

Texas Air National Guard

Air Active Guard Reserve (AGR) Vacancy

Announcement Number: **AGR-25-121**

Open Period: **3 April 2025 – 2 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: **MULTIPLE VACANCIES**

011F3: Fighter Pilot, F-16 (1 Position), NTE Lt Col/O-5

011F3: Fighter Pilot, F-16 (1 Position), NTE Maj/O-4

011F3: Fighter Pilot, F-16 (1 Position), NTE Capt/O-3

Grade: **Capt/O-3 NTE Lt Col/O-5** *(Authorization of a controlled grade is required. Accession into the AGR Program will occur based on the availability of the controlled grade)*

AFSC: **011F3H**

Position Number: **0081981834 (0034)**

Location: **149FW, 182FS, 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**
- **Top Secret Security Clearance**
- 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 : Pilots fighter aircraft and commands crews to accomplish combat, training, and other missions.

Duties and Responsibilities:

- 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 pre-flighted, 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.

Special Qualifications:

- Knowledge. Knowledge is mandatory of theory of flight, air navigation, meteorology, flying directives, aircraft operating procedures, and mission tactics.
- For award and retention of this AFSC, current aeronautical rating and qualification for aviation service as pilot.
- For award of AFSC 11F3X, certification of flight lead qualification by appropriate operations authority.
- Specialty requires routine access to Tier 5 (T5) information, systems or similar classified environments (except Q Suffix). For award and retention of AFSCs 11FXX, completion of a current T5 Investigation IAW DoDM 5200.02_AFMAN 16-1405, *Air Force Personnel Security Program*. (Desirable for Q Suffix).
- **NOTE:** Award of the entry level 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 / 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
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.