



# NEW JERSEY NATIONAL GUARD

## ACTIVE GUARD RESERVE (AGR)

Announcement Number: NJANG 73-AF-25



<b>POSITION TITLE:</b> Cyberspace Operator	<b>AFSC</b> 1B4X1	<b>OPEN DATE:</b> 20 Mar 2025	<b>CLOSE DATE:</b> Open Until Filled
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<b>UNIT OF ACTIVITY/DUTY LOCATION:</b> 108th Operations Group, Joint Base McGuire-Dix-Lakehurst, NJ	<b>GRADE REQUIREMENT:</b> <b>Min:</b> SSgt/E-5 <b>Max:</b> MSgt/E-7
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<b>SELECTING SUPERVISOR:</b> Col Jason C. Tiger	<b>Position Number</b> 0115650334
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### AREAS OF CONSIDERATION

Nationwide military members eligible for membership in the NJANG (Must Hold advertised AFSC or Equivalent)

### MAJOR DUTIES

Please refer to attached pages for more info on the major duties and initial qualifications for this position for this AFSC or go to: <https://www.my.af.mil> to review the AFECD or AFOCD

### INITIAL ELIGIBILITY CRITERIA

\*In addition to criteria listed on attached pages\*

- Security Clearance - Must be able to obtain: TS/SCI
- Aptitude Requirement:
- PULHES:
- Strength requirement: Demonstrated ability to lift XX lbs
- Significant IT experience (civilian IT career coupled with multiple industry IT certifications will be considered)
- Must be able to obtain IAT Level 2 certification
- Eligible AFSC: Applicants should be current qualified 1B4

### ACTIVE GUARD AND RESERVE REQUIREMENT

IAW ANGI 36-101, 21 April 2022, paragraph Chapter 6, Initial AGR tour orders are probationary. The probationary period will not exceed six years. AGR tours may not extend beyond an Enlisted member's ETS or an Officer's MSD. Be advised that acceptance of an AGR Tour may result in future and unexpected out of state PCS or tours of up to one year or longer.

Airmen must meet the minimum requirements for each fitness component in addition to scoring an overall composite of 75 or higher for entry into the AGR program. For members with a documented Duty Limitation Code (DLC) which prohibits them from performing one or more components of the Fitness Assessment, an overall "Pass" rating is required.

Individuals selected for AGR tours must meet the Preventative Health Assessment (PHA)/physical qualifications outlined in DAFMAN 48-123, 8 December 2020, Medical Examination and Standards. They must also be current in all Individual Medical Readiness (IMR) requirements to include immunizations. RCPHA/PHA and dental must be conducted not more than 12 months prior to entry on AGR duty and an HIV test must be completed not more than six months prior to the start date of the AGR tour.

Enlisted Airmen who are voluntarily assigned to a position which would cause an over grade must indicate such in writing; a voluntary demotion letter must be included with the application in accordance with ANGI 36-2503, 24 February 2010, Administrative Demotion of Airmen, when assigned to the position. Acceptance of demotion must be in writing and included in the assignment application package. Application Package will not be forwarded without Administrative Demotion statement.

IAW ANGI 36-101, paragraph 5.7, an individual must not have been previously separated for cause from active duty or previous Reserve Component AGR tour.

IAW ANGI 36-101, paragraph 5.10, applicants should be able to complete 20 years of active federal service prior to Mandatory Separation Date (MSD). Individuals selected for AGR tours that cannot attain 20 years of active federal service prior to reaching mandatory separation must complete a Statement of Understanding, See ANGI36-101 Attachment 3.

IAW ANGI36-101, paragraph 6.6.1, members should remain in the position to which initially assigned for a minimum of 24 months. TAG may waive this requirement to 24 months when in the best interest of the unit, State, or Air National Guard.

If a selectee does not possess the advertised AFSC, he/she must complete the required training/assignment criteria within 12 months of being assigned to the position. Failure to do so may result in immediate termination. Extension past 12-months will only be considered if the delay is through no fault of the applicant.

