



**Colorado Air National Guard
Active Guard Reserve (AGR)
Position Announcement #
COANG 23-397**



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

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| POSITION TITLE: Intel Officer | DAFSC: 14N3 | OPEN DATE: 31 August 2023 | CLOSE DATE: 29 September 2023 |
| UNIT OF ACTIVITY/DUTY LOCATION: 140th Operation Support Squadron Buckley Space Force Base, CO | | GRADE REQUIREMENT: Minimum: O2 Maximum: O4 | |
| SELECTING OFFICIAL: Lt Col Chad Fuller Comm: 720-847-9031 DSN: 847-9031 | (HRO Use Only) 114728634 Available: 20231001 | QUALIFICATION REQUIREMENTS: Must hold a 14N3 AFSC | |

AREAS OF CONSIDERATION

Category A: Current members of the Colorado Air National Guard

Must hold 14N3 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, CO.

Duties and Responsibilities:

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

Specialty Summary.

Leads and performs intelligence activities across the full range of military operations supporting the Air Force's Service Core Function (SCF) of Global Integrated Intelligence, Surveillance and Reconnaissance (ISR). The Air Force conducts global integrated ISR operations through a five-phase process commonly known by its acronym, PCPAD: planning and direction; collection; processing and exploitation; analysis and production; and dissemination. Additionally, ISR professionals conduct assessment, evaluation, and feedback throughout each phase. Air Force intelligence officers lead Airmen through the PCPAD process across four main areas, also known as functional competencies: Analysis, Collection, Targeting, and Sensing Grid Activities. To execute these functional competencies intelligence officers utilize subject matter expertise in the six intelligence disciplines of geospatial intelligence (GEOINT), human intelligence (HUMINT), measurement and signature intelligence (MASINT), open source intelligence (OSINT), signals intelligence (SIGINT), and technical intelligence (TECHINT); utilize professional tradecraft to include assessment, counterdrug, counter proliferation, counterterrorism, current intelligence, general military intelligence, indications and warning, irregular warfare and target intelligence; and integrate thoroughly within cross functional capabilities, missions, and organizations to include airborne ISR, the Air Operations Center (AOC), the Air Support Operations Center (ASOC), cyberspace ISR, the Distributed Common Ground Station (DCGS), flying unit level support, force protection, information operations, space, and special operations forces (SOF). Finally, intelligence officers perform ISR enterprise management/staff functions to include acquisition, career broadening, doctrine, education and training, financial management, human capital/talent management, information technology, modeling and simulation, policy, research and technology, security, and strategy. Related DoD Occupational Group: 230100. 2. Duties and Responsibilities: 2.1. Directs intelligence activities. Directs ISR activities and organizations and establishes goals and objectives. Reviews requirements for objectives and relative priorities. Serves as the commander's senior intelligence advisor. Directs preparation of intelligence budget estimates and financial plans. Implements standardization, evaluation, and training programs, and monitors compliance. 2.2. Develops intelligence plans and policies. Evaluates impact of legislative action, executive orders, regulations, directives, and management decisions. Integrates intelligence activities into plans and programs. Develops and implements intelligence operations and applications policies, plans, concepts, systems, and orders for the intelligence disciplines, professional tradecraft, and integration with cross functional capabilities. Conducts force development, management and structure planning. 2.3. Manages and coordinates intelligence activities. Confers with government, business, professional, scientific, and other nations'

