



NEW JERSEY NATIONAL GUARD

ACTIVE GUARD RESERVE (AGR)



POSITION TITLE:	AFSC	OPEN DATE:	CLOSE DATE:
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UNIT OF ACTIVITY/DUTY LOCATION:	GRADE REQUIREMENT: Min: Max:
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SELECTING SUPERVISOR:		
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AREAS OF CONSIDERATION

MAJOR DUTIES

INITIAL ELIGIBILITY CRITERIA

ACTIVE GUARD AND RESERVE REQUIREMENT

TECHNICIANS ENTERING AGR TOUR AND BONUS/INCENTIVES RECIPIENTS

SPECIAL ANNOUNCEMENT CRITERIA

APPLICATION PROCEDURES

INSTRUCTIONS TO COMMANDERS/SUPERVISORS: Selecting supervisor will contact qualified applicants for interviews after receipt of selection register from HRO REMOTE. After completion of interview, send selection register to HRO REMOTE. After the Human Resources Officer approves the selection package, the HRO office will send a notification letter to notify all applicants of their selection/non- selection.

THE NEW JERSEY NATIONAL GUARD IS AN EQUAL OPPORTUNITY EMPLOYER

All applicants will be protected under Title VI of the Civil Rights Act of 1964. Eligible applicants will be considered without regard to race, color, religion, gender, national origin, or any other non-merit factor. Due to restrictions in assignment to certain units and AFSC some positions may have gender restrictions.

CEM Code 3P000
 AFSC 3P091, Superintendent
 AFSC 3P071*, Craftsman
 AFSC 3P051* Journeyman
 AFSC 3P031* Apprentice
 AFSC 3P011* Helper

★SECURITY FORCES

(Changed 31 Oct 25)

1. **Specialty Summary.** Leads, manages, supervises, and performs security force (SF) activities in direct support of two-thirds of the United States Nuclear Enterprise; weapon system and physical security; law and order; military working dog; combat arms and area security operations. Related DoD Occupational Subgroup: 107000.

2. ★Duties and Responsibilities:

2.1. ★Leads, manages, supervises, and performs force protection duties employing up to the use of deadly force to protect personnel and resources. Protects nuclear and conventional weapons systems and other critical resources. Performs base defense functions contributing to the force protection mission. Defends personnel, equipment, and resources from hostile forces throughout the base security zone of military installations. Operates in various field environments, performs mounted and dismounted individual and team patrol movements, tactical drills, battle procedures, convoys, military operations other than war, antiterrorism duties, and other special duties. Operates communications equipment, vehicles, intrusion detection equipment, individual and crew-served weapons, and other special purpose equipment. Applies self-aid buddy care and life saving procedures as first responders to accident and disaster scenes.

2.2. Provides armed response and controls entry to installations and protection level resources. Detects and reports presence of unauthorized personnel and activities and implements security reporting and alerting system. Enforces standards of conduct, discipline, and adherence to laws and directives. Directs vehicle and pedestrian traffic; investigates motor vehicle accidents, minor crimes, and incidents; and operates speed measuring, drug and alcohol, and breath test devices. Secures crime and incident scenes; apprehends and detains suspects; searches persons and property; and collects, seizes, and preserves evidence. Conducts interviews of witnesses and suspects and obtains statements and testifies in official judicial proceedings. Responds to disaster and relief operations and participates in contingencies.

2.3. Develops plans, policies, procedures, and detailed instructions to implement SF programs. Plans, organizes, and schedules SF activities and provides oversight, guidance, and assistance to commanders with the application of physical security and force protections in support of priority resources. Operates pass and registration activities and supervises and trains SF augmentees. Employs and utilizes the Incident Command System construct during emergency planning, response recovery operations. Inspects and evaluates effectiveness of SF personnel and activities.

2.4. Provides guidance on employment and utilization of military working dog teams. Ensures proficiency training and certification standards are maintained. Employs military working dogs to support worldwide security force operations and executive agency requirements to include nuclear, Presidential support, federal law enforcement and national strategic programs. Ensures health and welfare of military working dogs. Trains handlers and military working dogs on all aspects of military working dog training. Maintains dog training and usage records and is responsible for storage, handling, and security of drug and explosive training aids.

