

Georgia National Guard



HUMAN RESOURCES OFFICE - AGR
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AIR ACTIVE GUARD RESERVE (AGR) VACANCY ANNOUNCEMENT

ANNOUNCEMENT NUMBER: AW 2026-039	OPEN DATE: 30 MAR 26	CLOSING DATE: 19 APR 26	
POSITION:	HUMAN RESOURCES & ADMINISTRATION CRAFTSMAN		
UNIT / LOCATION:	165TH FORCE SUPPORT SQUADRON GARDEN CITY, GA		
AFSC:	3F071 (Qualification in and possession of AFSC 3F051)		
MINIMUM MILITARY GRADE:	TSgt		
MAXIMUM MILITARY GRADE:	MSgt		
MINIMUM TAFMS:	6 YRS		
ASVAB:	A: 59		
POSITION NUMBER:	110234634		
AREA OF CONSIDERATION:			
NATIONWIDE	<input checked="" type="checkbox"/>	STATEWIDE <input type="checkbox"/>	UNIT ONLY <input type="checkbox"/>
THIS ANNOUNCEMENT IS OPEN TO ALL MEMBERS ELIGIBLE TO JOIN THE GEORGIA AIR NATIONAL GUARD (GA ANG). MEMBERS OF THE GA ANG, USAF (CURRENT AND FORMER), ANG AND USAFR ARE WELCOME TO APPLY.			

All applicants must scan & submit the following documents in ONE file in the order listed below via email:

- NGB Form 34-1 (Application for Active Guard/Reserve (AGR) Position) (Dated – 11 Nov 13).**
 - o Announcement number and position title must be annotated on the form. This document must be signed.
 - o Be sure to correctly annotate the announcement number and position title on the NGB 34-1 application.
- Report of Individual Personnel (RIP) (Must Be Dated Within the Last 30 Days)**
 - o RIP can be obtained from the servicing Force Support Squadron (FSS) or Virtual MPF (vMPF).
 - o Select Record Review and Print/View All Pages. **RIPS from RAW will not be accepted.**
- Report of Individual Fitness (Must Be Current)**
 - o Print from the myFitness application (myFSS). Test next due date must be current.
 - o Airmen must meet the minimum requirements for each fitness component in addition to scoring an overall composite score of 75 or higher for entry into the AGR program.
- Last 3 Evaluation Performance Reports or Letter of Evaluation (Include Evaluation/LOE from current SCOD)**
 - o This document must be completed and signed.
 - o Applicants unable to provide 3 briefs must submit a completed and signed DAF Form 77 Letter of Evaluation with a detailed justification of the missing evaluations. Must be signed by supervisor. Current A1C and below N/A.
- Enlisted Brief or Active Duty Enlisted CDB (Must be Dated Within the Last 30 Days)**
 - o Current Active- Duty members only. This document can be obtained from the AF Portal.
- DD 214 (Certificate of Release or Discharge from Active Duty)**
 - o Former members only.

OPTIONAL DOCUMENTS TO SUBMIT: RESUME, MILITARY BIOGRAPHY, TRAINING CERTIFICATES.
PLEASE DO NOT ADD ACTUAL VACANCY ANNOUNCEMENT WITH SUBMITTED APPLICATION

BRIEF DESCRIPTION OF DUTIES

This position is at the 165th Force Support Squadron, Garden City, GA. The primary purpose of this position is to manage and execute human resources and administrative programs that directly support Department of the Air Force (OAF) operations. Ensures mission readiness, personnel accountability, and organizational effectiveness through expert application of personnel policy, force management, and personnel operations. Advises commanders and Airmen on career progression, benefits, entitlements, and personnel readiness. Administers assignments, promotions, separations, retention programs, casualty operations, workforce planning, personnel data systems, and compliance inspections. Oversees executive correspondence, operational workflow, and unit-level administrative functions to enable efficient communication and mission execution.

KNOWLEDGE, SKILLS AND ABILITIES (KSAs) REQUIRED FOR THIS POSITION:

A. Knowledge of personnel policies, procedures, and principles of personnel management, covering assignment, promotion, personnel readiness, deployment/mobilization procedures, and PERSCO operations. Proficiency in interviewing and counseling techniques, correspondence management, and general office operations is required, along with knowledge of Personnel Data System (PDS) capabilities, and expertise in office management policies and technologies. Familiarity with policies governing benefits for military personnel, retirees, and family members is also essential.

