



Colorado Air National Guard

Traditional

Position Announcement

COANG 25-056



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

POSITION TITLE: Sustainment Services Superintendent	AFSC: 3F191	OPEN DATE: 22-Sep-25	CLOSE DATE: 6-Nov-25
UNIT OF ACTIVITY/DUTY LOCATION: 140 Force Support Squadron Buckley SFB, CO 80011		GRADE REQUIREMENT: Minimum: E7 Maximum: E8	
SELECTING SUPERVISOR: CMSgt Leah Fishman	VACANCY 0114688434	PHYSICAL PROFILE: (Officer N/A) PULHES – X Factor – ASVAB –	

AREAS OF CONSIDERATION

- | | |
|---|--|
| <input checked="" type="checkbox"/> Traditional | <input checked="" type="checkbox"/> Nationwide (Military eligible for membership in the COANG) |
| <input checked="" type="checkbox"/> Current COANG members | <input type="checkbox"/> Commissioning Opportunity |
| <input checked="" type="checkbox"/> Enlisted | <input type="checkbox"/> Officer |

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

DUTIES AND RESPONSIBILITIES

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REFER to AFECD, 30 Apr 25. Position will become available January 2026.

Selection does not guarantee or result in an immediate promotion.

Lead, mentor, and develop Airmen at all levels, fostering a positive and productive work environment. Provide guidance and counseling on career development, performance, and professional growth. Serve as a role model, demonstrating professionalism, integrity, and commitment to excellence. Supervise and manage a team of approximately 35 personnel, ensuring effective task completion and adherence to standards. Assign tasks, monitor progress, and provide constructive feedback to improve individual and team performance. Conduct performance evaluations, identify training needs, and implement development plans. Manage resources (personnel, equipment, budget) effectively and efficiently to achieve organizational goals. Make sound decisions based on analysis of complex situations and available information. Identify and resolve operational issues, implementing corrective actions to prevent recurrence. Develop and implement policies, procedures, and standards to improve efficiency and effectiveness. Anticipate potential problems and proactively develop solutions. Serves as a Subject Matter Expert in the 3F1X1 career field. Provide technical guidance and support to team members and other stakeholders. Stay abreast of current trends and advancements in their field, and apply new knowledge to improve processes. Plan, coordinate, and execute complex operational tasks and projects. Ensure compliance with all applicable regulations, standards, and procedures. Monitor key performance indicators and implement strategies to improve performance. Troubleshoot and resolve technical issues, ensuring minimal disruption to operations. Participate in the development of strategic plans and objectives. Develop and implement action plans to achieve strategic goals. Monitor progress towards strategic goals and make adjustments as needed. Identify opportunities to improve processes and procedures. Develop and implement process improvement initiatives. Measure the effectiveness of process improvement efforts.

DUTIES and RESPONSIBILITIES (Cont'd):

Serves as the senior enlisted leader, providing guidance and mentorship to approximately 35 personnel.
Manages and oversees the Sustainment Services Flight, ensuring operational readiness and adherence to established standards.
Subject matter expert in 3F1X1, providing technical expertise and support to the team.
Develops and implements policies and procedures to improve efficiency and effectiveness.
Leads and manages the development, implementation, and evaluation of training programs.
Analyzes data, identifies trends, and develops recommendations to improve performance.
Represents the organization at meetings and conferences, advocating for the needs and interests of the unit.
Manages assigned resources within budget to execute unit missions
Oversees performance management programs and provides mentorship to junior members

SPECIALTY QUALIFICATIONS:

Member must have SNCOA PME complete and must be eligible to promote to SMSgt to apply.

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:

2 Letters of Recommendation

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.