

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

JOB VACANCY ANNOUNCEMENT FY14-025-AGR-AIR
Dual announcement (No)

11 June 2014

POSITION: Fighter Pilot, DAFSC 11F3J, POSNR 0963101, 199th Fighter Squadron (FS), Hawaii Air National Guard, Hawaii.
(To establish a List of Eligible)

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

LOCATION: 199th Fighter Squadron (FS), Joint Base Pearl Harbor, Hawaii.

CLOSING DATE: 15 July 2014

1st RECRUITMENT AREA: Present officer members, O4-O5, of the Armed Forces within the state of Hawaii

2nd RECRUITMENT AREA: Present officer members, O4-O5, of the Armed Forces, nationwide

SUMMARY OF DUTIES: Plans and prepares for mission. Reviews mission tasking, intelligence, and weather information. Supervises mission planning, preparation and filing of flight plan, and crew briefing. Ensures aircraft is preflighted, inspected, loaded, equipped, and manned for mission. Pilots aircraft and commands crew. Operates aircraft controls and equipment. Performs, supervises, or directs navigation, in-flight refueling (except Q Suffix, IFF (AT-38/T-38C)), and weapons delivery. Conducts or supervises training of crewmembers. Ensures operational readiness of crew by conducting or supervising mission specific training. Develops plans and policies, monitors operations, and advises commanders. Assists commanders and performs staff functions related to this specialty.

Administers combat flight training to military aircrews. Instructs and evaluates pilots through a broad training spectrum, in addition to performing pilot duties, which may include but is not limited to:

a. Initial Qualification Training (IQT) – Training to qualify the aircrew in basic aircraft flying duties without specific regard to a unit operational mission. It is the minimum training requirement for Basic Aircraft Qualification (BAQ). Elements of instruction include: Basic and Advanced Handling Characteristics, Instrument Approach Procedures, Visual Traffic Patterns, Basic Night Vision Goggle (NVG) training and Airborne Emergency Procedures.

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b. Mission Qualification Training (MQT) – Training required to achieve a basic level of competence in the unit's primary tasked missions. This training is a prerequisite for Mission Ready (MR) status. Elements of instruction include (but are not limited to): IFR Formation

using Station Keeping Equipment (SKE), Tactical Formation Maneuvers, Tactical Airdrop Procedures, Tactical Departure and Arrival Procedures, Assault Takeoff and Landing Procedures, Low Altitude Awareness Training (LAAT), Low Altitude Tactical Navigation (LATN), Chemical Warfare Task Qualification Training (CWTQT), NVG Takeoff and Landing, NVG Tactical Formation Procedures, NVG Tactical Airdrop Procedures for Overt and Covert Lighting, NVG Assault Takeoff and Landings, NVG ground handling for combat on/offloading, and Aircraft Defensive Systems (ADS) to include threat recognition and maneuvering.

c. Continuation Training (CT) – Training to maintain proficiency and improve aircrew capabilities to perform unit missions and aircrew proficiency sorties not flown in formal syllabus missions, tests, or evaluations. Many CT events for aircrew members require the direct supervision of an instructor while accomplishing the training. CT is directed by AFI 11-2 MDS Vol 1. Continuation Training is measured in number and types of sorties and events accomplished. All types of training mentioned in this section pertain to maintaining Mission Ready (MR) status for world-wide deployment capability.

d. Upgrade Training (UG) – Training which is syllabus directed to qualify the aircrew in positions beyond that of the entry-level aircrew. Elements of "Upgrade Training" include: Mobility Pilot Development (MPD), Instructor Pilot (IP), Standardization Evaluation Flight Examiner (SEFE), Formation/Element Lead Qualification, and Touch and Go certification. Upgrade Training may also include Functional Check Flight certification.

e. Special Capability Training - Training which is designed for specific missions and /or special equipment types. Elements of "Special Capability" instruction include (but are not limited to): Special Certification Training for specific Geographic locations, Presidential Support missions, Combat Search and Rescue (CSAR), Senior Scout missions, Mobile Airborne Fire Fighting System (MAFFS), and other Special Qualification/Classified missions.

A glossary of mission/sortie and event definitions can be found in AFI 11-2 MDS Volume 1.

Assesses flight instructors, pilots and other aircrew members assigned, attached, or newly acquired to the unit to determine flying background and proficiency in the Unit Equipped (UE) airplane. Plans, develops and presents comprehensive courses of instruction in both ground and flight training for pilots to achieve and maintain mission ready status. Performs as flight instructor, and/or flight examiner, evaluating and examining rated aircrew to assure training standards are met in these general areas: mission planning, preparation and briefing; ground operations, in-flight control, crew resource management and mission execution; mission debriefing and documentation accuracy. Determines progress and proficiency levels; provides re-qualification evaluations and directs/provides specialized remedial or additional training as necessary. Evaluates formal training directives, and develops course changes, new material, new training systems and methods.

Projects unit training requirements. Prepares required training records. Utilizes available training aids to instruct airplane aerodynamics, aircraft systems, emergency procedures, Ability to Survive and Operate (ATSO), and specific crew duties. Ensures that all applicable

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directives, instructions, and technical orders applicable to the aircraft and mission are complied with. Reviews, analyzes, and disseminates accident reports, flying safety publications and special interest items. Determines additional aircrew training requirements to advance aircrew proficiency while striving to attain a zero accident rate.

Maintains a thorough knowledge of airplane systems and procedures under normal, instrument, and emergency conditions to give timely and accurate instruction to aircrews in the air or on the ground. Flight training will be conducted in both day and night missions, in visual and instrument conditions and with and without night vision devices.

