



****MILITARY VACANCY ANNOUNCEMENT****

UNIT: 142 Wing
TITLE: Wing Human Resource Advisor (HRA)
AFSC: Any AFSC
POST DATE: 4 May 2024
CLOSE OUT DATE: Open until filled
POSITION GRADE: E7 promotable to E8
STATUS: Drill Status Guardsmen

MVA K3-24-013

Who may apply: Current 142nd Wing Drill Status (DSG & T32 Technician) members, current ORANG members or those eligible to join the ORANG.

Special Duty Summary:

Key advisor to Wing Command Leadership. The HRA's empower, educate, and equip Airmen at all levels to successfully leverage diversity's strengths through training and initiatives that enhances individual's Diversity and Inclusion cultural competencies. The HRA advises leadership on issues leading to the enhancement of the organizations culture; promoting opportunities for all members of the Oregon Air National Guard to maximize their individual potential for success without regard to unique differences.

Duties and Responsibilities:

- Develop and maintain counsel with Wing Commander, Deputy Wing Commander, and Wing Command Chief to ensure they are appraised of all HRA initiatives.
- Participate in the Community Action Board (CAB) and/or Community Action Team (CAT) to address diversity & inclusion initiatives throughout the Wing.
- Ensure that D&I and professional development is integrated into the HRA's learning and education programs and advances the organizations' s strategy.
- Develop, implement, promote, and measure D&I initiatives designed to educate and contribute to a diverse and inclusive organization.
- Participate in Wing, Group and Squadron briefings regularly to message and promote HRA D&I objectives and initiatives.
- Develop, promote, and implement professional development initiatives, mentoring events and leadership training programs that advance the personal and professional development and engagement levels of all Airmen.
- Actively participate in the development of the Wing Strategic Plan.
- Monitor the selection and promotion boards and processes to ensure fairness and equity. Ensure all members of these boards are trained on unconscious bias. Report observations to selecting official and/or Wing leadership as needed.
- Develop and execute a Fiscal Year (FY) Goals and Objectives (GO) Plan, which is relevant, measurable, and aligned with the Wing CC vision, mission goals and the HRA primary focus areas.

Eligibility Criteria

Currently serving 142nd Wing Drill Status (DSG) members, ORANG members or individuals eligible to join the ORANG are eligible to apply. Candidates must meet criteria for promotion to the rank of Senior Master Sergeant and have four years retainability from the date of validation. Applicant may be any AFSC; member's Primary AFSC must be compatible with the grade authorized. Member must meet physical fitness requirements or have approved waivers on file. Selected applicants must be able to attend and complete a two-week ANG Human Resource Advisor Orientation Course within 12-months of appointment to the position.

The HRA position is unique to the ANG. HRA's retain their Primary Air Force Specialty Code (PAFSC) for administrative purposes only, while serving in the HRA position. Active Guard Reservists (AGR's) are not militarily compatible and are ineligible to fill the HRA position. The HRA positions are controlled grade positions funded for Drill Status Guard members (DSG's) only. Full time military Technicians are eligible to fill the HRA position.

HOW TO APPLY: Application package will consist of a resume detailing your experience, military and civilian education, a record review RIP (from vMPF) w/in 30 days, Official Air Force Biography with photo, most recent Enlisted Performance Brief, current copy of Physical Fitness Assessment, and an AF IMT 422A Physical Profile - Serial Report.

Email Packages to: darron.forbes.1@us.af.mil

POC: CMSgt Darron Forbes

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