



OREGON AIR NATIONAL GUARD



Oregon Military Department
NGOR-AC/AGR
P.O. Box 14350
Salem, Oregon 97309-5047

NATIONWIDE ACTIVE GUARD/RESERVE (AGR) POSITION VACANCY ANNOUNCEMENT

ANNOUNCEMENT NUMBER: 26-571

POSITION INFORMATION

Open Date:	1-Apr-2026
Close Date:	15-May-2026
Position Title:	Recruiting & Retention Officer In Charge
Unit:	JFHQ - ORANG Recruiting & Retention
Location:	Salem, OR
DAFSC	C83R0
Minimum Required Skill Level	0
UMD Position Number *	116127034
Maximum Rank/Grade**	Lt Col
Minimum Rank/Grade:	Capt
Projected Start Date:	TBD, NLT 1 Nov 2026
Cross-Training Opportunity:	No
Additional Requirements:	OTOT not to exceed 3 years. Open to any AFSC. Position may convert to permanent AGR pending Recruiting Command funding.

WHO MAY APPLY FOR THIS POSITION:

All Current Members of The Oregon Air National Guard and Those Eligible for Membership in the Oregon Air National Guard

AREAS OF CONSIDERATION:

Area 1: Current Permanent Full-Time and Traditional Members of The Oregon Air National Guard

Area 2: Those Eligible for Membership in the Oregon Air National Guard

FOR MORE INFORMATION ABOUT THIS POSITION OR THE UNIT OF ASSIGNMENT, PLEASE CALL:

Section/ Shop Supervisor: Col Christopher Lantagne, christopher.lantagne.2@us.af.mil, 971-355-3024

HR Liaison: MSgt Brandon Boyce, brandon.boyce@us.af.mil, 971-355-3013

*Vacancy And Grade Contingent on Resource Availability

**Promotion To the Highest Grade May Not Be Supported by The Units Manning Authorizations

ELIGIBILITY AND ENTRY REQUIREMENTS INTO THE AGR PROGRAM

- Member Must Meet All Eligibility Criteria in ANGI 36-101, The Active Guard/Reserve Program.
- Member Will Be Required to Hold a Compatible Military Assignment in The Unit They Are Hired to Support.
- Member's Military Grade Will Not Exceed the Maximum Military Duty Grade Authorized on The Unit Manning Document (UMD) For the Position.
- Member Must Meet the Physical Qualifications Outlined in DAFMAN 48-123, Medical Examination and Standards, Attachment 2 Before Being Placed on An AGR Tour.
- Member Must Have Retainability to Complete the Tour of Military Duty.
- Member Must Not Be Eligible for Or Receiving a Federal Retirement Annuity.
- Member Must Comply with Standards Outlined in DAFMAN 36-2905, Fitness Program to Be Eligible for Entry into The AGR Program.
- Member Must Hold Required AFSC Or Be Eligible for Retraining (If Applicable) And Meet All Eligibility Criteria In AFECD/AFOCD

ADDITIONAL INFORMATION

- AGR Members Will Participate with Their Unit of Assignment During Regular Scheduled Drill (RSD).
- AGR Tour Lengths in The State of Oregon Are Governed by Director of Staff - Air
- Initial AGR Tours In Oregon Will Not Exceed 3 Years; Follow-On Tours Will Be From 1 To 6 Years, Per ANGI 36-101 And Orang Force Management Policy
- Selectee Will Be Required to Participate in The Direct Deposit Electronics Funds Transfer Program.
- A Law Enforcement Background Check May Be Required Prior To Appointment to This Position; By Submitting a Resume or Application for This Position, You Authorize This Agency to Accomplish This Background Check.
- AGR Service in The Oregon Air National Guard Is Governed by Applicable AFI, ANGI, Selective Retention Review Boards (SRRB) And Command Policy Memorandums (CPM)

SUBMIT THE FOLLOWING REQUIRED DOCUMENTATION:

You MUST submit ALL required documents IAW this announcement. Written explanation is required for any missing documents. All applicants are strongly encouraged to thoroughly review all application procedures prior to contacting ORANG/HR and especially prior to submitting your application. Applications will not be accepted after the close date listed on this announcement.

