

**ON BOARD AGR ONLY**  
ONB HUMAN RESOURCES OFFICE  
MARYLAND NATIONAL GUARD  
219 WEST HOFFMAN STREET  
BALTIMORE, MARYLAND 21201-2288  
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**POSITION VACANCY ANNOUNCEMENT 25-079a**

Open Date: 19 August 2025

Close Date: 9 September 2025

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

**BRANCH OF SERVICE:** AIR NATIONAL GUARD (ANG)

**POSITION TITLE:** CYBER WARFARE OPERATION (1B4X1)

**HIGHEST GRADE AUTH PER ANGI 36-101, AGR/MIL TECH GRADE COMPARABILITY TABLE:** MSgt/E7

**UNIT MANNING DOCUMENT-GUARD GRADE/ POSITION AVAILABLE:** MSgt/E7

**ORGANIZATION/LOCATION:** 275th Operations Support Squadron, MDANG, 2701 Eastern Boulevard, Middle River, Maryland 21220-2801

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

**WHO MAY APPLY:** OPEN TO CURRENT MEMBERS OF THE MARYLAND AIR NATIONAL GUARD ONLY

**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**

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 Defensive Cyberspace Operations (DCO) using established tactics, techniques, and procedures to achieve Service, 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. Develops and executes tactics, techniques, and procedures (TTPs) for defensive 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 the battle damage sustained during cyberspace attacks. Performs research and development in support of information warfare. This may include developmental testing and evaluation or operational testing and evaluation to support new capability development or to support modifications of existing capabilities. 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. Duties and responsibilities of a 1B4X1 do not include contract management, oversight and/or Contractor Officer Representative (COR) responsibilities. Prepares oral and written communications using principles, practices, techniques and analytical methods and interpersonal relations practices. Performs other duties as assigned.

**AFSC**

**AFSC:1B471** Applicants must meet the basic eligibility requirements specified in ANGI 36-101, The Active Guard/Reserve Program and the Air Force Enlisted Classification Directory (AFECD) 30 APR 2024. **Knowledge:** Knowledge is mandatory of: computer operating systems, software applications, database concepts, common programming languages, hardware components, networking fundamentals (such as network protocols, network addressing, and network infrastructure), telecommunications theory, and data communications. Airmen in this specialty must be proficient on wireless technologies and understand cryptography, to include utilization and exploitation techniques. Airmen must also have an understanding of

applicable laws governing cyber operations. **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. **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. **Experience:** The following experience is mandatory for award of the AFSC indicated: 3.4.1. 1B451. Qualification in and possession of AFSC 1B431 and experience performing functions such as offensive and defensive cyber operations. **1B471:** Qualification in and possession of AFSC 1B451. Also, experience performing and supervising functions such as offensive and defensive cyber operations. **Other:** The following are mandatory as indicated for entry into this specialty: A minimum score of 70 on the Air Force Electronic Data Processing Test (EDPT). Armed Services Vocational Aptitude Battery (ASVAB) must have been taken within 2 years from date retraining application is submitted. See attachment 4 for additional entry requirements. For award and retention of these AFSCs: 3.5.2.1. Must attain and maintain foundational work-role qualification IAW DoDM 8140.01AA, *Cyberspace Workforce Qualification and Management Program*. Currently, the Air Force mandates cybersecurity workforce position qualification by requiring cyber workforce personnel to maintain a minimum Information Assurance Technical Level II certification in accordance with AFMAN 17- 1303, *Information Assurance Workforce Improvement Program*. Certification will continue to be required until DoDM 8140.01AA publication AND upon modification of Air Force certification requirement via AFMAN 17-1303 modification, supersession, or rescission, if determined applicable. In this context, the term cybersecurity workforce is inclusive of 1B work-roles IAW AFMAN 17- 1303. Specialty requires routine access to Tier 5 (T5) information, systems, or similar classified environments. Must maintain local network access IAW AFI 17-130, *Cybersecurity Program Management*, and AFMAN 17-1301, *Computer Security (COMPUSEC)*. Completion of a current T5 Investigation IAW DoDM 5200.02 AFMAN 16-1405, *Air Force Personnel Security Program Management*. 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.

#### 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 3 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. **Must currently have TS/SCI clearance with Counterintelligence Polygraph or able to complete Counterintelligence Polygraph upon hiring**
7. **Must hold 1B4X AFSC**
8. **Cyber Mission Force (CMF) qualifications preferred.**
9. **Some travel for conferences, training and exercises.**
10. **May require mobilization for Cyber Mission Forces.**

#### 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 **(third page of this announcement).**
- ☐ Most Recent Air Force Fitness Management System (AFFMSII)
- ☐ Letters of Recommendation, Resume and other cyber certificates are permitted
- ☐ All DD214s or NGB 22
- ☐ Completed Questionnaire **(below)**

#### **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](mailto:175.WG.HRO.AGR.PROGRAM.Org@us.af.mil)**  
**SUBMIT ONE PDF DOCUMENT ENTITLED: 25-XXXa (LAST NAME) – CYBER WARFARE OPERATIONS**

**ALL APPLICATIONS MUST BE SUBMITTED AS ONE PDF ELECTRONICALLY! NO EXCEPTIONS.**  
**Applications must be received by 1700 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