

STATE OF HAWAII
DEPARTMENT OF DEFENSE
OFFICE OF THE ADJUTANT GENERAL
3949 DIAMOND HEAD ROAD, HONOLULU, HAWAII 96816-4495

JOB VACANCY ANNOUNCEMENT FY15-011 AGR-AIR
Dual announcement (No)

21 November 2014

POSITION: Low Observable Aircraft Structural CMan, (ACA Mission)
2A7X5, POSNR TBD, 154th Maintenance Squadron, Hawaii Air
National Guard, Hawaii.
(To establish a List of Eligible)

TYPE OF
APPOINTMENT: Full-Time Military Duty (Title 32, USC 502(f)) – Two (2) year
tour (**See NOTES TO APPLICANTS**)

LOCATION: Alert Facility, 154 MXS, Joint Base Pearl Harbor-Hickam

CLOSING DATE: 9 December 2014

RECRUITMENT AREA: Present enlisted members TSgt and below of the Hawaii Air
National Guard with the AFSC 2A7X5.

SUMMARY OF DUTIES: Applies low observable materials and coatings to aircraft. Repairs low observable and metallic structural parts and components to meet requirements for preserving structural integrity. Assesses damage impacts to aircraft signatures. Advises on structural and low observable repair, modification, and corrosion protection treatment with respect to original strength, weight, and contour to maintain structural and low observable integrity. Assembles and repairs using special fasteners and adhesives. Checks repairs for serviceability according to specifications and technical publications. Manufactures layouts, jigs, fixtures, forms, and molds. Removes Radar Absorbent Material (RAM) by sanding, scraping or pulling using manual and powered methods. Fabricates repair parts from RAM, using standard and peculiar cutting tools and adheres them to aircraft surfaces and fasteners using vacuum bags, fixtures, and other pressure inducing processes. Applies scrim material to RAM and aircraft surfaces in preparation for RAM cover strip installation. Installs RAM cover strips to panel and skin gaps. Applies RAM pastes to aircraft surface gaps, voids, and gouges. Sands and skives RAM and RAM pastes to required contours. Repairs low observable treatments on polycarbonate transparencies using edge sealing compounds, adhesives, primers, and conductive films. Performs repair actions to ceramic RAM coatings associated with engine hot areas and adjacent fairings using grit blasters and approved high temperature curing equipment. Identifies, removes, and treats corrosion using mechanical and chemical procedures. Applies aircraft paint schemes and markings. Removes low observable finishes and treatments by sanding, scraping, cutting, gouging, and pulling, using manual and powered methods. Sands surface finishes to specified depths and widths to prepare them for proper reapplication of finishes using manual and powered methods. Determines extent of damage and/or scope of task and performs finish and treatment removal tasks accordingly. Removes panel, door, and skin fasteners to gain access to aircraft interior and replaces fasteners following maintenance. Cleans aircraft interior and exterior surfaces and gaps to prepare them for filler treatments, fairing

