordinate positions. Develops deadlines and schedules complex work assignments. Creates goals and measurements that require monitoring and adjusts to operations of continuously changing and unpredictable conditions. Establishes, revises, or reviews policies, procedures, mission objectives, and organizational design for the staff, as necessary, to eliminate work disruptions problems or barriers to mission accomplishment. Promotes team building, implements quality improvements, in response to regulatory compliance and/or mission requirements. Serves as mentor to junior level Logistics Managers and leads one or more teams in procuring logistics support for fielded training systems and missions.
3. Responsible for overall management of the units' resources, manpower, equipment accountability and internal controls. Provides oversight of resources devoted to the Wing's War Reserve Materials and mobility programs, for both personnel and equipment, while advising the Wing Commander on the most effective use of the organization's mobility and readiness budget. Serves as activity/fund manager for assigned logistics accounts. Receives fiscal information from each subordinate function and other agencies to assist with the development of the logistics portion of Operations and Management (O&M) Budget. Evaluates the effects of new programs on funding requirements and directs the preparation of justification for budget revisions. Reviews and verifies logistics financial reports. Evaluates proposals for the application of resources to ensure such proposals are sound in concept, fully and accurately priced, and contributes measurably to increased primary mission effectiveness. Coordinates work as required with the Contracting Officer for logistic requirements, while adhering to the laws and regulations. Provides effective resource management determinations of projects or program segments to be initiated, dropped, or curtailed; with the optimum mix of reduced operating costs and assurance of program efficiency, including where needed introduction of automated processes, methods of improvements, and labor-saving devices. Serves as the Wing's Accountable Officer for all on-base and GSU property, including authorized supplies, classified/unclassified equipment, fuels, weapons and munitions. Emphasizes correct equipment and supply authorizations, avoiding waste, fraud, and abuse of resources. Oversees the wing Stock Funds and Financial Liability Investigation for Property Loss (FLIPL) Programs. Reviews FLIPLs and makes recommendations for required USPFO review concurrence or non-concurrence. In addition, is appointed by the United States Property and Fiscal Officer as the Assistant United States Property and Fiscal Officer (USP&FO) for Air

(Property) IAW NGR 130-6 in-charge of all ANG federally owned property under their purview. Plans and develops property and fiscal programs and procedures consistent with established policies and directives, including asset acquisition, distribution, accountability, fiscal programming, fund allocation and economic analysis. Formulates and recommends corrective action regarding property losses within the state.

4. Oversees and/or participates in unit assessments, inspections, installation deployment plans, deployments, disaster preparedness exercises, and Crisis Action Team (CAT) operations required to maintain the highest state of readiness. Directs the Wing's Emergency Operations Center (EOC) in support of local and regional exercises and/or real-world contingencies. May be called upon to perform additional duties in support of various programs at the Group and Wing level.

## INSTRUCTIONS/INFORMATION FOR APPLICANTS

<p>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.</p>	<p>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.</p>	<p>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.</p>
<p>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 &gt;8 years for entry as an E7 or O4, &gt;12 years for entry as an E8 or O5, and &gt;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.</p>	<p>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.</p>	<p>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.</p>
<p>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...."</p>	<p>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 90 days.</p>	<p>Any further questions regarding the AGR program may be answered in ANGI 36-101.</p>

## 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 <https://co.ng.mil/jobs>
2. Military Bio (Cover letter is optional)
3. Current (within 30 days) 8-page Records Review RIP (available on vMPF via AF Portal)
4. Current and passing Report of Individual Fitness from MyFSS (must be current as of the close-out date of this announcement)
5. Last three OPR/OPBs.
6. Applicants who are NOT members of the COANG must submit: [Job Application Prescreen Packet](#) (located under Forms tab on CONG jobs website: <https://co.ng.mil/job>)

**Attach all files as original pdf documents (not scanned) individually or in a single pdf portfolio.  
Job Application Prescreen Packet may be scanned if necessary.**

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.