



# 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: AF25-553**

### POSITION INFORMATION

<b>Open Date:</b>	14-Apr-2025
<b>Close Date:</b>	14-May-2025
<b>Position Title:</b>	Security Forces Commander
<b>Unit:</b>	173d Security Forces Squadron
<b>Location:</b>	Kingsley Field, Klamath Falls, OR
<b>DAFSC</b>	C31P3
<b>Minimum Required Skill Level</b>	3
<b>UMD Position Number *</b>	83020934
<b>Maximum Rank/Grade**</b>	Lt Col
<b>Minimum Rank/Grade:</b>	Capt
<b>Projected Start Date:</b>	15 Jun 2025
<b>Cross-Training Opportunity:</b>	Yes- See last page for entry requirements
<b>Additional Requirements:</b>	This is a One Time Occasional Tour for 2-3 years depending on resource availability

### 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 Victor Knill, 885-6357

HR Liaison: Meghan McMackin, 880-2440 and MSgt Melissa Wohlers, 885-6580

*\*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

## APPLICATION SUBMISSION INSTRUCTIONS

- **Email applications to: [142.WG.JFHQ-OR-AC-AGR.Org@us.af.mil](mailto: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. Exercises direct supervisory and personnel management responsibilities. Provides supervisory responsibility for subordinate security force squadron personnel to include Active Guard Reserve (AGR) military personnel, Federal Technicians, Security Cooperative Agreement (SCA) employees, and Drill Status Guardsman (DSG) to meet all Integrated Defense, LE and AT/FP requirements for the installation. Sole authority for establishing arming authority for personnel. Advises and provides counsel to employees regarding policies, procedures, and directives of management. Develops, modifies, and/or interprets performance standards. Explains performance expectations to employees and provides regular feedback on strengths and weaknesses. Holds employees responsible for satisfactory completion of work assignments. Recommends awards when appropriate and reviews within-grade increases when employees are eligible and follows up on the status when required. Listens and resolves employee complaints at the lowest level and refers unresolved complaints to higher level management. Initiates action to correct performance or conduct problems. Effects minor disciplinary measures such as warnings and reprimands and recommends action in more serious disciplinary matters. Prepares documentation to support actions taken. Identifies employee developmental needs and provides or arranges for training (formal and on-the-job) to maintain and improve job performance. Encourages self-development. Leave request approval authority; assures adequate coverage for peak workloads and traditional holiday vacation time. Discharges security responsibilities by ensuring education and compliance with security directives for employees with access to classified or sensitive material. Recognizes and takes action to correct situations posing a threat to the health or safety of subordinates. Applies EEO principles and requirements to all personnel management actions and decisions, and ensures all personnel are treated in a manner free of discrimination. Periodically reviews position descriptions to ensure accuracy, and the most effective utilization of personnel resources. Explains classification determinations to subordinate employees. Supports the Whistleblower Protection Program by responding constructively to employees who make protected disclosures under 5 U.S.C. 2302(b)(8); taking responsible and appropriate actions to resolve any such disclosures; and creating an environment in which employees feel comfortable making such disclosures.

2. Directs, plans, organizes, and oversees all Integrated Defense (ID) and Law Enforcement (LE) activities within an Air National Guard Wing as the Defense Force Commander (DFC). Reports directly to the Wing Commander for immediate threat responses and to the Mission Support Group Commander for routine matters. Exercises broad delegated authority to independently manage ID and LE programs. Leverages comprehensive knowledge of security programs to serve as principal advisor to senior leaders within and outside the organization on all matters related to the administration of integrated defense and law enforcement programs. Establishes long-range strategic vision, goals, and objectives for work performed by the organization and all subordinate employees. Directs and evaluates work of all assigned personnel conducting Integrated Defense, Physical Security, Anti-terrorism, Force Protection, Counter Small Unmanned Aerial Systems (C-sUAS), and Combat Arms programs. Directs protection of assigned Protection Level (PL) 1-4 assets. Exercises expertise in multiple security disciplines to monitor changes in technology, policy, and procedures in order to solve complex problems, make key decisions, and maximize effectiveness of local programs. Plans, executes, and evaluates budgetary authority for all assigned programs, ensuring effective and efficient use of resources. Develops, implements, and reviews organizational policies, ensuring compliance with DoD, AF, ANG, and State regulations, interpreting, and advising on proper application of methods and procedures. Establishes and maintains relationships with other commanders, senior leaders, staff personnel, law enforcement officials, industry liaisons, subject matter experts, and other agencies in order to maximize information sharing and organizational effectiveness.