B. Ability to manage military human resource programs and provide guidance to commanders and Airmen on personnel policies, directing assignments, promotions, separations, and readiness programs. Implements force management tools and supplies leadership with detailed personnel reports and statistical analyses. Provides executive administrative support to General Officers and other leaders by coordinating travel, lodging, itineraries, and official functions, while also leading executive correspondence management and administering organizational communications.

C. Skill in ensuring personnel data integrity through systematic auditing, analysis, and discrepancy resolution for both deployed and in-garrison personnel. Develops, interprets, and reviews management assessment products and transaction registers to maintain compliance and accuracy. Conducts routine crosschecks between personnel systems and source documents, identifying and correcting inconsistencies. Compiles, organizes, and submits management data and reports to facilitate personnel decision-making while tracking key metrics to enhance readiness and operational efficiency.

D. Skill in personnel processing and accountability, ensuring precise tracking of DAF personnel across garrison and deployed locations by executing in- and out-processing, duty status reporting, and personnel movement tracking. Maintains personnel readiness by ensuring timely updates to duty status and personnel records and conducts inspections to verify compliance with DAF personnel policies. Provides counseling and advisory support to Airmen on personnel programs, benefits, entitlements, and career progression.

E. Ability to manage organizational personnel and manpower programs, ensuring accuracy in database systems and coordinating personnel actions between units and military personnel organizations. Administers administrative functions, including evaluations, decorations, recognition programs, fitness tracking, and in-out-processing. Maintains personnel records, duty status changes, and suspense systems for personnel actions and correspondence. Oversees leave web programs and assists Airmen with web-based personnel applications. Prepares and processes disciplinary actions, including Articles 15, letters of reprimand, investigation reports, unfavorable information files, and separation actions in support of command personnel management.

F. Knowledge of PERSCO functions, maintaining personnel accountability for deployed forces and ensuring accurate reporting to combatant commanders. Conducts casualty reporting for missing, deceased, ill, or injured personnel while coordinating inbound and outbound operations for deployed locations. Provides critical personnel support, including virtual record updates, emergency leave processing, and promotion actions. Acts as a vital link between deployed personnel and home stations, ensuring operational continuity and personnel readiness in contingency and wartime environments.

AIR NATIONAL GUARD MEMBERSHIP AND COMPATIBILITY REQUIREMENTS

This vacancy announcement will be for an initial active-duty tour of one (1) to four (4) years. Subsequent tours will be from one (1) to five (5) years. The selected applicant will be placed in Active Guard/Reserve (AGR) military status under Title 32, USC 502(f). The incumbent will participate with the unit of assignment during unit training assemblies and annual training periods. After an applicant is selected for this position, the incumbent will be assigned to **AFSC: 3F071 at the 165th Force Support Squadron, Garden City, GA**. If a selected applicant's grade is higher than the announced grade of the position (Enlisted Only) the selected applicant may be required to request an administrative reduction to the announced grade of the position. The wearing of the Air Force uniform as prescribed in AFI 36-2903 is required for the incumbent of this position. Acceptance of the position constitutes concurrence with these requirements as conditions of employment. Military Grade Inversion is strictly prohibited in the National Guard AGR Program.

QUALIFICATION REQUIREMENTS

- This opportunity is available to current members of the Active, Reserve, and Guard components of the United States Air Force.
- All applications will be accepted; however, first consideration will be given to Category I.
- Applicants are assessed into Category I or II:
 - **Category I – All applicants currently possessing the required rank, AFSC/Skill level, TAFMS, and with the Area of Consideration requirements stated above.**
 - **Category II – All other applicants who do not possess the required AFSC/Skill Level and TAFMS and Area of Consideration but meet the rank requirements and the basic AFSC entry requirement IAW ANGI 36-101, the Air Force Officer Classification (AFOCD) or the Air Force Enlisted Classification Directory (AFECD) Attachment**

4. Category II applicants are forwarded to the selecting official on request when a selection is not made from the Category I Register.

- The member must continue to progress in upgrading to skill level appropriate for his/her military grade. Members who do not successfully upgrade will be reassigned to a position for which qualified or removed from the AGR program.