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materials, and other follow-on maintenance. Mixes multi-part adhesives, sealants, fillers, fairing materials, and organic topcoats. Applies, sands, and skives fillers and fairing materials to Technical Order Data (TOD) specifications for waviness, step condition, and aerodynamic smoothness. Applies organic low observable topcoats and rain erosion materials using spray equipment, brushes and rollers. Uses ambient and accelerated cure processes to cure adhesives, sealants, fillers, fairing materials, and organic topcoats. Uses planform alignment procedures to determine proper repair angles and dimensions for low observable finishes and treatments. Uses metalworking equipment and tools to form, cut, bend, and fasten replacement or repair parts to damaged structures and components. Fabricates, repairs, and assembles tubing and cable assemblies for aerospace weapon systems and AGE/SE. Maintains and inspects tools and equipment. Performs operator maintenance and service inspections on shop equipment and tools. Ensures lockout and tagout procedures are accomplished prior to performing shop equipment maintenance. Stores, handles, and disposes of hazardous waste and materials according to environmental standards and classifications. Inspects coatings, structures, and components to determine operational status. Interprets inspection findings, and determines corrective actions. Posts entries and maintains maintenance and inspection records. Recommends methods to improve equipment performance and maintenance procedures. Uses automated maintenance systems. Inputs, validates, and analyzes data processed to automated systems. Clears and closes out completed maintenance discrepancies in automated maintenance systems. Evaluates structural damage to aircraft structures or items and applies appropriate repair procedures to include application of adhesive films, prepregs, foam, and tape; and scarfing, layup, vacuum bagging, and accelerated curing techniques. Performs inspection and repair procedures for graphite Bismaleimide resin (BMI), graphite epoxy woven fabric, and uni-directional assemblies to include use of adhesive film, foam, tape, scarfing, lay-up and bagging techniques associated with hot bonders. Selects core materials to complete repairs, makes templates to use as patterns, and assures proper ply orientation and de-bulking. Selects bond form and prepares tools; lays-up; mixes and applies two part adhesives and sealants; installs temperature monitoring devices; cures adhesives; and otherwise completes repairs. Specifies curing process/specification to autoclave/curing oven operator for the part to be cured. Removes completed items from bond forms after the cure cycle. Inspects final assembly for visual damage or flaws.

Details of the above stated "SUMMARY OF DUTIES" are contained in the applicable description of duties and responsibilities in the Air Force Enlisted Classification Directory (AFECD or AFOCD), 31 October 2013 located at: <https://gum-crm.csd.disa.mil/ci/fattach/get/2445950/1363804464/redirect/1/filename/AFECD-Apr%2013-Part%20I-as%20of%2012%20Mar%2013.pdf>

AGR APPLICATION PROCEDURES: The following must be submitted:

1. NGB Form 34-1, *Application for Active Guard/Reserve (AGR) Position, November 2013*; OR a signed resume; OR any other written format with signature. Signature on the application must be an "original" signature. Digital signatures are acceptable in lieu of original signature.
2. Documents of last performance appraisal. If the performance appraisals are not available, documents of past civilian performance, letter of recommendations, and/or military

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performance may be submitted. These documents will be evaluated as part of the selection process.

3. Copy of a current (within the past year) ANG Fitness Assessment Results. If not available, explanation must be provided, i.e., documentation, medical deferral, etc.
4. A printed copy of your Records Review which can be obtained from the vMPF ([AF Portal: Login Page](#)).
5. Provide Point Credit Summary (PCARs) **from MilPDS** (see your CSS), in order for HIHRO-A to validate total active federal military service (TAFMS).
6. See paragraph 3.a, under BASIC ELIGIBILITY REQUIREMENTS. The applicant must obtain TAG approved waiver, as required, and submit waiver document with application forms.

Failure to provide supporting documents will result in a non-eligible/non-qualified determination which will cause you to lose consideration for this position.

Each applicant is responsible for ensuring that the application and all other forms and supporting documents are submitted by the closing date to: TAG Hawaii (HIHRO), 3949 Diamond Head Road, Honolulu, HI 96816-4495. **Application, other forms and supporting documents must be submitted as paper documents. Applications, other forms and supporting documents sent via email will not be accepted and applicant will not be considered as potential list of eligible. The HIHRO office is not responsible for printing digital files of application(s), other forms and any supporting documents that is sent to the HIHRO office.** Errors; omissions of information; applications completed in pencil or unsigned; and those that are late due to the mail system will not be considered.

Applications postmarked (by the U.S. Postal Service) on or before the closing date of the JVA will be accepted. Federal law prohibits the use of government envelopes, postage, or facsimile (FAX) to submit an application. Applications received in such manner will not be accepted and will be returned.

