



# Colorado Air National Guard

## Traditional

### Position Announcement #

## COANG 24-124a



<http://co.ng.mil/JOBS/AGR-Air>

<b>POSITION TITLE:</b> <b>Operations Officer</b>	<b>AFSC:</b> 31P3	<b>OPEN DATE:</b> <b>03 Sep 2024</b>	<b>CLOSE DATE:</b> <b>Open Until Filled</b>
<b>UNIT OF ACTIVITY/DUTY LOCATION:</b> 233d Security Forces Squadron Greeley Air National Guard Station, Greeley, CO 80631		<b>GRADE REQUIREMENT:</b> <b>Minimum: O3</b> <b>Maximum: O4</b>	
<b>SELECTING OFFICIAL:</b> Maj Anthony Loden DSN: 259-5061 Comm: 970-378-5061	<b>(HRO Use Only)</b> 108026534 Available: Immediate	<b>QUALIFICATION REQUIREMENTS:</b> <b>*Must hold 31P3*</b>	

#### AREAS OF CONSIDERATION

#### Traditional, Nationwide, Officer:

- **Group A** – All applicants who meet the area of consideration and currently possessing the required rank/AFSC and skill level.
- **Group B** – Current COANG members who apply and do not possess the required AFSC and skill level but who are eligible for retraining based on the basic AFSC entry requirements IAW the Air Force Officer Classification Directory (AFOCD).
- **Group C** – All other applicants who do not possess the required AFSC and skill level but meet the rank requirements and the basic AFSC entry requirements IAW AFOCD. Group C applicants are forwarded to the selecting official on request when a selection is not made from the Group A and B.

*\*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. This position is located at Greeley Air National Guard Station, Greeley, CO and resides with the 233 SFS.

#### **Duties and Responsibilities:**

2.1. Leads, manages, and directs SF personnel. Protects nuclear and conventional weapons systems and other resources. Plans, leads, and directs SF deployments. Directs integrated defense functions including control and security of terrain inside and immediately adjacent to military installations, and defense of personnel, equipment and resources. Leads and directs individual and team patrol movements, tactical drills, battle procedures, convoys, military operations other than war, antiterrorism duties, and other special duties. Directs employment and operation of communications equipment, vehicles, intrusion detection equipment, crew served weapons, and other special purpose equipment.

2.2. Leads and organizes SF operations. Enforces standards of conduct, discipline, and adherence to laws and directives. Oversees police services, security, military working dog, combat arms, and confinement operations. Carries out SF incident command function. Oversees and evaluates unit performance. Manages the Integrated Defense Risk Management Process (IDRMP).

2.3. Develops SF plans, policies, procedures, and instructions. Assesses installation or deployed location vulnerabilities. Establishes programs, plans, and policies to protect Air Force combat capabilities. Formulates standards and policies to implement DoD, Air Force, and higher headquarters programs and policies. Programs and budgets actions for initial acquisition, modification, and replacement of SF facilities, vehicles, equipment, and other resources. Develops and manages force protection and antiterrorism programs and training. Complies with all AF Incident Management System (AFIMS) requirements.

2.4. Leads and manages SF activities. Serves on boards and planning groups involving security, force protection, police services, and antiterrorism matters. Coordinates SF functions and matters with other unit, military services, and civilian agencies. Monitors and directs programs to ensure cost effective mix of security forces personnel and equipment. Initiates and monitors research and development programs to assist in design and acquisition of equipment.