2.5. Leads, manages, supervises, and implements ground weapons training programs. Controls and safeguards arms, ammunition, and equipment and instructs ground weapons qualification training. Provides guidance on weapons placement to security forces and ground defense force commanders. Inspects ground weapons and replaces unserviceable parts and analyzes malfunctions by inspection and serviceability testing. Uses precision gauges, testing instruments, and special tools to adjust parts and operating mechanisms. Function-fires weapons for accuracy and serviceability. Controls and operates firing ranges and associated facilities to include supervising construction and rehabilitation.

3. ★Specialty Qualifications:

3.1. ★**Knowledge.** Knowledge is mandatory of: Weaponry, laws, directives, programs, policies, and procedures governing SF activities; installation security; weapon system and resource security; anti-terrorism; law enforcement and investigations; military working dogs; base defense; training; pass and registration; civilian work force; and combat arms.

3.2. ★**Education.** For entry into this specialty, completion of high school or General Equivalency Diploma.

3.3. ★**Training.** The following training is mandatory for award of the AFSC indicated in addition to successful completion of requirements listed in the Career Field Education and Training Plan:

3.3.1. ★3P031. Completion of the security forces (SF) Basic Defender course.

3.3.2. ★3P0X1A. Completion of the Military Working Dog Handler Course.

3.3.3. ★3P0X1B. Completion of the Combat Arms Training and Maintenance Basic Course.

3.4. **Experience.** The following experience (if listed) is mandatory for award of the AFSC indicated in addition to successful completion of applicable task requirements listed in the Career Field Education and Training Plan:

3.4.1. 3P051. Qualification in and possession of AFSC 3P031.

3.4.2. ★3P051A. Qualification in and possession of AFSC 3P031A, minimum of 1 (one) year time in skill level and completion of shred specific 5-level course.

- 3.4.3. ★3P051B. Qualification in and possession of AFSC 3P031B, minimum of 1 (one) year time in skill level, completion and possession of AFSC 3P051 and completion of shred specific 5-level course.
- 3.4.4. ★3P071. Qualification in and possession of AFSC 3P051. Completion of all SF Craftsman requirements listed in the Career Field Education and Training Plan. Also, experience supervising or performing functions such as weapon systems and resource security, base defense, or law enforcement.
- 3.4.5. ★3P071A. Qualification in and possession of AFSC 3P051BA and AFSC 3P071. Also, completion of 341st TRS Trainer course and completion of shred specific Kennel Master legacy course or the Military Working Dog Kennel Master (DL).
- 3.4.6. ★3P071B. Qualification in and possession of AFSC 3P051B and AFSC 3P071, minimum of 36-months' time in skill level, minimum grade of E-6 and completion of shred specific 7-level course.
- 3.4.7. ★3P091. Qualification in and possession of AFSC 3P071 and hold the rank of SMSgt. Also, experience in leading and directing SF activities.
- 3.5. Other. The following are mandatory as indicated:
- 3.5.1. **For entry into this specialty:**
- 3.5.1.1. Minimum color vision requirements, 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 20/30.
- 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 use 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. ★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. Excludes 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.
- 3.5.1.7. ★Not have been terminated from civilian employment more than twice for reasons of misconduct, theft, or alcohol use within three years prior to entry into military service.
- 3.5.1.8. ★No evidence or history of civilian conviction, Letter of Reprimand, Article 15, or courts martial conviction of a Category 1, 2, or 3 offenses as described and listed in DAFMAN 36-2032, Military Recruiting and Accessions, Attachment 2 and Table A2.2.
- 3.5.1.9. ★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.
- 3.5.1.10. ★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 the Assessment and Management of Patients at Risk 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.
- 3.5.1.11. No record of sleep disorders to include, but not limited to, sleep apneas, insomnias, hypersomnias, narcolepsy, or restless leg syndrome.
- 3.5.1.12. 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 for the last 12 months.
- 3.5.1.13. No history of any of the Bipolar and Related Disorders, Depressive Disorders, or Anxiety Disorders.
- 3.5.1.14. ★No diagnosis of fear of heights or confined spaces that impacts ability to complete duty requirements.
- 3.5.1.15. ★No speech disorder or noticeable communication deficiency as defined in DAFMAN 48-123, Medical Examinations and standards.
- 3.5.1.16. Must possess a valid state driver's license to operate government motor vehicles (GMV) in accordance with AFI 24-301, *Ground Transportation*.
- 3.5.1.17. ★No more than one active wage garnishment for delinquency.
- 3.5.1.18. ★No more than two delinquent charge off/collection (\geq 30 days) payments within last two years.
- 3.5.1.19. No documented record of gang affiliation.
- 3.5.1.20. ★Must be willing to work around nuclear weapons and components, following all safety and security protocols. All nuclear security duties must be performed in accordance with regulations, regardless of personal beliefs on the role of nuclear weapons in our nation's strategic deterrent mission.
- 3.5.1.21. See attachment 4 for additional entry requirements.
- 3.5.2. For entry into 3P0X1A/B,
- 3.5.2.1. Qualification in and possession of AFSC 3P031 and meet 1 (one) year Time in Service requirements prior to attending the 3-level shred specialty course.
- 3.5.2.2. ★Qualification in and must possess a minimum 3P031 AFSC. ANG/AFRC personnel must be at least an A1C with 2-years' time in service (TIS) up to a TSgt with less than 16-years TIS.
- 3.5.2.3. ★Never received nonjudicial punishment for acts of larceny, wrongful appropriation, robbery, burglary, unlawful entry, housebreaking, misconduct in combat as defined in UCMJ articles 99-106.