NOTES TO APPLICANTS:

1. Unless specifically stated on this Job Vacancy Announcement, no waivers will be authorized.
2. On-board HIANG AGR members must be in their current position for a minimum of 24 months to be eligible for reassignment to a new position. The Adjutant General (HITAG) may approve waivers in exceptional circumstances.
3. Applicants may be screened and evaluated on military attributes directly related to the compatible military position required to be assigned into, such as, but not limited to, military bearing, leadership, or ability to work with others (teamwork) in a military environment.
4. Final selection will be based upon qualifications, suitability, and available manpower resources.

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5. The purpose of this announcement is to establish a list of eligibles. Eligibles on this list will be given automatic consideration for identical position vacancies occurring during the six-month period following the close of this announcement.

6. The incumbent of this position must be equal or higher in military grade to those he/she will have the responsibility to guide and direct. Applicants must be eligible for promotion as of the JVA closing date.

7. Per ANG1 36-101, 7.1.1: Promotion opportunity is limited to the authorized grade on the incumbent's current AGR position as reflected on the UMD.

As an example: The authorized grade of POSNR 0962596 as depicted on the current UMD, is TSgt. If a SSgt is selected/hired, the SSgt can be promoted to TSgt without any further competition, provided they meet all promotion eligibility criteria IAW HIANGI 36-2502 and remain assigned as the sole incumbent to the duty position originally hired into. Promotion rank of opportunity will change accordingly, if the authorized grade, as depicted on the UMD changes.

8. Per ANGI 36-101, paragraph 5.2. The intent of the AGR program is to assess AFSC qualified individuals. Incumbent must be qualified in AFSC 2A7X5. **Retraining is not authorized.**

9. Deployed personnel, outside of Hawaii and CONUS, may be allowed an exception to submit application, other forms and supporting documents via email. Applicant must provide the HIHRO office the applicant's deployment order; HIHRO will provide confirmation of allowing email application to be submitted, at time of deployment order verification.

10. Per NGHI-TAG MEMORANDUM FOR RECORD, SUBJECT: Maximum Tenure Policy for Hawaii National Guard Full-Time Personnel (Air), dated 21 July 2014, paragraph 4 states: "Individual AGR orders will terminate at the end of the month at which the member achieves 20 years of TAFMS." Paragraph 2 of the same memorandum for record states: "A 20 year retirement is the standard; AGR's should be prepared to retire when eligible for an active duty retirement." For applicants who are within 5 years of reaching 20 TAFMS years creditable towards a length of service retirement; their tour length may be less than the advertised tour length due to the published guidance in the above stated memorandum.

11. The hired AGR's existing tour end date (as designated on the AGR member's current AROs orders) will not change upon acceptance of this duty position. The hired AGR will continue to serve under his/her existing AGR tour period and then be considered for subsequent tour continuation under the HIANG HIHRO FORM 2 processing.

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HAWAII AIR NATIONAL GUARD
ACTIVE GUARD/RESERVE (AGR) PROGRAM

1. GOVERNING DIRECTIVE: ANGI 36-101, 3 June 2010 certified current 14 Aug 14

2. GENERAL POLICIES:

a. Conditions of Employment:

(1) Must maintain appropriate military membership in a Hawaii Air National Guard (HIANG) military unit by which employed.

(2) Must be assigned to the Duty Air Force Specialty Code (DAFSC) compatible with the full-time requirement as reflected on the unit manning document (UMD) on date of employment.

(3) Duties of AGR personnel will be governed by the functions inherent to the AGR positions they occupy on the UMD and the DAFSC (ANGI 36-101, 3 June 2010, paragraph 7.6.1).

(4) Will perform a minimum of forty hours of duty per week. Regular or alternate work schedules, as approved by TAG, should not deviate from those approved for military technicians. Will participate with unit of assignment during unit training assemblies or equivalent periods of duty. Will also be available to participate in annual training periods, deployments, and exercises, when required.

