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

Announcement Number: **AGR-25-133**

Open Period: **22 April 2025 – 21 May 2025 (30 Day Announcement)**

Areas of Consideration: **In-State** *(This announcement is open to all participating members of the Texas Air National Guard, to include those on Stat Tours.)*

Title: **Intelligence Officer**

Rank/Grade: **AB/E-1 Initial Commission NTE Maj/O-4** *(Authorization of a controlled grade may be required. Accession into the AGR Program will occur based on the availability of the controlled grade)*

AFSC: **14N3**

Position Number*: **0112006634 (0034)**

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

Funding Availability: **AGR Funded**

PCS: **Authorized**

REMARKS:
- **Trainees Accepted.**
  Mandatory AFSC Entry Requirements: Degree Completed & Passing AFOQT
- 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: Leads and performs intelligence activities across the full range of military operations supporting the Air Force's Service Core Function (SCF) of Global Integrated Intelligence, Surveillance and Reconnaissance (ISR). The Air Force conducts global integrated ISR operations through a five-phase process commonly known by its acronym, PCPAD: planning and direction; collection; processing and exploitation; analysis and production; and dissemination. Additionally, ISR professionals conduct assessment, evaluation, and feedback throughout each phase. Air Force intelligence officers lead Airmen through the PCPAD process across four main areas, also known as functional competencies: Analysis, Collection, Targeting, and Sensing Grid Activities. To execute these functional competencies intelligence officers utilize subject matter expertise in the six intelligence disciplines of geospatial intelligence (GEOINT), human intelligence (HUMINT), measurement and signature intelligence (MASINT), open source intelligence (OSINT), signals intelligence (SIGINT), and technical intelligence (TECHINT); utilize professional tradecraft to include assessment, counterdrug, counter proliferation, counterterrorism, current intelligence, general military intelligence, indications and warning, irregular warfare and target intelligence; and integrate thoroughly within cross functional capabilities, missions, and organizations to include airborne ISR, the Air Operations Center (AOC), the Air Support Operations Center (ASOC), cyberspace ISR, the Distributed Common Ground Station (DCGS), flying unit level support, force protection, information operations, space, and special operations forces (SOF). Finally, intelligence officers perform ISR enterprise management/staff functions to include acquisition, career broadening, doctrine, education and training, financial management, human capital/talent management, information technology, modeling and simulation, policy, research and technology, security, and strategy.

Duties and Responsibilities:
- Directs intelligence activities. Directs ISR activities and organizations and establishes goals and objectives. Reviews requirements for objectives and relative priorities. Serves as the commander's senior intelligence advisor. Directs preparation of intelligence budget estimates and financial plans. Implements standardization, evaluation, and training programs, and monitors compliance.
- Develops intelligence plans and policies. 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 for the intelligence disciplines, professional tradecraft, and integration with cross functional capabilities. Conducts force development, management and structure planning.
- Manages and coordinates intelligence activities. 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. Supports weapon system acquisition.
- Produces timely and accurate fused intelligence analysis. Uses structured analytical techniques to convert processed information into finished intelligence through the integration, evaluation, analysis, and interpretation of all-source data and the preparation of intelligence products in support of known or anticipated user requirements. Produces intelligence from the information gathered by the collection capabilities assigned or attached to the joint force and from the refinement and compilation of intelligence received from subordinate units and external organizations. Integrates, evaluates, analyzes, and interprets all processed information to create products that will satisfy the commander's priority intelligence requirements (PIRs) and requests for information (RFIs).
- Conducts collection and ISR operations. Executes collection management by converting intelligence requirements into collection requirements, establishing priorities, tasking or coordinating with appropriate collection sources or agencies, monitoring results, and retasking, as required. Conducts collection operations by directing, scheduling, and controlling specific collection platforms, sensors and HUMINT sources to include the physical operation of airborne systems (both manned and remotely piloted), space-based systems, cyber, non-traditional ISR and HUMINT sources as well as near real time (NRT) coordination and control. Performs processing, exploitation, and dissemination by converting raw collection into forms that can be readily used by commanders, decision makers at all levels, intelligence analysts and other consumers.
- Employs multi-domain sensing grid activities. Performs activities such as collection operations (sensing), analysis (identify and attribute), delivering information to customers, and collaborating with partners (sharing). Understands cloud technology, machine intelligence, and big data analytics combined with critical thinking skills to accelerate intelligence activities in a fast-paced, data-intensive environment where Airmen act as both producers and consumers of information. Understands how to operate within a collaborative sensing grid and use a common data environment to enable human-machine teaming and empower ISR Airmen to be more effective in solving problems and delivering time-dominant intelligence.
- Performs targeting functions. Performs targeting functions to include kinetic and non-kinetic target development, weaponeering, precision point mensuration (PPM), force application, execution planning, and combat assessment. Selects and prioritizes targets and matches appropriate actions to those targets to create specific desired effects that achieve objectives, taking account of operational requirements and capabilities. Conducts analysis of enemy personnel, units, disposition, facilities, systems, and nodes relative to the mission, objectives, and the capabilities at the Joint Force Commander's disposal, to identify and nominate specific centers of gravity (COG) and high-value targets (HVT) that, if exploited in a systematic manner, will create the desired effects and support accomplishment of the commander's objectives.

