

NATIONWIDE

HUMAN RESOURCES OFFICE
MARYLAND NATIONAL GUARD
219 WEST HOFFMAN STREET
BALTIMORE, MARYLAND 21201-2288
TELEPHONE: (667) 296-3498

POSITION VACANCY ANNOUNCEMENT 23-120a

Open Date: 27 September 2023

Close Date: 27 October 2023

FULL TIME MILITARY / ACTIVE GUARD RESERVE (AGR) POSITION VACANCY

BRANCH OF SERVICE: AIR NATIONAL GUARD (ANG)

POSITION TITLE: EXPLOITATION ANALYST OR CYBER CAPABILITY DEVELOPER

HIGHEST GRADE AUTH PER ANGI 36-101, AGR/MIL TECH GRADE COMPARABILITY TABLE: Maj/O4

UNIT MANNING DOCUMENT-GUARD GRADE/ POSITION AVAILABLE: Maj/O4

ORGANIZATION/LOCATION: 175th Cyberspace Operations Squadron, MDANG, 6770 Taylor Avenue, Fort George G. Meade, MD 20755

SALARY: Full Military Pay and Allowances, depending on rank and longevity of selectee

WHO MAY APPLY: OPEN, NATIONWIDE, TO CURRENT MEMBERS OF THE MARYLAND AIR NATIONAL GUARD AND THOSE ELIGIBLE FOR MEMBERSHIP

QUALIFICATION/ELIGIBILITY REQUIREMENTS

1. Refer to ANGI 36-101, The Active Guard/Reserve Program, for general eligibility requirements for initial entry into the AGR Program and specific guidelines for utilization, and assignment of currently on-board AGR members.
2. Applicants must meet the physical qualifications outlined in AFI 48-123, Medical Examination and Standards.
3. Applicant must meet weight requirements at the time of entry into the AGR Program. Any member on the ANG Fitness Improvement Program is ineligible for entry into AGR status.
4. Applicant should be able to complete 20 years of active duty service prior to mandatory separation.
5. Category 1 AGR resources (recruiters, security forces, range, air defense, civil support) are fenced and are not able to move AGR asset.
6. Highly desired that member have completed the appropriate level of PME corresponding to their grade/rank.

BRIEF OF DUTIES AND RESPONSIBILITIES

Responsible for the organization, administration, training, instruction and recruitment of an Air Force Cyberspace Operations Squadron aligned against a Defensive Cyberspace Operations Response Actions, Cyberspace Attack and Cyberspace Exploitation mission. Responsible for ensuring squadron presents qualified forces to Cyber National Mission Force for mobilization. Responsible for maintaining relationships with United States Cyber Command, Cyber National Mission Force, National Security Agency and additional partners. Member will be required to become work role qualified in a National Mission Team or National Support Team aligned work role in according with current Cyber Command Guidance. Maintains both Air Force currency and additional national-level requirements to execute US Cyber Command's Defend-the-Nation priority. Conducts specific cyberspace actions including cyberspace defense, cyberspace operations in support of intelligence operations, cyberspace operational preparation of the environment and cyberspace attack in order to support OCO. Prepares for, maintains currency for, and executes an advanced role in Cyberspace Operations. Establishes performance standards, trains and conducts evaluations to ensure personnel are proficient, qualified, and certified. Ensures units meet operational readiness goals and adhere to operational procedures. Participates in research and development as well as operational testing and evaluation to determine possible new or modifications to existing capabilities. These efforts may require collaborating with other DoD, interagency and Coalition Forces. This position will require mobilization to Title 10 Status. Performs other duties as assigned.

Exploitation Analyst: Collaborates to identify access and collection gaps that can be satisfied through cyber collection and/or preparation activities. Leverages all authorized resources and analytic techniques to penetrate targeted networks

Cyber Capability Developer (CCD): Cyber Capabilities Developer is a Subject Matter Expert (SME) on developing and implementing software and hardware capabilities and is a leader, trainer, and advisor to commanders at all levels. The Cyber Capabilities Developer is a versatile, highly trained individual responsible for analyzing system vulnerabilities, product research, capability development, documentation, and implementing software and hardware capabilities that operate in and through

cyberspace. The Cyber Capabilities Developer Technician advances in skills and abilities as they progress through their careers. Ideally, the CCD has experience in the following: C and/or Python programming, Data structures and algorithms, Discrete math Cyber Capability Developer certified (Basic/Senior), Experience with hardware development. Design technical solutions. Defines the configuration management strategy for the products. Validate the quality of the products. Validates that acceptance criteria are met, updates and maintains the Test Plans. Conduct peer reviews to ensure code quality. Oversee, train, mentor and review the work of CCDs assigned to them.

