



**DEPARTMENT OF THE AIR FORCE
MASSACHUSETTS NATIONAL GUARD**

Human Resources Office
2 Randolph Road
Hanscom AFB, Massachusetts 01731-3001



ACTIVE GUARD RESERVE (AGR) – MILITARY VACANCY ANNOUNCEMENT #102-24-36

OPEN DATE: 27 Mar 24

EXPIRATION DATE: 11 May 24

Open To: All current members of the Massachusetts Air National Guard / those eligible to become members and holding 1D771X AFSC

Number of Positions:	Five
Position Title:	Cyber Defense Operations
Unit/Duty Location:	102 Intelligence Support Squadron, Otis ANGB, MA
Minimum/Maximum Grade Authorized:	TSgt (E-6) / MSgt (E-7)
Duty AFSC:	1D771Q
Required ASVAB:	Mechanical = 45 / Electronics = 60
Security Clearance:	TS/SCI
PULHES:	P=3,U=3,L=3,H=2,E=3,S=2

POC: CMSgt Michael A. McCarthy, (508) 968-7804, email michael.mccarthy.1@us.af.mil

HRO Remote: Ms. Kimberly Brown (508) 968-4597, email 102.IW.HRO.Org@us.af.mil

POSITION IS CONTINGENT UPON THE AVAILABILITY OF FUNDS AND RESOURCES

PCS Authorized

NEW POSITION AVAILABLE 1 Oct 2024 for INITIAL AGR TOUR

SPECIALTY SUMMARY:

Manages and performs Defensive Cyber Operations (DCO) and cyber functions (DoDIN operations) in garrison and in deployed environments. Surveys, secures, protects, defends, preserves, designs, builds, operates, and extends data, networks, net-centric capabilities, and other designated systems.

DUTIES AND RESPONSIBILITIES:

- a. The available duties and responsibilities can encompass: Enterprise Operations delivers enduring cyber mission capabilities. Enterprise Operations includes all applicable statutes, but specifically the designing, building, provisioning, maintaining, and sustaining information systems, including warfighter communications, within the Department of the Air Force (DAF). The Department of Defense Information Network (DoDIN) operations mission includes operational actions taken to secure, configure, operate, extend, maintain, and sustain DoD cyberspace and to create and preserve the confidentiality, availability, and integrity of the DoDIN.

- b. Mission Defense Activities conducts targeted defense of the DoDIN and other DoD systems to execute DAF operations. Operations focus on identifying, locating, and defeating specific threats that compromise the security of the communications, information, electromagnetic environment, or industrial systems through defensive and protective measures within a specified operational area. Operations in contested, degraded, and denied environments to include but not limited to DoD networks, airborne platforms, austere environments, AOC/JOCs (Air & Space Operations Center/Joint Operations Center), Weapons Systems, ICS (Industrial Control Systems) & SCADA (Supervisory Control and Data Acquisition) systems, and other interconnected devices that play a role in mission effectiveness.
- c. Data Operations enables data driven decisions through delivering the employment of information operations and software development methodologies. Operations modernizes and enhances warfighter and weapon system/platform capabilities through the rapid design, development, testing, delivery, and integration of reliable, secure mission-enabling systems. Provides automated solutions for Commanders requiring real-time, data-driven decisions.
- d. Expeditionary Communications delivers cyber capabilities in austere and mobile environments. Expeditionary Communications includes all applicable statutes, but specifically datalinks, the building, operating, maintaining, securing, and sustaining of tactical and communications networks when needed to support warfighter requirements, systems employed in austere, mobile, and/or expeditionary environments, to provide command and control in support of Air and Space Force missions.

SPECIAL REQUIREMENTS:

- a. Knowledge is mandatory of principles, technologies, capabilities, limitations, and cyber threat vectors of servers, clients, operating systems, databases, networks and related hardware and software. Cybersecurity principles include national and international laws, policies, and ethics related to operational cybersecurity; operational risk management processes; and specific operational impacts of lapses in cybersecurity. Radio propagation factors along with understanding regulations governing use of the electromagnetic spectrum. The installation and maintenance management functions include wire transmission principles; electrical and light wave communications; antenna fundamentals, and cable testing procedures.
- b. For entry into this specialty, completion of high school or general educational development equivalency is mandatory. Additional courses in Science, Technology, Engineering, and Mathematics (STEM) are desirable. associate degree or higher in related fields and/or Information Technology (IT) certification is desirable.
- c. Prior qualification of attaining and maintaining an Information Assurance Technical Level II or Information Assurance Manager Level I cybersecurity certification IAW DAFMAN 17-1303, *Cybersecurity Workforce Improvement Program* for retraining can waive minimum ASVAB requirements.