- **NGB Form 34-1, Application for Active Guard/Reserve (AGR) Position, Form Version Dated 11 Nov 2013**
 - NGB FORM 34-1: <https://www.ngbpmc.ng.mil/Portals/27/forms/ngb%20forms/ngb34-1.pdf?ver=2018-09-28-105133-833>
 - Application must be completely filled out
 - Type or Print in Legible Dark Ink, Sign, and Date the application OR Digitally Sign
- **Current Report of Individual Personnel (RIP)**
 - RIP must show ASVAB Scores
 - Skill level commensurate with grade
- **Fitness Report**
 - Current, Passing score at time of submission and through announcement close date
 - Form 469 is required for exemptions on most recent fitness assessment even if expired
- **Official AF Form 422 current within 12 months only if Cross-Training Opportunity is applicable**
- **Additional Required Documents:**
 - Last 3 EPB/ OPBs
 - Official AF Bio
 - Letter(s) of Recommendation

APPLICATION SUBMISSION INSTRUCTIONS

- **Email applications to: 142.WG.JFHQ-OR-AC-AGR.Org@us.af.mil**
- **E-Mail Subject Line should be the Announcement Number and Last Name ONLY** (Example: AF24-XXX - Doe)
- All documents should be consolidated into a SINGLE PDF, in the order listed above
 - File Name will be: Announcement number and Last Name (Example: AF24-999 – Doe)
 - Documents not combined will be attached and labeled with the same naming convention (AF24-999 – Doe – 1)
 - Do not use the Portfolio feature
- Limit file size to less than 5MB

OREGON ANG JOB OPPORTUNITIES (<https://www.oregon.gov/omd/ONG/Pages/Oregon%20Air%20National%20Guard%20Jobs.aspx>)

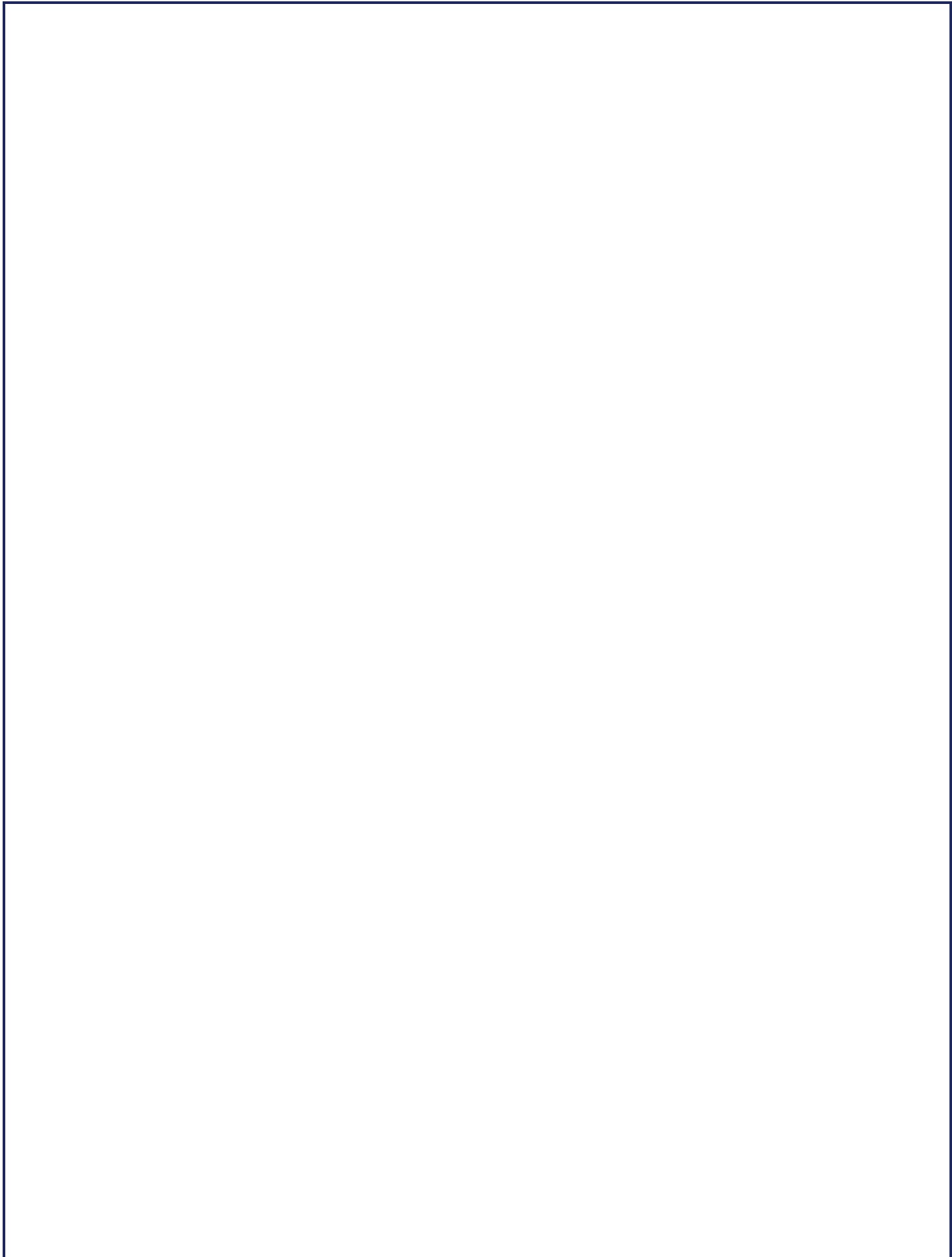
TECHNICIAN POSITION VACANCY ANNOUNCEMENTS (<https://www.usajobs.gov/Search/Results?l=Oregon&d=AF&k=&p=1>)

