



Colorado Air National Guard

Traditional

Position Announcement

COANG 26-126



<https://coarng.joint.afpims.mil/Jobs/Air-Traditional/>

POSITION TITLE: Force Support Officer	AFSC: 38F	OPEN DATE: 11-Jun-26	CLOSE DATE: 21-Aug-26
UNIT OF ACTIVITY/DUTY LOCATION: 140 Force Support Squadron Buckley SFB, CO 80011		GRADE REQUIREMENT: Minimum: E1 Maximum: O3	
SELECTING SUPERVISOR: Major Norma J Eggeman	VACANCY 114700434	PHYSICAL PROFILE: (Officer N/A) PULHES – X Factor – ASVAB –	

AREAS OF CONSIDERATION

- | | |
|---|---|
| ☒ Traditional | ☐ Nationwide (Military eligible for membership in the COANG) |
| ☒ Current COANG members | ☒ Commissioning Opportunity |
| ☒ Enlisted | ☒ Officer |

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

DUTIES AND RESPONSIBILITIES

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Define, develop, shape, sustain, and deliver mission-ready Airmen across the Total Force. Responsibilities include defining Air Force Manpower and Organization Requirements, managing Human Resources, managing and providing Education and Training Requirements, regenerating Airmen, feeding Airmen, developing Human Capital Strategies, applying Laws and Policies, compensating Airmen, providing Force Readiness and Quality of Service Programs, and serves as senior staff advisor to commanders.

- Formulate personnel plans and programs and develop policy to guide their implementation and execution. Translates program policy into directives, publications, and training manuals.
- Participate in total force adaptive planning and execution in support of combatant commanders from peacetime through mobilization, contingency operations and demobilization. Access manpower, personnel, and equipment availability for UTC posturing and management.
- Develop, control, program and allocate manpower resources in support of the Air Force planning, programming, budgeting and execution process. Analyze and determine force composition.
- Determine Total Force manpower requirements across the spectrum of Air Force capabilities. Employ industrial and management engineering methodologies to develop manpower determinants and standards. Manage allocation of military and civilian resources through execution and management of the UMD. Conduct management advisory studies.
- Develop, test, evaluate, and maintain Air Force recognized organization structure. Analyze and process organization change actions to activate, inactivate, re designate, and reorganize unit structures.
- Administer Air Force performance management and productivity programs. Assess and document organizational performance. Advise on process improvement, best practices and recognizes optimal performance.
- Oversee and conduct strategic sourcing studies.
- Develop and execute the full spectrum of total force personnel programs to accomplish accession planning and processing, classification and utilization, promotion, recognition, evaluation, reenlistment, assignment action, retraining, retirement, disciplinary, force development and force shaping programs.
- Establish Air Force education and training policy requirements. Manage programs to include developmental education, voluntary education, advanced academic education, promotion testing, and libraries.
- Leads and supervises contingency training and operations with an emphasis on specific capabilities and processes focused on expeditionary organizations and command relationships, feeding operations, lodgment of forces, mortuary affairs, casualty reporting, force accountability, fitness, recreation, learning resource centers, and NAF resale operations for wartime operations.
- Develop and administer fitness programs designed to keep the Total Force fit and regenerate Airman and families.
- Develop recreational programs to include sports management, tournaments, and special entertainment designed to regenerate the Total Force.
- Develop, administer, and monitor Airman and Family Programs ensuring compliance with policies and standards.
- Institute customer service practices designed to meet the needs of commanders, supervisors and the force at large in peacetime and wartime operations.
- See 38F CFETP for additional qualifications.

DUTIES and RESPONSIBILITIES (Cont'd):

SPECIALTY QUALIFICATIONS:

- Current passing Fitness Assessment
- Applicants for this Air Force commissioning opportunity must submit a current (within 90 days) AF Form 422 to verify medical readiness. Request through 140th MDG: 140.mdg.medical.documents.org@us.af.mil. Form accessible in MyIMR. The approving authority reserves the right to contact the applicant's Primary Care Manager (PCM) or the Group Medical Unit (GMU) directly to request additional medical status information.
- Must provide documentation on any convictions for alcohol, financial or behavioral related incidents, or law violations other than traffic.
- Must provide passing AFOQT scores
- Must obtain bachelors degree by end of Calendar Year 2026

APPLICATION PROCEDURES

Interested applicants who meet the eligibility criteria listed in this announcement may apply by submitting the below listed documents to the location below. Complete applications must be received no later than 2359 on or before the closing date.

Selecting officials have the right to hold package review boards prior to in-person interviews

Incomplete packages will not be considered for the position vacancy

1. Cover Letter identifying the position you are applying for.
2. Civilian or Military Resume.
3. CURRENT (w/in 90 days) Records Review RIP (available on vMPF via AF Portal).
4. CURRENT Points Credit Summary (available on vMPF via AF Portal).
5. CURRENT and PASSING Report of Individual Fitness (from myFitness)
6. Additional requirements:

two (2) Letters of Recommendation, Last three (3) OPBs/EPBs, Entire Record of Fitness Assessments, AFOQT Score, AF Form 422 (Request through 140 MDG, 140.mdg.medical.documents.org@us.af.mil, form accessible in MyIMR)



Add any other documentation you want provided.

****SUBMIT ELECTRONIC ONLY****

QUESTIONS?

If you have any questions on package submission please send an email to the below email addresses. If you have any position related questions please contact the selecting supervisor.

E-MAIL APPLICATIONS TO MPS:

140.WG.HRO.AGR.Office.Org@us.af.mil

OR:

SUBMIT APPLICATIONS VIA

AMRDEC SAFE: <https://safe.apps.mil/>

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.