OTHER REQUIREMENTS

- Member must meet ALL eligibility criteria in ANGI 36-101.
- Member must meet all entry level requirements outlined in the AFO/ECD.
- Member must comply with the standards outlined in DAFI 36-2903, Dress and Personal Appearance
- Member must comply with the standards outlined in DAFMAN 36-2905, Physical Fitness Program. To be eligible for entry into the AGR program, a passing score of 75 or better on the fitness test is required.
- Member selected for initial AGR positions must meet the medical standards as outlined in AFI 48-123 prior to assignment.
- A current PHA with associated documentation must be less than 12 months old. Applicants whose PHA is greater than 12 months old will require a current exam as appropriate. Members must also be current in all IMR requirements (i.e. dental, immunizations, etc.)
- Member must have sufficient retainability to obtain 20 years of Active Federal Service for retirement purposes. Individuals selected for AGR tours that cannot attain 20 years of TAFMS prior to reaching mandatory separation must complete a Statement of Understanding.
- Enlisted personnel applying for officer positions must be eligible for commissioning upon application for AGR duty. Assignment to the AGR tour will not become effective until the individual receives a commission in the ANG and as a Reserve of the Air Force and has completed formal training for which an AFSC has been awarded.
- Security Clearance - if a Top-Secret security clearance is not held by the member selected for assignment that requires access to top secret information, the member must initiate a security clearance update. The AGR selectee must notify his/her unit security manager to initiate a new security investigation. The HRO/AGR Manager will not issue the AGR orders until the security clearance upgrade is initiated, and the member has a current favorable investigation.
- AGRs and their authorized dependents may be entitled to PCS benefits provided by law IAW the Joint Federal Travel Regulations (JTR)-PCS entitlements. Individuals entitled to PCS entitlements should not leave their HOR until PCS orders are provided.
- IAW ANGI 36-101, AGR Program para 5.7, To be accessed in the AGR program, an individual must not have been previously separated for cause from a previous Reserve Component AGR tour or from any Active Component. Requests for waiver to **this policy will be annotated on the AF Form 679 and routed to NGB/A1PP.**

**IMPORTANT NOTES REGARDING COMPLETION AND SUBMISSION OF YOUR APPLICATION
READ ALL BULLETS CAREFULLY FOR PROPER SUBMITTAL**

- **Scan full application in one PDF file in the order listed on page one (.pdf file format only). Separate files/zip file/PDF portfolios/PDF attachment section will not be accepted.**
- **Incomplete application packages (i.e. not within full announcement requirements, failure to explain “yes” answers in Section IV on the NGB 34-1, missing or expired documents) will not be processed for board consideration.**
 - **Applications not sent to all recipients below by the closeout date will not be accepted for full consideration.**
- Submit full application with the following file name: Vacancy Announcement Number Full Name
 - (Example only: ACW 001-2015 Jane S. Doe).
- Place **only** the following information in the subject line of your email: Vacancy Announcement Number / Full Name
 - (Example only: ACW 001-2015 / Jane S. Doe).
- Hard-copy and faxed applications will not be accepted.
- Applications must be typed or printed in legible dark ink. Sign and date the NGB 34-1 application.
- Applicants who submit their signed fitness score card **MUST** also submit their full myFitness history as per above.
- Applicants must furnish the required documentation as specified in the announcement. If vMPF/MILPDS RIP or current Branch equivalent document doesn't provide the correct data to qualify for the announcement (i.e. SEI, AFSC or Education/PME requirement), please submit a completed AF2096, degree awarded transcript or PME certificate in the application annotating qualification. If required information is not provided, consideration will not be given in the qualification process. Optional documents not specified above can be included for consideration. Additional documents will not be received by our office **AFTER** the closing date of the announcement.
- Memorandum for Record (MFR) will only be accepted for applicants annotating being separated from the military for Nationwide announcements and providing justification of being unable to provide all required documents.
- Applicants unable to provide 3 evaluations due to any reason (i.e. due to date joining the military, rank prevents having 3, missing eval due to admin reasons etc.) must provide the specific reasoning on 1 DAF Form 77 Letter of Evaluation as annotated above. Parts I-IV must be completed; the justification must be placed in Part IV “comments” section and member's supervisor must sign in Part V; member must sign Part VII. A MFR or not submitting evaluations will not suffice for meeting the evaluations requirement. (Example: If member doesn't have any evaluations or has only 1 or 2 required evaluations to submit, then 1 AF77 must be completed/signed with the justification of why the member can't submit any or only 1 or 2).
- **A confirmation email will be sent from our office upon receiving your application. Please allow up to 5 business days for the HR Staff to contact you once your application has been submitted.**

PLEASE FOLLOW COMPLETE INSTRUCTIONS ANNOTATED ON THE FULL JOB ANNOUNCEMENT

**Email applications to: 116ACW.AGRApplications@us.af.mil and 165.AW.HRO.Org@us.af.mil
Applications must be received by midnight on the closing date.**

*THE GEORGIA AIR NATIONAL GUARD IS AN EQUAL OPPORTUNITY EMPLOYER
SEEKING THE MOST HIGHLY QUALIFIED APPLICANTS*