3. Directs, plans, organizes, and oversees all Anti-Terrorism (AT) and Force Protection (FP) activities within an Air National Guard Wing as the Anti-Terrorism Officer (ATO). When functioning as the ATO, reports directly to the Wing Commander and exercises broad delegated authority to independently manage the AT/FP program. Conducts formal Criticality, Vulnerability, and Threat assessments in order to determine risk. Manages the Anti-Terrorism Executive Council, Anti-Terrorism Working Group, and Force Protection Working Group to assess and respond to threats. Develops and implements plans and protective measures to mitigate risk and counter known and unknown threats. Develops and manages a network of Anti-Terrorism Representatives (ATRs) throughout the organization, exercising delegated authority to plan, direct, and evaluate threat reduction measures across all assigned organizations and activities. Establishes relationships with local, state, and federal law enforcement agencies to accurately assess threats, share information, and mitigate risk.
4. Directs assessments of complex internal and external factors for effect to the organization and assigned missions. Conducts formal and informal assessments to determine criticality of organizational functions, identify vulnerabilities, assess internal and external threats, and calculate associated risk to wing mission(s) and personnel. Determines Wing Commander risk acceptance threshold. Develops and directs implementation of risk mitigation measures to achieve acceptable risk levels. Evaluates effectiveness and reports current activity/posture to senior leaders and higher headquarters on Integrated Defense, AT/FP measures, C-sUAS measures, Counter Surveillance Surveillance Detection (CSSD) measures, and PL Asset security. Evaluates and reports equipment and personnel readiness for local, state, and federal missions. Oversees the Unit Self-Assessment Program to ensure law and regulatory compliance and program effectiveness. Directs the organizational training, exercise, and evaluation schedule to ensure mission readiness and effectiveness. Conducts continual analysis of assigned workforce to ensure personnel reliability, security clearance, fitness for duty, and adequate coverage of security posts.
5. Performs other duties as assigned.