## TECHNICIANS ENTERING AGR TOUR AND BONUS/INCENTIVES RECIPIENTS

Currently employed technicians may compete for AGR positions. If selected, permanent employees will have their Federal Employee Group Life Insurance (FEGLI) continue for 26 pay periods following their start date on AGR. If selected, your National Guard Association of the United States (NGAUS) will be terminated at the end of the pay period you begin LWOP/AUS. If selected, normally, your Federal Employee Health Benefits (FEHB) will terminate 30 days after AGR start date. Other pay related actions (i.e., TSP, advanced sick leave, etc.) should be reviewed with the Employee Relations Section of J1-HRO. Contact information: 609-562-0866/0874.

### BONUS/INCENTIVE RECIPIENTS

If you currently receive any type of incentive such as bonus, student loan repayment, or GI Bill Kicker, these incentives will stop effective on the first day of full-time employment with the National Guard. Contact your RETENTION OFFICE MANAGER.

## SPECIAL ANNOUNCEMENT CRITERIA

- Selection into [ E8 / E9 / O4 / O5 ] positions is contingent on availability/state allocation of controlled grades.
- Selection into higher graded positions IS NOT a promise of promotion
- Upon selection additional medical verification will be required prior to start of AGR tour
- The publication of AGR orders by HRO will be the official appointment into the New Jersey Air AGR program. No commitment will be made by the command to any applicant prior to the review of qualifications by the HRO and TAG approved appointment through the Officer Action Board (if applicable).
- Continuation beyond initial tour may be subject to evaluation based on AGR Continuation Board
- AGR Bring-Your-Own-Billet, authorization from the relinquishing commander is required.

## APPLICATION PROCEDURES

Applications must be signed and dated. Applications received with an unsigned NGB 34-1 and RIP will not be forwarded for consideration. The application package must include all items 1-5 listed below. If the required documents are not submitted, a letter of explanation must be included. Submittal of any missing requirements after the closeout will NOT be accepted.

Use AGR Application Instructions from DMAVA website (<https://www.nj.gov/military/admin/vacancy/#air-agr-jobs>)

\*\*Incomplete packages will not be considered for the position vacancy

\*\*All application documents must be consolidated into a single .pdf file. (Do not put in a PDF Portfolio format)

1. Signed NGB Form 34-1 Application Form for Active Guard/Reserve (AGR) Position dated 20131111 (<https://www.nj.gov/military/admin/vacancy>)
2. Signed CURRENT full Records Review RIP from Virtual MPF <https://vmfp.us.af.mil/vMPF/Hub/Pages/Hub.asp>
3. CURRENT PASSING Report of Individual Fitness from MyFSS/MyFitness <(must not show a "fitness due date" that is in the past) (or) a signed letter from the UFP. If exempt, please include Form 469 with application)
4. Current EPB/OPB – if you do not have a current EPB/OPB, submit last EPB/OPB and a MFR stating the missing reason.
5. Contact Information-on a separate document; Rank, Last, First Name, preferred contact email, and preferred contact phone#.
6. Inability to Retire as AGR SOU (if applicable) (<https://www.nj.gov/military/admin/vacancy>)
7. Administrative Grade Reduction (if applicable)- Current military grade cannot exceed maximum Military grade announced on Vacancy. Over graded applicants must include a memorandum indicating willingness to accept an administrative reduction if selected.
8. A copy of current VALID state driver's license (as required).

### EMAILING REQUIREMENTS:

Ensure all requirements are consolidated into ONE single PDF (adobe portfolio is not recommended) (consider printing signed documents to PDF prior to combining files)-Signatures may be stripped once they are saved.

PDF File Name should be Rank Last Name, First Name\_Vacancy Announcement Number

Example: TSgt Mouse, Mickey\_VA 01-AF-23

Email Subject should be: TSgt Mouse, Mickey\_VA 01-AF-23

Email Application Package to: [ng.nj.njarng.list.nj-job-submission-agr-air@army.mil](mailto:ng.nj.njarng.list.nj-job-submission-agr-air@army.mil)

\*\* Applications will be accepted through GEARS (GEARS <https://gears.army.mil/>), if standard email procedures do not work\*\*

QUESTIONS: Applicants may call HRO to verify receipt of application prior to closeout date.

