

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

Announcement Number: **AGR-25-129**

Open Period: **17 April 2025 – 16 May 2025 (30 Day Announcement)**

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: **EOD Craftsman**

Rank/Grade: **SrA/E-4 NTE TSgt/E-6**

AFSC: **3E871**

Position Number: **0112031234 (0148 )**

Location: **147 ATKW, 147 CES, Ellington Field, Houston, TX**

Funding Availability: **AGR Funded**

PCS: **Authorized**

REMARKS:

- **Trainees *NOT* Accepted: Must hold 3E851 or 3E871**
- **TS/SCI clearance required**
- 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:** Performs explosive ordnance disposal (EOD) operations to protect personnel, resources, and the environment from the effects of hazardous explosive ordnance (EO), improvised explosive devices (IED) and weapons of mass destruction (WMD) which may include; incendiary, chemical, biological, radiological, and nuclear (CBRN) hazards. Employs specialized tools, techniques, and personal protective equipment to detect/identify EOD objectives and to accomplish diagnostics, monitoring, evaluation, interrogation, mitigation, render safe, recovery, and disposal operations on ordnance/devices delivered, placed, or made dangerous by accident/incident or other circumstance. Utilizes and maintains advanced equipment, such as, robotics, x- ray, landmine and CBRN detection equipment. Transports demolition explosives and equipment to authorized disposal areas, fabricates explosive demolition charges, and disposes of hazardous devices, ordnance, and explosives. EOD may be employed alone or as part of an AF, Joint, Interagency, or Coalition force, to support Combatant Commander and/or Air Force objectives. Provides rapid response capability and operates in five geographic disciplines: mountain, desert, arctic, urban and jungle, day, or night, to include austere combat environments independent of an established airbase or its perimeter defenses in mounted, dismounted, and limited airborne/aerial insertion operations. EOD at the five, seven, and nine level plan, organize, and direct EOD operations.

## **Duties and Responsibilities:**

- Plans, organizes, and directs EOD operations. Develops operational orders/plans, instructions, concepts of operation, and safety plans (ORM Assessments) concerning EOD employment. Translates commander's objectives/mission taskings into effective employment of EOD capability. Uses advanced technological and manual methods to perform long range/close-in reconnaissance, identification, assessment of ordnance/hazardous device conditions and filler materials, then advises commanders on recommended EOD actions and safe withdrawal distances. Prepares personnel and equipment for military operations.
- Supports U.S. and foreign aerospace systems/vehicles and conventional munitions operations; sortie generation and space launch operations by responding to airfield/launch complex explosive related ground/in-flight emergencies or crash situations; and research and development testing of weapons, aircraft, and space systems.
- Executes counter-IED (CIED) operations. Eliminates or mitigates explosive hazards and terrorist/criminal devices, to include missions outside the base boundary or Base Security Zone to enable freedom of maneuver for air or surface operations. Performs IED defeat actions to include (but not limited to) the following: recover/destroy weapon caches; perform immediate actions to defeat emplaced IEDs; conduct post-blast analysis of IED events; provides military authorities with technical intelligence, analysis, and exploitation; and provide key insights to enable development of CIED tactics, techniques, and procedures to mitigate IED effectiveness.
- Executes counter-WMD operations. Peacetime EOD force WMD response efforts are limited in scope to provide initial threat confirmation, risk mitigation, situational awareness, and site stabilization; however, EOD forces may also provide additional technical support as required. During contingencies, EOD forces provide full-spectrum response capability to incidents involving CBRN, incendiary and explosive devices.
- Conducts Nuclear Weapon Response. Provides immediate initial support to nuclear weapon accidents or incidents in order to evaluate nuclear weapon/delivery status, mitigate risk, provide site stabilization, and situational awareness. Custodial units certified on specific weapon systems and aerospace platforms form the core of weapons recovery teams and must respond in conjunction with the Tactical Response Force to explosively overcome obstacles, conduct passive diagnostics and provide technical assessments through secure communications with National Render Safe assets while supporting the National Military Command Center and Response Task Force (RTF) incident/accident or recapture/recovery efforts.
- Performs unexploded explosive ordnance (UXO) recovery operations. Provides emergency response (on or off installation) to neutralize hazards posed by EO related incidents presenting a threat to operations, installations, personnel or materiel, including but not limited to, excavation and renders safe, evaluation of individual ordnance items, exploitation for technical intelligence value, support of developmental and operational ordnance/weapons system testing, and large-scale recovery of airbases, forward operating locations, landing zones, and drop zones denied by ordnance operations. Maintains capability to identify, stabilize and contain chemical/biological ordnance and provide disposition support to follow-on organizations. Transports demolition explosives and equipment to authorized disposal areas, fabricates explosive demolition charges, and disposes of hazardous devices, ordnance, and explosives.
- Engaged in explosive range activities and operational range clearances. Establishes, operates, and maintains EOD explosive proficiency, training, and disposal ranges. Evaluates extent of explosive contamination on AF property, and on bombing and gunnery, research and development, and munitions test ranges. Prepares clearance/logistical plans and cost estimates for operational range clearance operations. Performs surface-removal, or disposal, of unexploded ordnance, classified ordnance, inert ordnance debris, training projectile debris, and any other range material fired on, or upon a military range from the targets and surrounding areas.
- Combat enabler for Irregular Warfare. Provide EOD support for General Purpose and Special Operations Forces in the execution of various IW missions to include security force assistance, counterinsurgency (COIN), stability operations, and building partnership capacity. Supports specialized Joint Service task force operations.
- Understands war fighter tactics, techniques, and procedures (TTPs). Integrates EO, IED, and WMD threat information into the decision-making process at all levels to mitigate and exploit the enemy's TTPs to maximize combat power. Performs tactical mission planning and preparation. Participates in Military Decision-Making Process. Briefs joint force commanders and staff on EO threats affecting operations.
- Supports Defense Support to Civil Authorities activities. Provides emergency or lifesaving EOD operational capability to the Federal, state, and local civil authorities requesting support to mitigate or eliminate hazards associated with explosives (IEDs, military munitions, etc.). Provides hazardous materials (HAZMAT) response capability for incidents involving explosive ordnance.
- Conducts Very Important Person/special protective activities. Supports U.S. Secret Service (USSS), Department of Homeland Security (DHS) and the Department of State (DoS) by providing counter explosive search teams in support of National Security Special Events, White House Complex and the protection of the President, Vice President, and other dignitaries.