AFSC

AFSC requirement: 14N or 17SXY Applicants must meet the basic eligibility requirements specified in ANGI 36-101, The Active Guard/Reserve Program and the Air Force Officer Classification Directory (AFOCD) 30 APR 2023.

14N:

Knowledge. Knowledge is mandatory of intelligence fundamentals, security, analysis, communications skills, the intelligence disciplines, the intelligence community, ISR information systems, research sources and methods, the presentation of friendly forces, friendly weapons systems, adversary capabilities, ISR operations, targeting, integration, and sensing grid activities.

Education. For entry education requirements see Appendix A, 14N CIP Education Matrix.

Training. The following training is mandatory for award of the AFSC indicated: 3.3.1. 14N1. Completion of the Intelligence Officer Initial Skills Course. 14N3. Completion of mission qualification, which includes but is not limited to IQT/MQT, mission certification, or other training deemed necessary to be considered qualified to perform assigned duties. (Note: Waivers for mandatory Intelligence Officer Initial Skills Course training must be submitted in accordance with AFMAN 36-2100 and 14N Career Field Manager guidance.)

Experience. The following experience is mandatory for award of the AFSC indicated: 14N3. Complete a minimum of 36 months performing intelligence functions.

Other. For entry and retention in this specialty: Specialty requires routine access to Tier 5 (T5) information, systems or similar classified environments. For award and retention of AFSCs 14NX, completion of a current T5 Investigation IAW DoDM 5200.02_AFMAN 16-1405, Air Force Personnel Security Program is mandatory. Access to T5 material is determined by favorable adjudication of the T5 updates, according to applicable security and intelligence regulations. The Department of Defense Central Adjudication Facility (DoD CAF) is solely responsible for determining and certifying eligibility for access to T5 material. In accordance with AFMAN 36-2100, revocation of eligibility for access to T5 information or systems requires a withdrawal of 14NX AFSCs, unless an exemption is granted by HQ AFPC/DP2SSM on the recommendation of HQ USAF/A2/A6. Revocation of an officer's security clearance by AFCAF requires a withdrawal of 14NX AFSCs without exception. NOTE: Award of the entry level AFSC without a completed T5 Investigation is authorized provided an interim Top Secret security clearance has been granted according to DoDM 5200.02_AFMAN 16 -1405

17S:

Knowledge. Required knowledge includes electronics theory, information technology, wired and wireless telecommunications, computer networking, supervisory control and data acquisition systems, vulnerability assessment techniques, operating system environments, programming, scripting, exploitation techniques, threat actor life cycle, malware components and techniques, mission and terrain analysis techniques, capability pairing, integrating intelligence, large force employment, and operational planning and governing cyberspace operations directives, procedures and tactics.

Education. Undergraduate or graduate education related to computer science, computer engineering, or cyber security is desirable, but not required. Prior service 3D, 1D7, 1B4, or 1N4X1A commissioning Airmen will be accepted into the career field regardless of undergraduate degree possessed, provided they meet other acceptance criteria.

Training. The following training is mandatory as indicated: For award of AFSC 17SXA/B, completion of initial skills training Introduction to Cyber Fundamentals, Undergraduate Cyber Warfare Training (17XXX), and (USSF Only) Warfighter Communications Officer Course (17DXA/B). 3.4.

Experience. For upgrade to AFSC 17S2/3, unit commander determines proficiency based on performance, experience, and completion of minimum training requirements and any unit-designated training. For award of 17SXY, individuals must have previously held a 17SXX position.