Commercial 609-562-0887 or Commercial 609-562-0860 or [ng.nj.njarng.list.nj-job-submission-agr-air@army.mil](mailto:ng.nj.njarng.list.nj-job-submission-agr-air@army.mil)

Assistance will be rendered in the order the request was received.

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.

AFSC 1B471, Craftsman  
 AFSC 1B451, Journeyman  
 AFSC 1B431, Apprentice  
 AFSC 1B411, Helper

## CYBER WARFARE OPERATIONS

(Changed 30 Apr 24)

### 1. Specialty Summary.

1.1. Performs duties to develop, sustain, and enhance cyberspace capabilities to defend national interests from attack and to create effects in cyberspace to achieve national objectives. Plans and conducts Cyber Network Operations (CNO)/cryptologic activities, Offensive Cyberspace Operations (OCO), Defensive Cyberspace Operations (DCO), and Department of Defense (DoD) Information Network (DoDIN) Operations using established tactics, techniques, and procedures to achieve Service, Combatant Command (CCMD), Cyber Mission Force (CMF) and national objectives. Executes command and control (C2) synchronization of assigned cyberspace forces and de-conflicts cyberspace operations across the kinetic and non-kinetic spectrum. Supports cyberspace capability development, testing, and implementation. Partners with Joint, Interagency, Intergovernmental, and Multinational forces to detect, deny, degrade, disrupt, destroy, manipulate, and mitigate adversarial access to sovereign national or partner cyberspace systems. Related DoD Occupational Subgroup: 127000.

### 2. Duties and Responsibilities:

- 2.1. Conducts OCO. Plans and/or performs OCO actions to project power by application of force in, from, and through cyberspace. OCO may include targeting adversary functions through cyberspace or using first-order effects through cyberspace to initiate cascading effects into the physical domain. These effects may include a variety of valid military targets such as weapon systems, C2 processes, and critical infrastructure/key resources. Integrates OCO actions into CCMD or warfighting boards, bureaus, cells, centers, and working groups as required for inclusion into operational and strategic planning efforts.
  - 2.1.1. 1B4X1 CMF OCO work roles include but are not limited to: Cyberspace Operator, Planner, and Cyber Capability Developer.
- 2.2. Conducts DCO. Plans and/or conducts DCO actions to defend the DoDIN and other friendly cyberspace. DCO includes threat-informed cyberspace defense operations to preserve the ability to utilize friendly cyberspace capabilities and protect data, networks, net-centric capabilities, and other designated systems. Cyber warfare operators conduct both DCO-Internal Defense Measures (DCO-IDM) and DCO-Response Actions (DCO-RA). DCO-IDM duties performed by cyber warfare operators do not include passive defense measures intended to maintain and operate the DODIN such as configuration control, patching, or firewall operations. Cyber warfare operator missions conducted as part of DCO-IDM should utilize the workforce's highly specialized skills such as pro-active and aggressive internal threat hunting for advanced and/or persistent threats, reverse engineering, and malware analysis. Integrates DCO actions into CCMD, warfighting and/or service boards, bureaus, cells, centers, and working groups as required for inclusion into operational and strategic planning efforts.
  - 2.2.1. 1B4X1 CMF DCO work roles include but are not limited to: Host Analyst, Network Analyst, Cyber Crew Lead, Mission Element Lead, Planner, Non-commissioned Officer In Charge (NCOIC), Data Engineer, and Analytic Support Officer.
- 2.3. Conducts CNO/cryptologic activities. Aids planning and conducts operations in support of CNO/cryptologic activities. Employs techniques to collect, identify, and exploit appropriate communications and artifacts of potential intelligence value. Performs data analysis to help judge relevant cyber intelligence information value, provides risk assessments to aid operational decision-making, de-conflicts threats to cryptologic system employment, and issues guidance for service and joint partners.
- 2.4. Performs cyberspace mission planning and execution. Provides tailored planning, threat analysis, and cyber expertise necessary to synchronize cyberspace operations capabilities and functions into the Joint Planning Process. Supports integration and collection of combat assessment indicators. Develops operational tasks and orders, evaluates mission feedback, and aligns strategic intent.
- 2.5. Develops and executes tactics, techniques, and procedures (TTPs) for cyberspace operations. Analyzes national defense guidance and strategic objectives to create operational policies and plans. Implements policies through the development of TTPs in support of assigned cyber capability execution. Applies forensic, malware analysis, and reverse engineering TTPs to determine the extent of battle damage sustained during cyberspace attacks. These efforts may require partnering with other Joint, Interagency, Intergovernmental, and Multinational forces.
- 2.6. Performs research and development in order to integrate cyber warfare operations into information warfare plans and programs. This may include developmental testing and evaluation or operational testing and evaluation to support new capability development or to support modifications of existing capabilities. Assesses and reverse engineers network nodes and infrastructure devices (to include operating systems and software applications) to determine capabilities, functionalities, limitations, and vulnerabilities.
- 2.7. Establishes performance standards, trains, and conducts evaluations to ensure personnel are proficient, qualified, and certified. Plans, conducts, and evaluates exercises to enhance operational readiness and ensure adherence to operational procedures.
- 2.8. Duties and responsibilities of a 1B4X1 do not include contract management, oversight and/or Contractor Officer Representative (COR) responsibilities.