Technician Vacancy Announcement Number

N/A

DESCRIPTION OF DUTIES

1. Develop and implement a comprehensive strength management (SM) plan, in coordination with state regulations and local policies, to achieve established end strength goals.
2. Develop, implement, and monitor the state SM program based on guidance from NGB and State Leadership.
3. Report recruiter inquiries into all allegations of unprofessional conduct or complaints recruiter malpractice, misconduct and irregularity data in accordance with DoDI 1304.32, Military Services Recruiting Related Reports.
4. Develop and implement short, mid, and long range planning guidance for the Recruiting and Retention Flt/Sq (RR Flt/Sq)
5. Work directly with state leadership on attrition management and retention.
6. Advise on Recruiting and Retention standard operating procedures.
7. Assist in the coordination of state and regional training and additional requirements.
8. Ensure adequate funding, training, advertising and logistical support is allocated for the successful operation of the RR Flt/Sq.
9. Develop and implement regional awards and recognition programs.
10. Coordinate with state leadership to determine specific retention needs.
11. Monitor and evaluate unit strength throughout the state to determine SM trends and provide recommendations for improvement.
12. Study impacts and conduct organizational plans and strength studies that integrate demographic analysis for military command structure location/relocation, organizations and reorganizations.
13. Provide the personnel, administrative equipment, facilities, and other resources required to support the RR Flt/Sq and the strength maintenance program.
14. Maintain visibility of the units' strength readiness posture to identify loss trends and opportunities for career counseling.
15. Develop a performance review process that measures job performance and outlines the courses of action to be followed when any member of the RR Flt/Sq fails to maintain duty proficiency and perform to established standards.
16. Manager and supervise the hiring, placement and assignment of RR Flt/Sq personnel and ensure Air Force Recruiting Information Support System (AFRISS) information is accurate.
17. Engage with local Military Entrance Processing Station (MEPS) commander, focal point for local MEPS communication.
18. Maintain liaison with educators, business and industry officials, state and local officials, and other centers of influences to enhance the ANG market.
19. Plan and supervise development of advertising and promotion programs to support the mission.
20. Manage fiscal year facility programs, coordinating with the US Army Corps of Engineers (USCORE).
21. Provide oversight on Government Services Administration vehicle fleet.
22. Maintain balanced budget; coordinate spending authority with supporting finance offices and squadrons.
23. Direct administrative support for personnel programs such as newcomers' program, civilian personnel actions, weight control program, ancillary training, on-the-job training, and leave programs.
24. Monitor RR Flt/Sq transportation request audits. In addition to bulk purchases of transportation tickets, meal and lodging expenditures for applicants traveling to the MEPS.
25. Plan and manage advertising, publicity, and promotional and special events programs supporting military personnel procurement and retention objectives.
26. Oversee the development of the state marketing strategy, ensuring the strategy addresses the needs of the local wings.
27. Coordinate and approve enlisted waiver requests for NPS and PS applicants delegated to their level by the Director of the Air National Guard.
28. Work directly with state leadership on attrition management and retention.
29. Has direct contact and feedback with Chief of Recruiting and Retention, NGB/RR.
30. Works directly with wing and squadron commanders on force management ensuring the recruiting force is targeting wing vacancies.
31. Works directly with squadron commanders on reporting valid vacancies for updating the Vacancy Management Tool in AFRISS.
32. Must maintain outstanding appearance, military bearing and high standards of conduct to include no history of disciplinary actions.
33. Reports directly to the Joint Force Head Quarters (JFHQ-State).
34. All other duties as assigned.



CROSS-TRAINING REQUIREMENTS

ASVAB Score

N/A

PULHES Score

N/A

Additional Entry Requirements