- d. Must maintain a minimum cybersecurity baseline certification based on position requirements IAW DAFMAN 17-1303, *Cybersecurity Workforce Improvement* as specified by AFSC shred and/or work role SEI:
- e. For 1D771X, a minimum certification level is based on position requirements, or a minimum of an Information Assurance Technical Level II certification or Information Assurance Manager Level I certification.
- f. Must maintain local network access IAW AFI 17-130, *Cybersecurity Program Management* and AFMAN 17-1301, *Computer Security*.
- g. Specialty requires routine access to classified information, systems, missions, and environments to include but not limited to Sensitive Compartmented Information Facilities (SCIF), Airborne platforms, Agile Combat Employment, Nuclear Command Control & Communications (NC3), and a multitude of emerging mission requirements in a highly contested domain IAW DoDM 5200.01-DAFMAN 16-1405.
- h. Must maintain & sustain highest security clearance level received up to Top Secret (Tier 5) or based on current position requirements.
- i. Completion of a background investigation according to DoDM 5200.01 - DAFMAN 16-1405, *Personnel Security Program Management*, is mandatory.

MINIMUM QUALIFICATION REQUIREMENTS:

- a. Air National Guard, Air Force Reserve or the United States Air Force members who have not achieved a passing Fitness Assessment score are ineligible for entry into the AGR program.
- b. Air National Guard members must meet the physical qualifications outlined in DAFMAN 48-123 prior to entry on AGR duty.
- c. An applicant on a medical profile may apply for AGR tours as long as meet the aforementioned requirement and subsequently are medically cleared off any DLC/medical profile prior to starting a new AGR tour.
- d. Applicants who do not hold the duty AFSC for the advertised position must meet minimum ASVAB requirements.
- e. Must meet any Special Requirements as specified in the Position Description.
- f. Failure to obtain and maintain a SECRET or TOP SECRET (if applicable) security clearance will result in removal from the AGR program.
- g. Selected individual must extend/re-enlist for a period equal to or greater than initial tour end date.

- h. IAW ANGI 36-101, paragraph 5.3., to accept an AGR position, an applicant's military grade cannot exceed the maximum military authorized grade for the AGR position. Overgrade enlisted applicant must indicate, in writing, the willingness to be administratively reduced in grade when assigned to the position. Officers may not enter into the AGR program in an overgrade status.
- i. IAW ANGI 36-101, paragraph 5.7, an individual must not have been previously separated for cause from active duty or previous Reserve Component AGR tour.
- j. IAW ANGI 36-101, paragraph 5.10, applicants should be able to complete 20 years of active federal service prior to Mandatory Separation Date (MSD). 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 contained in Attachment 3 of ANGI 36-101.
- k. IAW ANGI 36-101, paragraph 6.6.1., members should remain in the position to which initially assigned for a minimum of 24 months. TAG may waive this requirement when in the best interest of the unit, State, or Air National Guard.
- l. Entry/retention requirements for AFS are outlined in the AFECDD/AFOCD.

LENGTH OF TOUR:

Initial AGR tour orders are probationary. The probationary period will be a minimum three years. Follow-on tour will not exceed six years and will not be extended beyond an enlisted Airman's Expiration Term of Service (ETS) or an Officer's Mandatory Separation date (MSD).

APPLICATION REQUIREMENTS:

- 1. NGB Form 34-1, signed <https://massnationalguard.org/assets/ngb-form-34-1.pdf>
 - 2. Current Report of Individual Personnel (RIP): Obtain from Virtual Military Personnel Flight (vMPF) – Self-Service Actions
 - Select “Personal Data”
 - Select “Record review/Update”
 - Scroll to bottom on left hand panel click “view/print all pages”
 - A printer friendly window should pop up to print, if not, right click on page and scroll down to print
 - 3. Copy of last promotion order (OFFICERS ONLY) may be obtained from PRDA
 - 4. AF Form 422: Must be obtained and verified by Medical Group within 6 months of submission
 - *For enlisted members **NOT** part of the MA ANG the AF 422 **MUST** be within 2 years
 - *For officers **NOT** part of the MA ANG **OR** commissioning opportunity the AF 422 **MUST** be within 1 year and include the following:
 - Purpose of physical: Commissioning / Officer Transfer / Officer Reappointment
 - Date of physical exam / PHA / RCPHA
 - Physical is cleared for Commission / Officer Transfer / Reappointment Statement
 - 5. myFitness Individual Tracker Report: Current & passing w/ 12 months
<https://myfss.us.af.mil/USAFCommunity/s/login/?ec=302&startURL=%2FUSAFCommunity%2Fs%2F>
 - 6. SF 181, Ethnicity and Race Identification <https://massnationalguard.org/assets/sf-181.pdf>
 - 7. Pre-Employment Reference Check Form <https://www.massnationalguard.org/assets/pre-employment-reference-check2.pdf> (not required for current permanent MA ANG AGRs)
 - 8. CORI, signed (not required for current permanent MA ANG AGRs)
<https://www.massnationalguard.org/assets/cori-request-baker--2016.pdf>
 - 9. Copy of driver’s license, front and back (not required for current permanent MA ANG AGRs)
 - 10. Last 3 EPR/OPR ***A MFR must be submitted for any missing EPR/OPR**
 - 11. Retraining Acknowledgment Document (required for applicants who do not hold the AFSC – Contact HRO-Remote for template)
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- Use the Wingman concept to proof read application
 - All required documents must be submitted electronically as **ONE** .pdf file to Ms. Kimberly E. Brown NLT 2359 on the advertisement expiration date
 - Include **ONLY** the documents listed above