



**Colorado Air National Guard  
Active Guard Reserve (AGR)  
Position Announcement #**



**COANG 22-409**

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

<b>POSITION TITLE:</b> <b>Group Superintendent</b>	<b>AFSC:</b> 9G100	<b>OPEN DATE:</b> <b>28 September 2022</b>	<b>CLOSE DATE:</b> <b>14 November 2022</b>
<b>UNIT OF ACTIVITY/DUTY LOCATION:</b> 233d Space Group Greeley, CO		<b>GRADE REQUIREMENT:</b> <b>Minimum: E9</b> <b>Maximum: E9</b>	
<b>SELECTING OFFICIAL:</b> Colonel Adam Rogge DSN: 259-5001/Comm: (850) 398-2082	<b>(HRO Use Only)</b> 0107954934 Availability: 20230101	<b>QUALIFICATION REQUIREMENTS:</b> See AFSC requirements below	

**AREAS OF CONSIDERATION**

**Category A: Current members of the Colorado Air National Guard**  
**Category B: Fully qualified Nationwide applicants (all members eligible to transfer to the COANG)**

**\*Must hold a minimum of a 9 level in any 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 located at Greeley Air National Guard Station, Greeley, CO. BAH will be calculated off of the 80631 zip code.
2. PCS funds are available.
3. Some travel required as the Space Group has a Squadron located on Peterson SFB in Colorado Springs, CO.
4. Must hold a SECRET security clearance and eligible to obtain a TS/SCI.

**Duties and Responsibilities:**

1. Refer to Air Force Enlisted Classification Directory (AFECD) for specific duties associated with this AFSC.

**Additional Duties and Responsibilities:**

1. The Senior Enlisted Leader is a part of the leadership triad and are charged with readiness, training, health, morale, welfare, and quality of life for the group of assigned personnel. Additional responsibilities include managing and directing resource activities, interpreting, and enforcing policies and applicable directives, establishing control procedures to meet mission goals and standards, and actively supporting and maintaining robust recognition programs.

a. Selectee will be required to develop others by contributing to a professional climate and culture by ensuring the team understands leadership orders/clarifying expectations as well as identifying, highlighting, and correcting behaviors that might detract from a professional climate and culture. Required to empower Senior Noncommissioned Officers and maintain harmony between caring for people and mission execution. Also, required to support professional development by sharing knowledge and experience and enforcing standards to best meet the organization's mission requirements. Finally, selectee must build and maintain professional relationships, striving to create effective leadership teams.

b. Selectee must be an active and visible leader to effectively cultivate a climate of inclusion and excellence. Required to translate and communicate tasks and responsibilities up and down the chain of command in order to facilitate mission accomplishment. Foster Group cohesion, connectedness, and belonging as a team. Will leverage personal experience/knowledge to effectively accomplish and advance the mission. Must understand, manage, and explain manning health and capabilities based on unit requirements and manpower documents. Must help the commander best balance risk to mission and risk to force. Required to improve resource management (to include personnel, manpower, facilities, funding) in the SG, teach and encourage others to do the same. Will clearly define how the SG coordinates with partners to execute the mission. Will establish and expand relationships to advance priorities and connect teams to solve problems. Must understand and educate the team on how to respond, support events during deployments, natural disasters, and emerging situations. Will foster enduring team readiness for wartime actions and decisions.

## 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. Signed NGB Form 34-1, version 20131111 (<http://co.ng.mil/JOBS/AGR-air>)
2. Military Resume (Cover letter is optional)
3. Current (within 30 days) 8 page Records Review RIP printout (available on vMPF via AF Portal)
4. Current and passing Report of Individual Fitness from MyFSS (must be current as of close date on announcement)
5. Last three (3) Enlisted Performance Reports (EPRs)
6. Applicants who are NOT a member of the COANG must submit a [Job Application Prescreen Packet](#) (located under Forms tab on CONG jobs website: <https://co.ng.mil/jobs>)

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

**Application option 1:** 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 (5) 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.