

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

****CHANGE 2**

JOB VACANCY ANNOUNCEMENT HI 3215-1-AGR-AIR

16 September 2013

Dual announcement (Yes)

POSITION: Intelligence Officer, DAFSC 14N3, POSNR 0087286234,
154th Operations Support Squadron
(To establish a List of Eligible)

TYPE OF APPOINTMENT: Full-Time Military Duty (Title 32, USC 502(f)) – Five (5) years tour length (**See NOTES TO APPLICANTS**)

LOCATION: 154th Operations Support Squadron, Joint Base Pearl Harbor Hickam, (JBPHH), Hawaii, 96853

CLOSING DATE: 7 October 2013

RECRUITMENT AREA: Present officers, Lt (promotable to Capt) - Major, of the Hawaii Air National Guard (HIANG)

SUMMARY OF DUTIES: Performs and manages intelligence operations and applications activities. Programs, plans, and evaluates operations and applications resources and activities. Establishes priorities. Conducts and manages collection functions. Oversees collection and exploitation activities of all sources of intelligence information. Manages production, processing, and dissemination of products. Develops, validates, and prioritizes targeting and GI & S activities and procedures. Plans and implements aircrew training. Determines unit requirements and tailors intelligence support to missions, equipment, and employment tactics. Establishes, recommends, and disseminates information and intelligence collection requirements. Supports combat operations. Coordinates inputs to intelligence operations plans and orders. Advises commanders on threat systems deployment, employment, tactics and capabilities, vulnerabilities, and force protection issues. Performs and oversees analysis and fusion of collected intelligence, and produces assessments to meet operational requirements. Analyzes data to advise planners of options to accomplish objectives. Helps develop weaponeering methodologies. Evaluates mission accomplishment to determine remaining adversary capability and requirements for retargeting. Coordinates intelligence estimates and analytical activities. Assists in operational employment planning. Recommends weapons allocation and application. Coordinates inputs to intelligence operations plans and orders. Advises commanders on threat systems deployment, employment, tactics and capabilities, and vulnerabilities. Provides intelligence support and assists in planning and execution of information warfare. Exchanges and collects intelligence with other services, agencies, and governments. Conducts operations and related activities. Manages and integrates collected intelligence information. Integrates intelligence into information operations. Performs and directs intelligence briefings and debriefings of repatriates, defectors, émigrés, foreign nationals, and United States personnel. Manages collection requirements by validating, prioritizing,

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and coordinating user requests. Ensures operational needs are met through collection system tasking. Supports weapon system acquisition and force structure planning. Develops intelligence policies and plans. 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, including GI & S and human, signal, imagery, and measurement and signature types of intelligence. Manages and coordinates intelligence activities. Reports aspects of operations and applications functions and responsibilities. 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. Directs intelligence activities. Directs operations and applications activities and organizations, and establishes goals and objectives. Reviews requirements for objectives and relative priorities. Serves as senior intelligence advisor to commander and the Force Protection Working Group (FPWG). Directs preparation of intelligence budget estimates and financial plans. Implements standardization, evaluation, and training programs, and monitors compliance.

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), 13 April 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>

Details of the duties and responsibilities associated with the comparable excepted service, dual-status military technician rating for this duty position, are described in the statement of difference (PDCN D0029000A) on file at the Human Resource Office

AGR APPLICATION PROCEDURES: The following must be submitted:

1. NGB Form 34-1, *Application for Active Guard/Reserve (AGR) Position*; 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 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.

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4. A printed copy of your Records Review which can be obtained from the vMPF ([AF Portal: Login Page](#)).

5. A printed copy of your PCARs history (SURF Report RSGRBTH) which can be obtained from MILPDS. (See your command support staff or 154 FSS for this document)

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.

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.

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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. This position is also being announced for fill in an Excepted Service (officer) status. Applicants who wish to be considered under the Excepted Service program should submit the appropriate application forms. For details and application procedures, click on the website: <http://www.usajobs.gov/GetJob/ViewDetails/351675900>

a. FTSPR 335-1-1, chapter 3.a.(7) provides guidance that “single” status announcements (AGR, Reserve or technician only) requires justification. Justification was not provided for single status announcement, therefore dual announcement (both AGR and dual status military technician JVA postings) are being broadcast to establish list of eligibles for this duty position.

b. ANG1 36-101, chapter 4.1.6 states that “AGR personnel and military technicians may be considered concurrently for the same full-time position vacancy.” This duty position is considering both AGR personnel and military technicians to establish list of eligibles, per above stated Air National Guard Instruction publication.

8. IAW the Air Force Officer Classification Directory (AFOCD), 30 April 2013, page 71, paragraphs 3.3 and 3.4, the applicant must meet the training and experience qualifications at the time of submitting application.

a. The applicant must have completed the Intelligence Officer course.

b. The applicant must have accumulated a minimum of 12 months experience in intelligence operations functions.

9. The selected/hired officer must complete the USAF Intelligence Weapons Instructor Course (IWIC) **within three years** of appointment to the duty position. Failure to complete IWIC may result in immediate termination from the duty assignment and AGR program.

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

1. GOVERNING DIRECTIVE: ANGI 36-101, 3 June 2010.

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.

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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 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. Earned Authorization (EA) fencing: Fulltime manning authorizations are based upon requirements. Requirements are validated by manpower standards, MAJCOM directed, Air Force (AF) directed, or UTC required. Selected EA's are categorized as "fenced". NGB A1M has designated five "fenced" program element codes (PEC's). The fenced PEC's are: as defined by the current MRV, 00052625G, 00053110G, 00053115G, 00055167G, and 00058150G. Duty positions associated with the Aerospace Alert Control (ACA) program are also considered "fenced". **The 154 OSS has requested to "fence" the AGR EA and retain the AGR EA at the 154 OSS indefinitely.**

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

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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 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.

h. Applicants must be within the stated "Area of Consideration" as of the close of the announcement.

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.

5. RETRAINING: [APPLICABLE ONLY IF STATED IN THE JOB VACANCY ANNOUNCEMENT.]

Enlisted airmen currently serving in permanent full-time AGR status may be selected for a vacant UMD AGR position without the awarded duty AFSC and are subject to the following restrictions:

a. If the UMD position requires a mandatory training school for the award of the 3-level AFSC, the individual may be assigned to the new position immediately, but must agree in writing to attend the first available course that would qualify them in the new AFSC. Failure to successfully complete the required formal training or failure to attend the first available course without permission from the commander or supervisor due to exceptional circumstances will result in the termination of the AGR tour.

b. The individual must continue to progress in training IAW AFI 36-2201, Vol 2, and AFI 36-2101 to a skill level compatible with their UMD assignment. Airmen who do not progress to the next skill level will be removed from AGR status.

c. Airmen approved for retraining may incur an ANG service commitment IAW ANGI 36-2101 upon completion of training.

d. The member must sign a statement acknowledging understanding of the above conditions prior to assignment to the full-time position.

(NGHI-HRO)
DISTRIBUTION "A"