Briefs and instructs preflight preparations including: intelligence briefings, mission planning, weather factors, mission objectives, and other agency coordination to ensure safe flight procedures and effective mission accomplishment. Conducts comprehensive debrief of mission (to include video tape review and digital flight debriefing media) to ensure that the desired learning objectives were achieved and training rules were followed. Monitors physical capability, mental attitudes and individual problems of aircrew that can adversely affect flying performance.

Serves as the Air Commander's representative when performing duties as: Operations Supervisor (SUP), Supervisor of Flying (SOF), or Stand-by Duty Officer (SDO); and is responsible for the safe and efficient mission accomplishment of the unit through the use of an Operational Risk Management (ORM) program. The SUP/SOF has the authority to cancel flying activities, divert aircraft, dictate mission requirements, approve specific activities, coordinate for airport or airspace utilization with FAA, and direct emergency actions involving UE airplanes.

Incumbents of these positions are subject to rotation to perform administrative tasks in any of the following Air Operations program support functional areas:

a. Standardization/Evaluation: Plans, organizes, and directs the Standardization/Evaluation function. Prepares and administers written ground examinations, emergency procedures evaluations and conducts flight evaluations for all subjects and duties relevant to aircraft operations to certify flying proficiency/new qualifications. Conducts scheduled and unscheduled evaluations of other flight examiners, flight instructors, and aircrews. Establishes performance standards for flying proficiency and competency in accordance with USAF, ANG, and command directives. Reviews flight publications and directives for accuracy and currency. Analyzes performance discrepancies and identifies trends, recommends corrective action to higher authorities.

b. Weapons and Tactics: Trains and evaluates proficiency and competency of aircrews in weapons and tactics. Works in conjunction with the Intelligence functional area to prepare for and conduct academic training in weapons and tactics, prepares scenarios utilizing improved tactics for aircrew upgrade and continuation training. Tests new tactics and weapons delivery procedures and makes refinements. Reviews, defines, and updates current threats and countermeasures. Briefs / instructs aircrews on existing or anticipated threat's and countermeasures. Responsible for the mission planning function and manages the System Support Representative (SSR).

c. Training: Designs and coordinates comprehensive training plans and scenarios to provide realistic technical aircrew training. Adopts and implements policy to ensure

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accomplishment of all required training. Establishes training goals and objectives for tactics, weapons system employment, instrument flights and general needs, in order to provide uninterrupted progress. Analyzes post-mission debriefing and critiques to ensure accomplishment of assigned training events. Plans, coordinates, and manages unit upgrade programs for new mission capability requirements. Schedules and coordinates formal schools, simulator training, and ground and ancillary training.

d. Scheduling: Plans, develops, and implements the unit flying schedule and flying hour program using inputs from within the Air Operations and Logistics Divisions. Coordinates the operational requirements with the, MAJCOM, FAA, USDAO, civil and international Fixed Base Operations (FBO), Diplomatic Clearance requirements, Tanker Airlift Control Center (TACC), and other wing and outside agencies. Ensures availability of resources when coordinating use of assigned and non-assigned assets to establish unit mission requirements.

e. Plans: Develops unit deliberate planning for implementation of wartime, base and national tasking. Maintains detailed wartime and peacetime contingency plans and supplements for unit mobility, deployment, strange field operations/ employment, and redeployment of the unit. Coordinates with the gaining command, NGB, and appropriate theater headquarters.

f. Command and Control: Plans, organizes and directs the Command and Control function. Ensures successful training/operation of the Crisis Action Team (CAT). Provides liaison between the CAT, wing control centers, State Headquarters, NGB, MAJCOM command and control facilities, and other agencies. Assists the Air Operations Officer in matters pertaining to command and control and develops schedules to exercise command post disaster preparedness, security, and mobility functions. Monitors the Status Of Resources and Training System (SORTS) for all base reporting units. Schedules, implements, and manages 24 hour operations during actual contingency and/or emergency response events.

g. Safety: Plans, organizes and administers unit flying, explosive, and ground safety programs in accordance with Air Force, ANG and OSHA directives, and applicable technical publications. Reviews and analyzes directives regulations, accident reports, safety data and local operating conditions to determine requirements for safety programs. Inspects facilities and flying operations and coordinates with appropriate agencies to ensure compliance with all applicable safety regulations and programs. Investigates accidents/incidents, determines human causes, and recommends corrective action. Coordinates with all supervisors and staff personnel concerning safety standards within individual functional areas. Performs technical analyses of safety data and recommends procedures and guidelines to ensure safe operations of all units flying and ground activities. Advises Air Commander on status of units safety programs. The source of first level supervision is the Air Mission Commander. Performs other duties as assigned.

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

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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. Non-HIANG applicants; provide their respective service component of assignment equivalent performance appraisal/officer evaluation reports.

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. Non-HIANG applicants; provide their respective service component of assignment equivalent physical fitness test results. Tested date must be within last 12 months from closing date of JVA.

4. A printed copy of your Records Review which can be obtained from the vMPF ([AF Portal: Login Page](#)). Non-HIANG applicants; provide their respective service component of assignment equivalent record review document(s), i.e. Army officers provide ORB (officer record brief).

5. Provide Point Credit Summary (PCARs) from MilPDS, in order for HIHRO-A to validate total active federal military service (TAFMS). Non-HIANG applicants; provide their respective service component of assignment equivalent source document that displays total active federal service years.

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.

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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.
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 0963101 as depicted on the current UMD is O5/LTC. If an O4/MAJ is selected/hired, the O4/MAJ can be promoted to O5/LTC 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. 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.
9. Per ANGI 36-101, paragraph 5.2. The intent of the AGR program is to assess AFSC qualified individuals. Retraining is not authorized to fill this duty position. All applicants must be qualified in AFSC 11F3J.

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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, ANGI 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)
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