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 #102-23-16

OPEN DATE: 5 Jan 2023 **EXPIRATION DATE: 15 Feb 2023**

Open To: All current102 IW members holding a 1N4X2 AFSC.

Number of Positions:	**One**
Position Title:	**Fusion Analyst**
Unit/Duty Location:	**267 IS, Otis ANGB, MA**
Minimum/Maximum Grade Authorized:	**TSgt / MSgt**
Duty AFSC:	**1N472**
Required ASVAB:	**General:62**
Security Clearance:	**TS/SCI**
PULHES:	**3,3,3,2,2,1**

POC: CMSgt Joseph D. Pitta, (508) 968-7627, email joseph.pitta@us.af.mil

HRO Remote: SMSgt Tracy Sylvia (508) 968-4597, email 102.IW.HRO.Org@us.af.mil

POSITION IS CONTINGENT UPON THE AVAILABILITY OF FUNDS AND RESOURCES
PCS Authorized

SPECIALTY SUMMARY:

Performs and manages intelligence analysis activities/functions in all domains. Analyzes and exploits intelligence information, develops targets, and provides situational awareness for operations personnel and key leadership. Conducts research and develops assessments of adversarial actions and intentions. Drafts and disseminates long-term and time- sensitive intelligence reports to consumers worldwide. Related DoD Occupational Subgroups: 123200 and 124300.

DUTIES AND RESPONSIBILITIES:

1. General overlapping duties: Supports analytical aspects of various Air Force and Joint Intelligence, Surveillance, and Reconnaissance operations by collating, analyzing, evaluating and disseminating intelligence information. Analyzes, studies, researches, fuses, and correlates intelligence for strategic, operational, and tactical customers. Produces all-source intelligence, situation estimates, order-of-battle studies, and other intelligence reports and studies. Advises commanders on force protection and intelligence information for US and allied forces.

2. Cyber Intelligence Analysis: Exploits global communications to support Computer Network Operations (CNO). Employs techniques to collect, identify, and exploit appropriate communications to ensure accurate targeting. Isolates essential elements of information. Produces technical products and intelligence reports as required. Provides studies used to shape the global network environment enabling all aspects of U.S. network operations. Prepares target assessments, adversary studies, situation reports, and other intelligence reports as required. Provides tailored intelligence to enable Information Operations (IO) targeting and execution in support of Combatant Commander (COCOM) Objectives. Researches, analyzes, and provides time-critical Network Warfare operations intelligence to support theater COCOMs. Contributes to reports supporting CNO planning and Indications and Warnings. Provides analysis of IO activities and support to Operations Centers and supported commanders. Uses all-source intelligence information to produce and present topical high-interest technical and operational intelligence briefings to all levels of command. Creates and maintains technical and operational databases using diverse computer hardware and software applications.

3. Cryptologic Analysis and Reporting: Analyzes and reports intelligence information. Performs detailed analysis on target network communications for additional exploitation. Recovers, correlates, and fuses technical, geographical, and operational intelligence information. Recognizes and exploits information. Authors' time-sensitive intelligence reports in accordance with established guidelines to support decisions makers. Produces, analyzes, studies, researches, fuses, and correlates intelligence for strategic, operational, and tactical customers. Provides target geopolitical and operational intelligence to national agencies and military command authorities. Identifies and disseminates real-time threat warning information. Develops and employs techniques to collect, identify, and exploit target networks and operating characteristics. Conducts in-depth analysis of communications characteristics and target tactics, techniques, and procedures. Creates and maintains technical and operational databases using diverse computer hardware and software applications. Operates mission-essential communications mediums. Provides detailed support to contingency and deliberate planning processes. Uses all-source intelligence information to produce and present topical high-interest technical and operational intelligence briefings to all levels of command. Prepares target communication assessments, adversary order of battle studies, situation reports, and other intelligence reports as required. Provides analysis of IO activities and support to Air and Space Operations Centers and supported commanders.

SPECIAL REQUIREMENTS:

1. Knowledge. Must gain and maintain knowledge of global communications procedures; analytical techniques; organization of the national intelligence structure; intelligence organizations and systems; Information Operations; organization of designated military forces; geography; collection and reporting, systems, principles, methods, and procedures; effective writing principles; oral and written intelligence information presentation; and directives for handling, disseminating, and safeguarding classified information.

2. Education. For entry into this specialty, completion of high school with courses in composition, speech, geography, world history, statistics, algebra, geometry, trigonometry, computer applications, and digital communications is desirable.

3. Training: The following training is mandatory for award of the AFSC indicated:

   a. 1N432. Completion of the Analysis and Production Apprentice courses.

4. Experience. The following experience is mandatory for award and retention of the AFSC indicated:

   a. 1N4X2. Qualification in and possession of AFSC 1N4X2 and experience performing or supervising cryptologic activities.

5. Other. The following are mandatory as indicated:

   a. For entry into this specialty:

      i. No speech disorders or noticeable communications deficiencies as defined by AFI 48-123, *Medical Examinations and Standards*.

ii. See attachment4 for additional entry requirements.

b. For award and retention of AFSC 1N4X1X, the following are mandatory:

i. Successfully complete and pass a Counter Intelligence (CI) polygraph test.

ii. Airmen unable to access mission, systems and/or facilities after 12 months of investigation/security screening will be considered for reclassification or separation.

iii. Maintain local network access IAW AFI 17-130, Cyber-security Program Management and AFMAN17-1301, *Computer Security.*

iv. 1N4X1A and 1N4X1A. Completion of the Joint Cyber Analysis course for RegAF (effective 1 Aug 2019 for Air Reserve component) airmen is mandatory for those in grades TSgt (E-6) and below with less than 15 Years of time in-service

v. Specialty requires routine access to Tier 5 (T5) information, systems or similar classified environment.

vi. Completion and favorable adjudication of a current T5 Investigation IAW DoDM 5200.02, AFMAN16-1405, *Air Force Personnel Security Program,* is mandatory.

NOTE: Initial attendance in 1N4X2 AFSC awarding course without a completed T5 clearance is authorized provided aninterim T5 clearance eligibility has been granted IAW Intelligence Community Directive (ICD) 704. Airmen who cannot obtain at least an Interim T5 clearance for programmed class-start are not eligible for entry into the AFSC.

MINIMUM QUALIFICATION REQUIREMENTS:

1. 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.

2. Air National Guard members must meet the physical qualifications outlined in AFI 48-123 prior to entry on AGR duty.

3. 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.

4. Must meet any Special Requirements as specified in the Position Description.

5. Failure to obtain and maintain a SECRET or TOP SECRET (if applicable) security clearance will result in removal from the AGR program.

6. Selected individual must extend/re-enlist for a period equal to or greater than initial tour end date.

7. 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.

8. 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.

9. 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.

10. 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.

11. Entry/retention requirements for AFS are outlined in the AFECD/AFOCD.

LENGTH OF TOUR:

Initial AGR tour orders are probationary. The probationary period will be a minimum three years and maximum of six. 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. Air Force Fitness Management System II (AFFMS) Fitness Report: Current, passing within 12 months

- ☐ 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)

- ☐ Proof of COVID vaccination or approved accommodation

- ☐ Use the Wingman concept to proof read application

- ☐ All required documents must be submitted electronically as **ONE** .pdf file to SMSgt Tracy Sylvia NLT 2359 on the advertisement expiration date

- ☐ Include ONLY the documents listed above