## CROSS-TRAINING REQUIREMENTS

### ASVAB Score

N/A

### PULHES Score

N/A

### Additional Entry Requirements

3.5. Other. The following are mandatory as indicated:

3.5.1. For entry into this specialty:

- 3.5.1.1. Minimum color vision, as defined by getting a 35 or better on the Cone Contrast Test (CCT) for red and green, or, correctly identifying at least 12 of 14 Ishihara Plates (PIP). (CCT should be primary testing choice, but PIP is acceptable if CCT is not available at testing site.)
- 3.5.1.2. Distance visual acuity correctable to 20/20 in one eye and 20/30 in the other.
- 3.5.1.3. No history of excessive alcohol use or been arrested in the past two years for two or more alcohol related incidents regardless of disposition, except when found not guilty.
- 3.5.1.4. Never been diagnosed with a severe substance disorder by a certified medical provider.
- 3.5.1.5. Must not have used a substance (sniffing/huffing) to obtain an altered conscious state from aerosol spray, lighter fluid, petro chemical, adhesives, Freon, or any other chemical for a purpose not intended for use.
- 3.5.1.6. No more than one active wage garnishment for delinquency.
- 3.5.1.7. No more than two delinquent charge off/collection ( $\geq 30$  days) payments within last two years.
- 3.5.1.8. Within three years prior to entry into military service, must not have been terminated from civilian employment more than twice for reasons of misconduct, theft, or alcohol use.
- 3.5.1.9. Never been convicted by a civilian court of a Category 1, 2, or 3 offense as described and listed in DAFMAN 36-2032, Military Recruiting and Accessions, Attachment 2. DAFOCD, 30 Apr 25 118
- 3.5.1.10. No record of sleep disorders to include, but not limited to, sleep apnea, insomnia, hypersomnia, narcolepsy, or restless leg syndrome.
- 3.5.1.11. Must not have current diagnosis of Attention Deficit Disorder/Attention Deficit Hyperactivity Disorder or other perceptual or learning disorder. Must not have used medications to treat any such disorder the last 12 months.
- 3.5.1.12. No history of any of the Bipolar and Related Disorders, Depressive Disorders, or Anxiety Disorders.
- 3.5.1.13. No speech disorder or noticeable communication deficiency as defined in DAFMAN 48-123.
- 3.5.1.14. Must possess a valid state driver's license to operate government motor vehicles (GMV) accordance with AFI 24-301, Ground Transportation.
- 3.5.1.15. No diagnosis of fear of heights or confined spaces that impacts ability to complete duty requirements.
- 3.5.1.16. No documented record of gang affiliation.
- 3.5.1.17. No fear working around nuclear weapons or components, nor have an identifiable negative opinion of the role of nuclear weapons in our nation's strategic deterrence mission.
- 3.5.1.18. Must not have used/distributed/manufactured illicit narcotics as defined in schedule I/II, used a drug that can cause a flashback, or been arrested for narcotics in schedules I through V as listed in 21 USC §812. Exclude use of marijuana, hashish, or other cannabis-based products for entry unless that use resulted in the documentation of a use disorder by a credentialed medical provider.
- 3.5.1.19. Never failed (or failed to participate in) prescribed rehabilitation program or treatment regimen after being diagnosed by a certified medical provider with an alcohol use disorder.
- 3.5.1.20. Must not have a record of Self-Directed Violence or Self-Directed Violence-Preparatory or suicide attempts. If there is a record of self-directed violence, self-directed violence-preparatory, or suicide attempts with/without injury (as defined by the VA/DoD Clinical Practice Guideline for Assessment and Management of Patients at Risks for Suicide and the Under Secretary of Defense's (USD) Memorandum on Standardization of Common Suicide-Related Definitions), the accession authority's final determination on entry/award will be informed by the opinion of a qualified Mental Health (MH) Professional.
- 3.5.2. In addition to the entry requirements, for a member to be awarded and retained in these AFSCs, the following are additional mandatory requirements:
  - 3.5.2.1. No recorded evidence of personality disorder that negatively affects duty performance.
  - 3.5.2.2. Must not have uncontrolled depression with use of appropriate therapy, or a history of persistent emotional instability or suicidal ideations. If there is a record of Self-Directed Violence, Self-Directed Violence-Preparatory, or suicide attempts with/without injury, the Commander will be informed by the opinion of a qualified Mental Health (MH) professional.
  - 3.5.2.3. Qualification for arming, suitability to arm, or suitability under the Personnel Reliability Assurance Program IAW AFI 31-117, Arming and Use of Force by Air Force Personnel.
  - 3.5.2.4. Never been convicted by a general, special, or summary courts-martial.
  - 3.5.2.5. Never received non-judicial punishment under the UCMJ for offenses involving substantiated drug abuse as defined in AFI 44-121, Alcohol and Drug Abuse Prevention and Treatment (ADAPT) Program.
  - 3.5.2.6. Never been diagnosed with a severe substance use disorder by a certified medical provider. For the purpose of retention standards as part of this classification directory, alcohol related disorders are defined separately from other substance use disorders.
  - 3.5.2.7. Never received non-judicial punishment for acts of larceny, wrongful appropriation, robbery, burglary, unlawful entry, housebreaking, misconduct in combat as defined in UCMJ articles 99-106, or any act that harms or has the potential to harm the physical safety or well-being of animals to include Military Working Dogs. Never have been convicted by a civilian court of a Category 1 or 2 offense. Conviction of Category 3 offenses are not acceptable for entry into the AFSC. After award of the AFSC, conviction of Category 3 offenses are grounds for withdrawal of the AFSC if deemed appropriate by the commander. Category 4 traffic offenses alone are not disqualifying. Offenses are described and listed in AFMAN 36-2032, Military Recruiting and Accessions, Attachment 2.
- 3.5.3. For award and retention of this AFSC, must maintain local network access IAW AFI 17-130, Cybersecurity Program Management and AFMAN 17-1301, Computer Security.
- 3.5.4. Specialty requires routine access to Tier 3 (T3) information, systems or similar classified environments. For award and retention of AFSCs 31PX, completion of a current T3 Investigation IAW DoDM AN 5200.02\_DAFMAN 16-1405, Department of the Air Force Personnel Security Program. NOTE: Award of the entry level without a completed T3 Investigation is authorized provided an interim Secret security clearance has been granted according to DoDMAN 5200.02, DAFMAN 16 -1405.