

**Texas Air National Guard  
Air Active Guard Reserve (AGR) Vacancy**

Announcement Number: **AGR-25-125**

Open Period: **7 April 2025 – 6 May 2025 (30 Day Period)**

Areas of Consideration: **Nationwide (Open to current members of the Texas Air National Guard and those eligible to transfer to the Texas Air National Guard)**

Title: **MULTIPLE VACANCIES**

**2A773: Aircraft Structural Maintenance Craftsman (1 Position), NTE TSgt/E6  
2A773: Aircraft Structural Maintenance Journeyman (1 Position), NTE SSgt/E5**

Grade: **SSgt/E5 NTE TSgt/E6**

AFSC: **2A773**

Location: **149 FW, 149 MXS, JBSA-Lackland, San Antonio, TX**

Funding Availability: **AGR Funded**

PCS: **Authorized**

REMARKS:

- **This is a potential multi-hire announcement that is contingent on the selection of the highest graded position listed above. If an internal applicant is selected for the higher graded position, secondary/tertiary selections will be made from this same announcement. Applicants will be pooled on the Certificate of Eligibles (COE) based on their rank and promotion potential for the respective grade.**
- **Trainees NOT Accepted**
- IAW ANGI 36-101, Uniformed Services Employment and Reemployment Rights Act (USERRA) Restoration Rights. Employees who separate from full-time civilian employment (to include military technicians) to enter the AGR program have restoration rights according to the provisions identified in the 38 USC § 4301. Further, Military technicians who separate from technician employment to enter the AGR program or accept an ANG Title 10 Statutory Tour have restoration rights in accordance with CNGBI 1400.25, Vol. 213, National Guard Technician and Civilian Personnel Excepted Service Employment. Individuals will not be restored to military technician status solely to gain entitlement to a new period of restoration rights or to establish a new high 3 years of income for federal civil service retirement computation. Exceptions to this policy will not be considered. NGB/A1M will not allocate additional resources to accommodate restoration to technician status.

**POSITION QUALIFICATIONS**

**Specialty Summary:** Designs, repairs, modifies, and fabricates aircraft, metal, plastic, composite, advanced composite, low observables (LO) coatings, and bonded structural parts and components. Evaluates, installs, removes, and repairs LO coatings. Applies corrosion preservative treatments to aircraft, missiles, and support equipment (SE).

**Duties and Responsibilities:**

- Assembles and repairs structural and LO parts and components to meet requirements for preserving structural integrity and LO qualities. Assesses damage to aircraft structural components and LO coatings. Applies LO materials and coatings to aircraft. Assesses damage impacts to aircraft signatures. Performs assembly and repair on aircraft structures using special fasteners and adhesives. Inspects standard structural and LO repairs to ensure compliance with technical data specifications. Advises on structural and LO repair, modification, and corrosion protection treatment with respect to original strength, weight, and contour to maintain structural and LO integrity. Ensures aircraft component weight and balance is maintained. Inspects repairs for serviceability according to specifications and technical publications. Manufactures jigs, fixtures, forms, and molds. Uses metalworking equipment and tools to form, cut, bend, and fasten replacement or repair parts to damaged

structures and components. Fabricates, repairs, and assembles cable and tubing 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.

- Paints aircraft, missiles, and (SE). Identifies, removes, and treats corrosion using mechanical and chemical procedures. Applies corrosion protective and LO coatings. Applies aircraft paint schemes and markings. Removes Radar Absorbent Material (RAM) by sanding, scraping, or pulling using manual or powered methods. Fabricates repair parts from RAM utilizing 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 sand/skives to ensure 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. Inspects structures and components and determines operational status. Interprets inspection findings and determines corrective action adequacy. 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.
- Removes 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 exterior surfaces and gaps to prepare them for filler treatments, fairing materials, and other follow-on maintenance. Mixes multi-part adhesives, sealants, fillers, fairing materials, and organic topcoats. Uses maintainer-fabricated enclosures with environmental control units, heaters, and climate control equipment to stabilize repair sites. Applies, sands, and skives fillers and fairing materials to 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.
- 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 Portable Maintenance Aids and 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, graphite epoxy woven fabric, and uni-directional assemblies to include the 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; lay-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. Inspects structures and components and determines operational status. Interprets inspection findings and determines corrective action adequacy.