Other. For award and retention of these AFSCs, specialty requires routine access to Tier 5 (T5) information, systems or similar classified environments and completion of a current T5 Investigation IAW DoDM 5200.02_AFMAN 16-1405, Air Force Personnel Security Program. NOTE: Award of the entry level without a completed T5 Investigation is authorized provided an interim Top Secret security clearance has been granted according to DoDM 5200.02_AFMAN 16 -1405. Award of these AFSCs, or certain shredouts, may require completion and favorable adjudication of a cyber-aptitude assessment. Retention of these AFSCs may require favorable adjudication of counter-intelligence polygraph and/or favorable determination for access to sensitive compartmental information

SPECIAL INFORMATION (IF APPLICABLE)

1. Appropriate military uniform will be worn during duty hours.
2. Existing MDANG promotion policies apply.
3. Initial tours may not exceed 4 years. Follow-on tour lengths may be from 1 to 6 years.
4. Official notification to applicants of selection or non-selection is by letter from the Human Resources Office (HRO).
5. May be authorized PCS IAW the JFTR.

6. Candidates must possess or obtain either a 17SXY or 14N AFSC.
7. Open to commissioned officers and those eligible to commission
8. Desire applicant who currently hold CMF or CNO qualification(s), if not must obtain. Prefer Exploitation Analyst or Cyber Capability Developer qualification(s).
9. As a condition of continued employment – Candidate must currently have TS/SCI clearance and applicants must currently possess a Counterintelligence Polygraph.

APPLICATION PROCEDURES / REQUIRED DOCUMENTS (IF APPLICABLE)

INCOMPLETE APPLICATIONS WILL NOT BE ACCEPTED
APPLICATIONS WILL NOT BE RETURNED!

SUBMIT APPLICATION IN ORDER LISTED BELOW

- ☐ NGB Form **34-1 Application for Active Guard Reserve (AGR) Position, DATED 20131111**, Signed, dated and annotated with Vacancy Announcement Number.
- ☐ Military Personnel **Report of Individual Person (RIP) Attached, or Virtual MPF Inquiry Will Suffice.**
- ☐ AGR Profile Verification Statement (**fourth page of this announcement**).
- ☐ Most Recent Air Force Fitness Management System (AFFMSII)
- ☐ Letters of Recommendation, Cover Letter, Resume and other attachments are permitted, but are not mandatory.
- ☐ All DD214s or NGB 22
- ☐ Completed Questionnaire (**below**)

For Positions Advertised to “Current On-Board AGR Applicants Only”:

- ☐ **Current On-Board AGR** member, you must submit Commander Memorandum of Authorization with your application.

Questionnaire:

Y/N

- ☐ Are you currently a Maryland Air National Guard Member? _____
- ☐ Are you currently AGR? If so, what State? _____
- ☐ Are you currently a Technician? If so, what State? _____
- ☐ Are you currently deployed? If so, what location? _____
- ☐ Are you currently on ADOS? If so, with who? & what is the ending date? _____
- ☐ Are you currently in a “fenced” position? _____

Please provide current telephone number and **Military Email** address (Selection and Non-selection Memos will be sent via **Encrypted Email**): _____, _____

FORDWARD APPLICATIONS AND ATTACHEMENTS VIA EMAIL TO: 175.WG.HRO.AGR.PROGRAM.Org@us.af.mil
SUBMIT ONE PDF DOCUMENT ENTITLED: 23-120a (LAST NAME) – CYBERSPACE OPERATOR

ALL APPLICATIONS MUST BE SUBMITTED ELECTRONICALLY! NO EXCEPTIONS.
Applications must be received in the HRO office, not later than close of business on the closing date.
Applications received after the closing date WILL NOT BE CONSIDERED.

**AGR VACANCY APPLICATION
PROFILE VERIFICATION STATEMENT**

NAME _____ ANNOUNCEMENT # _____

A. FITNESS PROGRAM TEST VERIFICATION

MEMBER MEETS STANDARDS IN ACCORDANCE WITH AFI 36-2905

YES NO

*Signature/Rank/Title Verifying Official

*Current supervisor, commander, or designated WMP Monitor

B. APTITUDE SCORES

Mech: _____ Admin: _____ Gen: _____ Elect: _____

**Signature/Rank/Title Verifying Official

**Current supervisor, commander, or Customer Service Representative

C. CURRENT AF Form 422, PHYSICAL PROFILE SERIAL REPORT

P:___ U:___ L:___ H:___ E:___ S:___ X Factor ___ Dated _____

MEMBER IS IS NOT QUALIFIED FOR WORLD WIDE SERVICE

**Signature/Rank/Title Medical Certifier

ATTACH TO NGB FORM 34-1
APPLICATION FOR ACTIVE GUARD/RESERVE (AGR) POSITION