### 3. Specialty Qualifications:

- 3.1. Knowledge. Knowledge is mandatory of: Air Force SF programs and management functions, such as installation security measures; security concepts for nuclear and conventional weapon systems and resources; integrated defense, vulnerability assessment and mitigation; police services including law enforcement, traffic management, confrontation management, investigations, and military working dog utilization; programming and budgeting procedures; information security concepts; principles of deployment, operational capabilities, limitations, and vulnerabilities; basic security equipment capabilities; combat arms training and maintenance; employment and operator maintenance of assigned weapons, and IDRMP.
- 3.2. Education. For entry education requirements see [Appendix A, 31P CIP Education Matrix](#).
- 3.3. Training. For award of AFSC 31P3, completion of the SF Officer Course is mandatory. **EXCEPTION:** FGOs cross training into the career field will attend the Security Forces Intermediate and Advanced Courses for awarding of the 31P3 AFSC.
- 3.4. Experience. For award of AFSC 31P3, a minimum of 24 months of experience is mandatory in an SF officer billet.
- 3.5. Other.
- 3.5.1. For entry and award into this specialty, accessions must be screened for eligibility and meet the following requirements:
- 3.5.1.1. Normal color vision, as defined by getting a 75 or better on the Cone Contrast Test (CCT), or, correctly identifying at least 12 of 14 Ishihara Plates (PIP). (CCT should be primary testing choice, but PIP is acceptable if CCT is not available at testing site.) Waivers may be approved on a case-by-case basis by the Career Field Manager.
- 3.5.1.2. No history of excessive alcohol use or been arrested in the past two years for two or more alcohol related incidents regardless of disposition, except when found not guilty.
- 3.5.1.3. Must not have used a substance (sniffing/huffing) to obtain an altered conscious state from aerosol spray, lighter fluid, petrol chemical, adhesives, Freon, or any other chemical for a purpose not intended for use.
- 3.5.1.4. No more than one active wage garnishment for delinquency.
- 3.5.1.5. No more than two delinquent charge off/collection ( $\geq 30$  days) payments within last two years.
- 3.5.1.6. Within three years prior to entry into military service, not have been terminated from civilian employment more than twice for reasons of misconduct, theft, or alcohol use.
- 3.5.1.7. No record of sleep disorders to include, but not limited to, sleep apnea, insomnia, hypersomnia, narcolepsy, or restless leg syndrome.
- 3.5.1.8. No current diagnosis of attention deficit disorder/attention deficit hyperactivity disorder or perceptual or learning disorder(s), with no use of medication(s) to treat same in the last 12 months.
- 3.5.1.9. No history of any of the Bipolar and Related Disorders, Depressive Disorders, or anxiety disorders.
- 3.5.1.10. Must not have a of Self-Directed Violence or Self-Directed Violence-Preparatory or suicide attempts. If there is a record of self-directed violence, self-directed violence-preparatory, or suicide attempts (as defined by the *VA/DoD Clinical Practice Guideline for Assessment and Management of Patients at Risks for Suicide* and the Under Secretary of Defense's (USD) Memorandum on *Standardization AFOCD, 31 Oct 23 107 of Common Suicide-Related Definitions*), the accession authority's final determination on entry/award will be informed by the opinion of a qualified Mental Health (MH) Professional.
- 3.5.2. For entry, award and retention of this AFSC, the following are mandatory:
- 3.5.2.1. No recorded evidence of personality disorder that negatively affects duty performance.
- 3.5.2.1.1. Must not have a sustained or untreatable emotional instability to include depression or suicidal ideations.
- 3.5.2.2. Distance visual acuity correctable to 20/20 in one eye and 20/30 in the other.
- 3.5.3.3. Qualification for arming, suitability to arm, or suitability under the Personnel Reliability Assurance Program IAW AFI 31-117, *Arming and Use of Force by Air Force Personnel*.
- 3.5.2.4. Never been convicted by a general, special, or summary courts-martial.
- 3.5.2.5. Never received non-judicial punishment under the UCMJ for offenses involving substantiated drug abuse as defined in AFI 44-121, *Alcohol and Drug Abuse Prevention and Treatment (ADAPT) Program*.
- 3.5.2.6. Never been diagnosed with a severe substance use disorder by a certified medical provider. For the purpose of retention standards as part of this classification directory, alcohol related disorders are defined separately from other substance use disorders.
- 3.5.2.7. Never received non-judicial punishment for acts of larceny, wrongful appropriation, robbery, burglary, unlawful entry, housebreaking, misconduct in combat as defined in UCMJ articles 99-106, or any act that harms or has the potential to harm the physical safety or well-being of animals to include Military Working Dogs.
- 3.5.2.8. Never have been convicted by a civilian court of a Category 1 or 2 offense. Conviction of Category 3 offenses are not acceptable for entry into the AFSC. After award of the AFSC, conviction of Category 3 offenses are grounds for withdrawal of the AFSC if deemed appropriate by the commander. Category 4 traffic offenses alone are not disqualifying. Offenses are described and listed in AFI 36-2002, *Regular Air Force and Special Category Accessions*, Uniform Guide List of Typical Offenses.
- 3.5.2.9. No speech disorder or noticeable communication deficiency as defined in AFI 48-123.
- 3.5.2.10. Must possess a valid state driver's license to operate government motor vehicles IAW AFI 24-301, *Vehicle Operations*.
- 3.5.2.11. No diagnosed fear of heights or confined spaces.
- 3.5.2.12. No documented record of gang affiliation.
- 3.5.2.13. No fear working around nuclear weapons or components, nor have an identifiable negative opinion of the role of nuclear weapons in our nation's strategic deterrent mission.
- 3.5.2.14. Must not have used/distributed/manufactured illicit narcotics as defined in schedule I/II, used a drug that can cause a flashback, or been arrested for narcotics in schedules I through V as listed in [21 USC §812](#). Exclude use of marijuana, hashish, or other cannabis-based products for entry unless that use resulted in the documentation of a use disorder by a credentialed medical provider.

3.5.2.15. Never failed (or failed to participate in) prescribed rehabilitation program or treatment regimen after being diagnosed by a certified medical provider with an alcohol use disorder.

3.5.3. For award and retention of these AFSCs, must maintain local network access IAW AFI 17-130, *Cybersecurity Program Management* and AFMAN 17-1301, *Computer Security*.

3.5.4. Specialty requires routine access to Tier 3 (T3) information, systems or similar classified environments. For award and retention of AFSCs 31PX, completion of a current T3 Investigation IAW DoDM 5200.02\_AFMAN 16-1405, *Air Force Personnel Security Program*.

## 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 three months.</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. Military Resume (Cover letter optional)
2. Current (within 30 days) Records Review RIP (available on vMPF via AF Portal)
3. Current and passing Report of Individual Fitness from My FSS

**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 three business days, please contact 720-847-2305.**

[140.wg.hro.agr.office.org@us.af.mil](http://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.