organizations to provide support, exchange ideas, participate in studies, and coordinate on proposals and findings. Manages intelligence responsibilities of the Department of Defense Planning, Programming, and Budgeting System. Coordinates with personnel, materiel, planning, programming, and operational functions on allocation of resources, availability of funds, and preparation and implementation of operational plans. Supports weapon system acquisition. 2.4. Produces timely and accurate fused intelligence analysis. Uses structured analytical techniques to convert processed information into finished intelligence through the integration, evaluation, analysis, and interpretation of all-source data and the preparation of intelligence products in support of known or anticipated user requirements. Produces intelligence from the information gathered by the collection capabilities assigned or attached to the joint force and from the refinement and compilation of intelligence received from subordinate units and external organizations. Integrates, evaluates, analyzes, and interprets all processed information to create products that will satisfy the commander's priority intelligence requirements (PIRs) and requests for information (RFIs). 2.5. Conducts collection and ISR operations. Executes collection management by converting intelligence requirements into collection requirements, establishing priorities, tasking or coordinating with appropriate collection sources or agencies, monitoring results, and retasking, as required. Conducts collection operations by directing, scheduling, and controlling specific collection platforms, sensors and HUMINT sources to include the physical operation of airborne systems (both manned and remotely piloted), space-based systems, cyber, non-traditional ISR and HUMINT sources as well as near real time (NRT) coordination and control. Performs processing, exploitation, and dissemination by converting raw collection into forms that can be readily used by commanders, decision makers at all levels, intelligence analysts and other consumers. 2.6. Employs multi-domain sensing grid activities. Performs activities such as collection operations (sensing), analysis (identify and attribute), delivering information to customers, and collaborating with partners (sharing). Understands cloud technology, machine intelligence, and big data analytics combined with critical thinking skills to accelerate intelligence activities in a fast-paced, data-intensive environment where Airmen act as both producers and consumers of information. Understands how to operate within a collaborative sensing grid and use a common data environment to enable human-machine teaming and empower ISR Airmen to be more effective in solving problems and delivering time-dominant intelligence. 2.7. Performs targeting functions. Performs targeting functions to include kinetic and non-kinetic target development, weaponeering, precision point mensuration (PPM), force application, execution planning, and combat assessment. Selects and prioritizes targets and matches appropriate actions to those targets to create specific desired effects that achieve objectives, taking account of operational requirements and capabilities. Conducts analysis of enemy personnel, units, disposition, facilities, systems, and nodes relative to the mission, objectives, and the capabilities at the Joint Force Commander's disposal, to identify and nominate specific centers of gravity (COG) and high-value targets (HVT) that, if exploited in a systematic manner, will create the desired effects and support accomplishment of the commander's objectives. AFOCD, 30 Apr 23 67 3. Specialty Qualifications: 3.1. Knowledge. Knowledge is mandatory of intelligence fundamentals, security, analysis, communications skills, the intelligence disciplines, the intelligence community, ISR information systems, research sources and methods, the presentation of friendly forces, friendly weapons systems, adversary capabilities, ISR operations, targeting, integration, and sensing grid activities. 3.2. Education. For entry education requirements see Appendix A, 14N CIP Education Matrix. 3.3. Training. The following training is mandatory for award of the AFSC indicated: 3.3.1. 14N1. Completion of the Intelligence Officer Initial Skills Course. 14N3. Completion of mission qualification, which includes but is not limited to IQT/MQT, mission certification, or other training deemed necessary to be considered qualified to perform assigned duties. (Note: Waivers for mandatory Intelligence Officer Initial Skills Course training must be submitted in accordance with AFMAN 36-2100 and 14N Career Field Manager guidance.) 3.4. Experience. The following experience is mandatory for award of the AFSC indicated: 3.4.1. 14N3. Complete a minimum of 36 months performing intelligence functions. 3.5. Other. 3.5.1. For entry and retention in this specialty: 3.5.2. Specialty requires routine access to Tier 5 (T5) information, systems or similar classified environments. For award and retention of AFSCs 14NX, completion of a current T5 Investigation IAW DoDM 5200.02_AFMAN 16-1405, Air Force Personnel Security Program is mandatory. Access to T5 material is determined by favorable adjudication of the T5 updates, according to applicable security and intelligence regulations. The Department of Defense Central Adjudication Facility (DoD CAF) is solely responsible for determining and certifying eligibility for access to T5 material. 3.5.2.1. In accordance with AFMAN 36-2100, revocation of eligibility for access to T5 information or systems requires a withdrawal of 14NX AFSCs, unless an exemption is granted by HQ AFPC/DP2SSM on the recommendation of HQ USAF/A2/A6. Revocation of an officer's security clearance by AFCAF requires a withdrawal of 14NX AFSCs without exception. NOTE: Award of the entry level AFSC without a completed T5 Investigation is authorized provided an interim Top Secret security clearance has been granted according to DoDM 5200.02_AFMAN 16 - 1405.

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 >8 years for entry as an E7 or O4, >12 years for entry as an E8 or O5, and >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 2 OPRs

**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

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

For questions regarding AGR application procedures, please contact the Air AGR Office via email at 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.