## Special Qualifications:

- **Knowledge.** Knowledge in: EOD flight organization; applied principles of electronics, physics, chemistry and mechanics; peacetime-wartime accident/incident response procedures; operational principles for specialized EOD tools, equipment and personal protective equipment; explosive and demolition procedures; access and recovery operations; explosive ordnance reconnaissance and assessment; weapons technical intelligence; post blast analysis; protection of personnel and property; render safe techniques; dynamic charges and explosive entry tools; range clearance operations; proficiency, training and demolition range management; treatment of explosives and related hazardous materials; identification, safety precautions, render safe, and disposal fundamentals for U.S. and foreign munitions/aerospace systems; identification, response planning, tactical considerations, render safe and disposal fundamentals for improvised explosive devices and homemade explosives; procedural fundamentals for weapons of mass destruction response; equipment and procedures for chemical/biological warfare and nuclear weapons; airbase recovery operations; deployment procedures; movement by aircraft; small arms and crew served weaponry; joint service and special force support requirements; combat operations.
- **Education.** For entry into this specialty, completion of high school or general educational development equivalency is mandatory. Courses in physics, mechanics, and basic electronic theory are desirable. For AD and ANG personnel, completion of AFIT WMGT 570, *Civil Engineer Superintendent Course* is highly recommended. For AFRC personnel refer to AFRCI 10-210, *Air Force Reserve Command Prime Base Engineer Emergency Force (BEEF) Management*, dated 14 Jan 14, para. 3.3 regarding completion of AFIT WMGT 570 course. NOTE: For AD, ANG and AFRC personnel, this is not a skill level awarding course.
- **Training.** The following training is mandatory for award of the AFSC indicated:
  - 3E831. Completion of the Explosive Ordnance Disposal apprentice course.
  - 3E871. Completion of the Explosive Ordnance Disposal craftsman course.
  - 3E891. Completion of the AFIT WMGT 570 Civil Engineer Superintendent Course is required for Active Duty. For ANG personnel, completion of AFIT WMGT 570, Civil Engineer Superintendent Course is highly recommended. For AFRC personnel refer to AFRCI 10-210, Air Reserve Command Prime Base Engineer Emergency Force (BEEF) Management, dated 14 Jan 14, para. 3.3 regarding completion of AFIR WMGT 570 course, NOTE: for AD, ANG, and AFRC personnel, this is not a skill level awarding course.
- **Experience.** The following experience is mandatory for award of the AFSC indicated:
  - 3E851. Qualification in and possession of AFSC 3E831. Also, experience operating EOD tools/equipment, executing aerospace system response, rendering safe munitions, removing, and treating hazardous unexploded ordnance or decontaminating activities.
  - 3E871. Qualification in and possession of AFSC 3E851. Also, experience performing or supervising EOD functions and operations, such as, preparing operational orders/plans, training/organizing/equipping personnel, and conducting response activities.
  - 3E891. Qualification in and possession of AFSC 3E871. Also, experience managing EOD functions or operations, such as, evaluating, planning, organizing and leading EOD activities in the fulfillment of the broad scope of EOD duties and responsibilities.
- **Other.** The following are mandatory as indicated:
  - Table 3.5 Requirements for entry, award, and retention.

