



**Colorado Air National Guard  
Active Guard Reserve (AGR)  
Position Announcement #  
COANG 24-367**



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

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|---|------------------------------------|--|-----------------------------------|
| <b>POSITION TITLE:</b><br><b>140<sup>th</sup> AMXS Superintendent</b>   | <b>DAFSC:</b><br>2A390             | <b>OPEN DATE:</b><br>22 Nov 2024   | <b>CLOSE DATE:</b><br>06 Jan 2025 |
| <b>UNIT OF ACTIVITY/DUTY LOCATION:</b><br>140th Aircraft Maintenance Squadron<br>Buckley Space Force Base, CO 80011 |                                    | <b>GRADE REQUIREMENT:</b><br><b>Minimum: E8</b><br><b>Maximum: E8</b>          |                                   |
| <b>SELECTING OFFICIAL:</b><br>Lt Col Matthew S. Crabb<br>Comm: 720-847-9524 DSN: 847-9524                           | <b>(HRO Use Only)</b><br>114722534 | <b>QUALIFICATION REQUIREMENTS:</b><br><b>**Must hold 2AXXX or 2WXXX AFSC**</b> |                                   |

**AREAS OF CONSIDERATION**

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

**\*\*Must hold 2AXXX or 2WXXX 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 work place. 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. BAH will be calculated off the 80011-zip code.
2. Must have current SECRET security clearance
3. Must have the Ability to work combination of shifts to include 5/8's and 4/10's
4. Must have current/passing PT test

***Competition for higher graded UMD positions (E8/E9) does not guarantee immediate promotion. Promotion will be determined after a merit review board, promotion recommendation by the AAG, and a review of current Controlled Grade execution by the Wing.***

**Duties and Responsibilities:**

5. Refer to Air Force Enlisted Classification Directory (AFECD) for specific duties associated with the 2A390 AFSC.
6. Planning: Plans the overall allocation of personnel and other resources to the organizational segments supervised to accomplish work operations which, because of their scope, volume, and complexity, must be planned on a yearly or longer basis. Analyzes the work plans developed by subordinate supervisors for accomplishment of assigned work orders and projects and the status of work being accomplished in relation to overall schedule requirements, including unanticipated or emergency requirements. Provides higher level managers and/or supervisors information on status of work projects, budget estimates, changes in equipment, facilities, techniques, etc. Participates fully with higher level management officials and staff organizations in studying and developing recommendations concerning changes in specification requirements, work techniques and standards; revisions of organizational structures, responsibilities, and relationships; and improvement or modernization of equipment, facility layout, and workflow. Participates in planning conferences and meetings.
7. Work Direction: Explains work requirements to subordinate levels of supervision, sets deadlines and sequence of operations. Coordinates and directs the work of units supervised. Balances workload for subordinate work groups. Analyzes production, cost and personnel utilization records and makes adjustment in operations to correct problems. Develops quality and quantity standards. Spot checks work operations to assure production and quality standards are met. Encourages employees to achieve goals.
8. Administration: Recommends promotion or reassignment of subordinate supervisors and reviews personnel actions prepared by them. Makes formal appraisal of supervisors' work performance and reviews employee appraisals submitted by them. Determines long-range training needs for all levels of subordinates, submits funding and budget requests with justification for approval, and arranges for the accomplishment of the training. Promotes and administers such programs as cost reduction, incentive awards, suggestions, and quality assurance. Ensures that regulations governing safety and

housekeeping are observed with appropriate protective clothing and equipment being utilized. Assures that subordinate supervisors carry out such programs as labor-management and equal opportunity. Schedules and approves leave. Ensures that position descriptions are accurate and that position management principles are followed. Develops and establishes the internal procedures to be followed by subordinate supervisors to assure effective control and direction of the work activities, organizations, and personnel supervised. Assures that appropriate production reports and administrative records are maintained. Acts on personnel problems referred by subordinate supervisors. Hears and resolves grievances and ensures proper corrective action is taken.

9. Implements regulatory safety requirements and ensures that subordinates wear appropriate safety equipment and follow pertinent safety precautions.
10. Prepares for and participates in various types of readiness evaluations, inspections, mobilization and command support exercises. May be required to perform such additional duties as structural firefighting, aircraft fire/crash/rescue duty, security guard, snow removal, munitions loading and handling, heavy equipment operation, maintenance of facilities and equipment, or to serve as a team member on boards to cope with natural disasters or civil emergencies.
11. Performs other duties as assigned.

**INSTRUCTIONS/INFORMATION FOR APPLICANTS**

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| <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 20131111 <https://co.ng.mil/jobs>
2. Military Resume (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 3 Enlisted Performance Report or Enlisted Performance Brief (EPRs/EPBs)
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.