- 3.5.2.4. ★Never received nonjudicial punishment for any acts that harms or has the potential to harm the physical safety or well-being of animals to include Military Working Dogs.
- 3.5.2.5. ★Never received nonjudicial punishment for drug abuse as defined in AFI 44-121, Alcohol and Drug Abuse Prevention and Treatment (ADAPT) Program, or any act that would negatively affect the member's credibility or ability to testify in legal proceedings.
- 3.5.2.6. ★Retraining into the 3P0X1 career field ANG/AFRC is restricted to the grades of E-7 and below. AFSC award within the ANG/AFRC must obtain review and approval by the ARC component and CFM.
- 3.5.3. ★3P0X1A Specific
- 3.5.3.1. ★ Individuals who have had their spleen removed are not eligible for assignment to the military working dog program or any canine functions.
- 3.5.3.2. ★Must be eligible to deploy and mobilize worldwide. Airmen coded who are unable to maintain deployment eligibility or worldwide clearance more than 21 months may lose their shred.
- 3.5.3.3. ★For entry into this shred specialty a minimum of 30 on the general aptitude test must be attained.
- 3.5.3.4. ★ Must have a minimum of 36-months of retainability upon graduation from the Military Working Dog Handler Course.
- 3.5.4. ★3P0X1B Specific
- 3.5.4.1. ★For entry into this shred specialty a minimum of 35 on the mechanical aptitude test must be attained.
- 3.5.4.2. ★Must have a minimum of 36-months of retainability upon graduation from the Combat Arms Training and Maintenance Basic Course.
- 3.5.4.3. ★Active Duty personnel must meet the minimum rank of A1C, 1-year TIS and qualification and possession of AFSC 3P031
- 3.6. ★For Entry, award, and retention of these AFSCs, the following are mandatory:
- 3.6.1. ★Qualification for arming, suitability to arm, or suitability under Personnel Reliability Assurance Standards IAW DAFI 31-117, Arming and Use of Force by Air Force Personnel.
- 3.6.2. No recorded evidence of personality disorder that negatively affects duty performance.
- 3.6.3. 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 or 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.
- 3.6.4. 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.
- 3.6.5. ★No evidence or history of civilian conviction, Letter of Reprimand, Article 15, or courts martial conviction of Category 1, 2, or 3 offenses, these are grounds for withdrawal of the AFSC, if deemed appropriate by the unit commander. Category 4 traffic offenses alone are not disqualifying. Offenses are described and listed in DAFMAN 36-2032, Military Recruiting and Accessions, Attachment 2 and Table A2.2.
- 3.6.6. ★Never been convicted by a general, special, or summary courts-martial.
- 3.6.7. ★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.
- 3.6.8. ★Never violated DoD policy in Title 18 Section 922(g)(9) to have a felony conviction for crimes of domestic violence.
- 3.6.9. Must maintain local network access IAW AFI 17-130, *Cybersecurity Program Management* and AFMAN 17-1301, *Computer Security*.
- 3.6.10. Specialty requires routine access to Tier 3 (T3) information, systems, or similar classified environments. For award and retention of AFSCs 3P0XX, completion of a current T3 Investigation at a minimum IAW DoDM 5200.02, AFMAN 16-1405, Air Force Personnel Security Program, is mandatory. Certain positions within this specialty) require routine access to Tier 5 (T5) material or similar environment. Completion of a current T5 Investigation in accordance with DoDMAN 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.

4 *Specialty Shredouts

Suffix **Portion of AFS to Which Related**

A	Military Working Dog Handler
B	Combat Arms