### **Specialty Qualifications:**

- Knowledge. Knowledge is mandatory of: aircraft and LO construction features; identification and characteristics of aerospace materials; repair of coating, LO materials, metal, tubing, cable, plastic, fiberglass, bonded honeycomb, and composite/advanced composite structural components; shop drawing and sheet metal layout techniques; shop mathematics; corrosion identification, removal, repair, and prevention; cleaning of coatings, LO materials and metals; application of protective coatings, LO materials, and markings; proper use, mixing, and storage of acids, solvents, alcohol, caustics, primers, and paints; and proper handling and disposal of hazardous waste and materials.
- Education. For entry into this specialty, completion of high school with courses in mathematics, algebra, chemistry, physics, mechanical drawing, and metal working is desirable.
- Training. The following training is mandatory for award of the AFSC indicated:
- For award of AFSC 2A733, completion of a basic aircraft structural maintenance course is mandatory.
- Experience. The following experience is mandatory for award of the AFSC indicated:

- 2A753. Qualification in and possession of AFSC 2A733. Also, experience in functions such as fabricating, repairing, assembling, or installing aircraft metals, LO materials, plastics, fiberglass, composites, or honeycomb parts; or corrosion identification, removal, and applying coatings and markings.
- 2A773. Qualification in and possession of AFSC 2A753. Also, experience supervising functions dealing with corrosion identification, prevention, and repair; applying protective coatings and markings; or fabricating, assembling, and repairing metal, fiberglass, composites, honeycomb, and plastics.
- See attachment 4 for entry requirements.
- For award and retention of these AFSCs: must maintain local network access IAW AFI 17-130, Cybersecurity Program Management and AFMAN 17-1301, Computer Security.
- Current special access for the specific weapon system program (F-22, F-35, B-2 or and/or B-21) is required IAW AFI 16-701, The US Air Force Special Programs, for assigned MDS. Specialty requires routine access to Tier 3 (T3) information, systems, or similar classified environment. Completion of a current T3 Investigation required IA DoDM 5200.02, AFMAN 16-1405, Air Force Personnel Security Program, is mandatory. Reinvestigation must be opened prior to expiration of current investigation.

## CONDITIONS OF EMPLOYMENT

1. AGR applicants should be able to attain 20 years TAFMS in the AGR career program. 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 the Statement of Understanding. The HRO will maintain the completed and signed Statement of Understanding.
2. It is not the intent of the AGR program to bring non-career applicants into the sanctuary zone [18 to 20 years Total Active Federal Military Service (TAFMS)]. AGR accessions onboarding with their initial tour length reaching 20 years TAFMS are authorize tour length of 30 days after their 20 years TAFMS. If applicable, the unit commander will need to submit an TMD AGR Resource Management Exemption to Policy for AGR accession in which will result in initial tour length less than 4 years due to reaching 20 years TAFMS. The AGR accession will enter the AGR Continuation Board process upon reaching 19 years TAFMS for TAG determination of AGR continuation beyond 20 years TAFMS.
3. To accept an AGR position, an applicant's military grade cannot exceed the maximum military authorized grade on the UMD for the AGR position.
4. To be an accession in the AGR program, the individual must not have been previously separated for cause from active duty or a previous Reserve Component AGR tour.

## INTERVIEW

Applicants must be available for an interview. Applications will be reviewed and qualified applicants will be notified to meet the selection board. Applicants will be notified by phone or mail of interview time and place. Payment for travel IS NOT AUTHORIZED. All applicants will receive consideration for this position without regard to race, religion, color, national origin, sex, political affiliation, kinship, and other non-merit factors.