### 3. Specialty Qualifications:

- 3.1. Knowledge. Mandatory knowledge includes knowledge of cyber warfare operations fundamentals, laws and ethics, intelligence, cyberspace systems and platforms, cyber warfare operations, planning, networking fundamentals, operating systems, Air Force basic cyber operations, defensive cyber operations, and offensive cyber operations.
- 3.2. Education. For entry into this specialty, prior coursework in Science, Technology, Engineering, and Mathematics (STEM) is desirable. An Associate's degree or higher in related STEM fields and/or an Information Technology (IT) certification are also desirable.
- 3.3. Training. For award of AFSC 1B431, completion of the Cyber Warfare Operations initial skills course is mandatory unless specifically waived by the 1B Career Field Manager
- 3.4. Experience. The following experience is mandatory for award of the AFSC indicated:
  - 3.4.1. 1B431. Completion of the Cyber Warfare Operations Apprentice Course (E3ALR1B431 0A1A; PDS Code: 02S)
  - 3.4.2. 1B451. Qualification in and possession of AFSC 1B431 and experience performing functions such as CNO/cryptologic activities, OCO, DCO, or DoDIN Operations.
  - 3.4.3. 1B471. Qualification in and possession of AFSC 1B451 and experience performing and supervising functions such as CNO/cryptologic activities, OCO, DCO, or DoDIN Operations.
  - 3.4.4. 1B491. Qualification in and possession of AFSC 1B471 and experience performing and supervising functions such as CNO/cryptologic activities, OCO, DCO, or DoDIN Operations.
- 3.5. Other. The following are mandatory as indicated:
  - 3.5.1. For entry into this specialty:
  - 3.5.2. A minimum score of 70 on the Air Force Electronic Data Processing Test (EDPT).
  - 3.5.3. Armed Services Vocational Aptitude Battery (ASVAB) or Armed Forces Classification Test (AFCT) must have been taken within 2 years from date retraining application is submitted.
- 3.6. See attachment 4 for additional entry requirements.
- 3.7. For award and retention of these AFSCs:
  - 3.7.1. Must attain and maintain foundational qualification IAW DAFMAN 17-1303, *Cybersecurity Workforce* Improvement as specified by AFSC and/or work role SEI.
  - 3.7.2. Must maintain local network access IAW AFI 17-130, *Cybersecurity Program Management*, and AFMAN 17-1301, *Computer Security (COMPUSEC)*
  - 3.7.3. This specialty requires routine access to Top Secret material or similar environments. For award and retention of 1B431, completion of a current Tier 5 (T5) investigation IAW DoDM 5200.02 AFMAN 16-1405, *Air Force Personnel Security Program Management* is mandatory. Initial attendance in the 1B431 AFSC awarding course without a completed T5 is authorized, provided that interim Sensitive Compartmented Information (SCI) eligibility has been granted IAW Investigation IAW DoDM 5200.02 AFMAN 16-1405 and Intelligence Community Directive (ICD) 704. Airmen who cannot obtain at least an interim SCI in advance of their programmed class graduation are not eligible for entry into the 1B431 AFSC awarding course.