Special Qualifications:
- <u>Knowledge</u>. Knowledge is mandatory of intelligence fundamentals, security, analysis, communications skills, the intelligence disciplines, the intelligence community, ISR information systems, research sources and methods, the presentation of friendly forces, friendly weapons systems, adversary capabilities, ISR operations, targeting, integration, and sensing grid activities.
- <u>Education</u>. For entry education requirements see Appendix A, 14N CIP Education Matrix.
- <u>Training</u>. The following training is mandatory for award of the AFSC indicated:
- 14N1. Completion of the Intelligence Officer Initial Skills Course.14N3. Completion of mission qualification, which includes but is not limited to IQT/MQT, mission certification, or other training deemed necessary to be considered qualified to perform assigned duties. (Note: Waivers for mandatory Intelligence Officer Initial Skills Course training must be submitted in accordance with AFMAN 36- 2100 and 14N Career Field Manager guidance.)
- <u>Experience</u>. The following experience is mandatory for award of the AFSC indicated:

- 14N3. Complete a minimum of 36 months performing intelligence functions.
- Other.
- For entry and retention in this specialty:
- Specialty requires routine access to Tier 5 (T5) information, systems or similar classified environments. For award and retention of AFSCs 14NX, completion of a current T5 Investigation IAW DoDM 5200.02_AFMAN 16-1405, Air Force Personnel Security Program is mandatory. Access to T5 material is determined by favorable adjudication of the T5 updates, according to applicable security and intelligence regulations. The Department of Defense Central Adjudication Facility (DoD CAF) is solely responsible for determining and certifying eligibility for access to T5 material.
- In accordance with AFMAN 36-2100, revocation of eligibility for access to T5 information or systems requires a withdrawal of 14NX AFSCs, unless an exemption is granted by HQ AFPC/DPMSSM on the recommendation of HQ USAF/A2/A6. Revocation of an officer's security clearance by AFCAF requires a withdrawal of 14NX AFSCs without exception.
  NOTE: Award of the entry level AFSC without a completed T5 Investigation is authorized provided an interim Top Secret security clearance has been granted according to DoDM 5200.02_AFMAN 16 -1405.

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 / <u>Subject Line</u>: Last Name-Announcement Number **(i.e., Last Name-AGR-XX-XX).** Applications <u>must</u> arrive no later than 2359 CST on the closing date of the announcement.

Application package <u>must</u> 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 **<u>NOT</u>** be accepted. Applications submitted in pieces will **<u>NOT</u>** 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 **<u>NOT</u>** be considered.

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

Applications that are unable to be opened will be considered on a case-by-case basis and <u>must</u> 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 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.