## APPLICATION DOCUMENTS

### REQUIRED:

1. **NGB Form 34-1, Application for Active Guard/Reserve (AGR) Position**, dated 11NOV2013. Announcement Number & Position Title must be annotated on the form. (i.e. "AGR-25-XX") **Form must be either digitally signed or hand signed.**
2. **vMPF Report of Individual Person (RIP)**), dated within 60 days of closing date of announcement.
3. **myFSS > myFitness >**, "The Fitness Tracker Report", Applicants that provide their unofficial fitness assessment scoresheet or whose fitness test is not current through the closing date of the announcement will be automatically disqualified. Selectee must meet the minimum requirements for each fitness component in addition to an overall composite score of **75** or higher for entry into the AGR program. \*\* For members with a documented DLC prohibiting them from performing one or more components of the Fitness Assessment, an overall "Pass" rating is required.
4. **If applicable** (Enlisted applicants who are higher ranking to the advertised position): A signed memo to willingly take a demotion.

**OPTIONAL:**

5. Personal letter of intent IAW AFH 33-337, outlining career goals and objectives
6. DD214s, last three EPBs/OPBs, Resume, letters of recommendations
7. Current AF For 422, Preventative Health Assessment (PHA)
8. Military Biography

**HOW TO APPLY**

**E-mail** applications to: [ng.tx.txarng.mbx.hro-agr-air@army.mil](mailto:ng.tx.txarng.mbx.hro-agr-air@army.mil) / **Subject Line:** Last Name-Announcement Number (**i.e., Last Name-AGR-XX-XX**). Applications **must** arrive no later than 2359 CST on the closing date of the announcement.

Application package must be complete upon submission as **one single PDF** attachment, with standard naming convention of Last Name-Announcement Number (**i.e., Last Name-AGR-XX-XX**) for the attachment. Applications submitted in portfolio **NOT** be accepted. Applications submitted in pieces will **NOT** be accepted and automatically disqualified. Incomplete packages, packages not meeting mandatory requirements, or packages received after the closing date, as indicated on the job announcement, will **NOT** be considered.

**If you need to update a previously submitted package** before the closing date, you **must** send a new, complete package with the updated information. Sending only the updates will **disqualify** your package, as incomplete packages are not accepted. It will need to be named, in the subject line, as **Update** Last Name-Announcement Number in the following format (**i.e., Update Last Name-AGR-XX-XX**). Applications will be reviewed **after** the closing date.

**Applications that are unable to be opened will be considered on a case-by-case basis and must be resolved within 24 hours after the closing date.** Disqualification notifications will be emailed to applicable applicants NLT 10 days after the announcement close date. **Questions about announcements can be e-mailed to:** [ng.tx.txarng.mbx.hro-agr-air@army.mil](mailto:ng.tx.txarng.mbx.hro-agr-air@army.mil)  
Subject Line: Question-Announcement number (**i.e., Question-AGR-XX-XX**)

**TEXAS AIR NATIONAL GUARD**

All selection notifications are conditional until verification of security clearance, medical clearance, and HRO approval.

The Texas National Guard is an Equal Opportunity Employer.

## APPENDIX

### APPLICABLE LETTERHEAD

Date

MEMORANDUM FOR NGTX-JHR

FROM: 1XX/CC  
UNIT'S ADDRESS  
BASE, State Zip Code

SUBJECT: Announcement Number AGR-XX-XX, Member's Name (Applicant)

1. I acknowledge (*Applicant/Member's Name*) decision to apply for AGR Announcement Number: AGR-XX-XX, Duty Title: *Job Title*, Duty Location: *Location*. I agree to release this member, if the member is selected for this AGR position in the Texas Air National Guard.
2. This member is within Air Force Fitness Standards as outlined in DAFMAN 36-2905. This member is not delinquent and has not misused their government travel card. This member is not currently pending any adverse actions.
3. The member *is / is not* a current TXANG AGR member. IAW ANGI 36-101, Airmen should remain in their initial, assigned position for a minimum of 24 months. TAG or CG, or designee may waive this requirement when in the best interest of the unit, state, or ANG. If a current AGR member, they *have / have not* been assigned in their position for 24 months.
4. Please direct any questions to *Member's Name (Applicant)* or First Sergeant at DSN XXX-XXXX or email address.

COMMANDER'S NAME, Rank, TXANG  
Commander