(5) All AGR personnel are subject to state military justice procedures and statutes, and civil laws and statutes, as appropriate. When in Federal status under Title 10, the Uniform Code of Military Justice (UCMJ) applies.

b. Military/Technician Grade Comparability: The MCR AGR Grade Comparability Table, ANG1 36-101, 3 June 2010, table 13.1, will be used to determine the highest possible AGR grade that is allowed and is applicable to a full-time position requirement on the UMD. Accordingly, individuals may not enter on AGR duty above the maximum military duty grade authorized for the full-time position.

c. AGR Controlled Grade Ceilings: The controlled grade ceilings provided by NGB/A1 are the maximum available for use by the state. All restorations, promotions and new hires must be accommodated within these controlled grade ceilings.

d. Promotion: Promotion of officers and enlisted military duty personnel will be in accordance with existing ANG promotion policies. Further, such promotions must be within the established AGR end strength, grade ceilings, and not be above the maximum grade authorized for the full-time position.

e. Restoration Rights: Military technicians who separate from technician employment to enter into the AGR program have restoration rights. Permanent on-board AGR members who enter an ANG Title 10 Statutory Tour, assigned to the NGB UMD, have restoration

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rights, not to exceed five years. Permanent on-board AGR members selected for recruiting and retention duty have restoration rights not to exceed five years.

f. Entitlements: AGR personnel and their family members are entitled to most benefits provided by law to personnel on active duty in Federal service. However, for the purpose of Title 38 U.S.C., Veterans' Benefits, service in AGR status under Title 32 U.S.C. 502(f) may not be considered by the Veteran's Administration (VA) to be qualifying service for a variety of VA benefits. AGR Airmen should contact their State VA office to determine their VA entitlements/ benefits.

g. Voluntary Reassignment: Per chapter 6.7., Voluntary Reassignment, ANGI 36-101, reassignment to an AGR position requires the new position to have a grade no lower than the individual's current military grade, unless the enlisted Airman agrees in writing to a reduction in grade IAW ANGI 36-2503, Administrative Demotion of Airmen.

3. BASIC ELIGIBILITY REQUIREMENTS:

a. Should be able to complete 20 years of total active federal military service (TAFMS) prior to reaching mandatory separation - - 28 years commissioned service date for officers; age 60 for enlisted members. Waiver authority of this requirement is The Adjutant General. Individuals selected for AGR tours that cannot attain 20 years of active federal service prior to reaching mandatory separation, must complete a Statement of Understanding. The HING, HRO AGR Branch will maintain the completed and signed Statement of Understanding.

b. Must not have been separated "for cause" from active duty or a previous Reserve Component AGR tour.

c. Must meet the Preventative Health Assessment (PHA)/physical qualifications outlined in AFI 48-123, Medical Examination and Standards. 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 HIV test must be completed not more than six months prior to the start date of the AGR tour. The State Air Surgeon will review all medical examinations and determine if a member is physically qualified to enter on AGR duty.

d. Pregnant females are eligible to apply for full-time military duty (AGR) tours. Individuals selected for AGR tours must meet all applicable medical and physical requirements in accordance with AFI 48-123 prior to entering on the tour. If selected, they cannot be appointed and entered on active duty until the pregnancy period has expired and the State Air Surgeon medically clears them.

e. Must have sufficient retainability to complete the AGR tour of duty. The tour cannot extend beyond an enlisted member's expiration term of service (ETS) date. Officers will not be retained in AGR status beyond the officer's mandatory separation date (MSD).

f. Must meet the minimum requirements for each fitness component in addition to scoring an overall composite of 75 or higher for entry into the AGR program. Any member

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in the Fitness Improvement Program (FIP) is ineligible for entry into any type of AGR tour program.

g. Grade inversion is detrimental to the military nature of the ANG and is not authorized.

4. EQUAL EMPLOYMENT OPPORTUNITY: All applicants will receive equal consideration for appointment without regard to race, religion, sex, color, national origin, political affiliation, marital status, non-disqualifying age or disability.

(NGHI-HRO)
DISTRIBUTION "A"