Requirements	Entry for Non-Prior Service	Entry for Prior Service	Entry for Re-training (Note 1)	Retention	Award
Minimum height of 5'0". Maximum height 6'6"	X	X	X		
No record of Claustrophobia (fear of confined spaces)	X	X	X		
Minimum score of 54 required on EOD Predictive Selection Model composed of ASVAB subtests and Tailored Adaptive Personality Assessment System (TAPAS) facets.	X	X	X		
Must pass the Initial Fitness Test EOD Standard.	X				
Must pass the EOD Occupationally Specific Physical Fitness Assessment IAW AFMAN 36-2930.		X	X	X	X
Recommendation for AFSC entrance by the nearest EOD Flight Commander, Flight Chief, or ranking NCO IAW AFMAN 32-3001. EOD Air Force Career Field Manager approval is mandatory.		X	X		

Candidates must complete the new accession or retraining volunteer letter found in AFMAN 32-3001 as applicable.	X		X		
Must complete an EOD flight orientation visit with an operational Air Force EOD flight as prescribed in AFMAN 32-3001. If one is not located on station, the applicant's unit may fund a temporary duty to the nearest Air Force Base with an operational AF EOD Flight to complete the EOD orientation. The visit consists of up to 10 operational duty days to complete the EOD Orientation/Retraining Checklist found in AFMAN 32- 3001. Completed checklist, signed by the unit, should be sent to the supporting Force Support Squadron to initiate a Case Management System case to forward the information to HQ AFPC or HQ ARPC. (Note 2)			X		
Must be eligible to obtain a valid state driver's license to operate government motor vehicles (GMV) in accordance with AFI 24-301, Vehicle Operations	X	X	X		
No unresolved mental health issues (including, but not limited to: failure to engage in help-seeking behaviors, a pattern of relapse in symptoms/illness, unwillingness, or inability to overcome mental health disorder) that would prevent member in the performance of their duties.	X	X	X	X	X
Passing color vision, as defined by correctly identifying at least 10 of 14 Ishihara Plates.	X				X
Passing color vision, as defined as a CCT score of 55 or greater in accordance with the USAF Medical Standards Directory.		X	X	X	
Must maintain local network access IAW AFI 17-130, Cybersecurity Program Management and AFMAN 17-1301, Computer Security.	X	X	X	X	X
Specialty requires an adjudicated Tier 3 (T3) clearance, with an initiated Tier 5 (T5) prior to attending Naval School Explosive Ordnance Disposal (NAVSCOLEOD). The T5 security clearance shall not be initiated until the T3 clearance is adjudicated. The T5 clearance is required due to training, assignments involving nuclear weapons, and United States Secret Service / Department of State Support.	X	X	X	X	X
Must maintain qualification for EOD duty IAW AFMAN 32-3001.				X	X
<p><b>Note 1:</b> Enlisted Airmen with more than 6 years Time in Service and above the rank of SSgt are not accepted for retraining. EOD operations require experienced technical leadership.</p> <p><b>Note 2:</b> The EOD flight orientation visit does not apply to AFRC personnel.</p>					

## 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**, with standard naming convention of Last Name-Announcement Number (i.e., **Last Name-AGR-XX-XX**) for the attachment. Applications submitted in portfolio will **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.