

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

**POSITION VACANCY ANNOUNCEMENT 26-029a**

**Open Date: 27 January 2026**

**Close Date: 26 February 2026**

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

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

**POSITION TITLE: INTELLIGENCE OFFICER OR CYBER EFFECT OPS OFFICER**

**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: 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 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. Applicants 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**

As an Intelligence Operations Specialist, serves as the unit's expert intelligence analyst for the commander and staff on all intelligence matters, including intelligence processes, support requirements, technical aspects of weapons systems, and terrorist operational methods. Assures the Intelligence function maintains a capability to provide timely and accurate operational intelligence support and fully trained intelligence personnel during peacetime and contingency operations. Represents the organization at interagency conferences and meetings that deal with specialty functions and internal training requirements at the unit level. Maintains overall responsibility for daily-integrated intelligence support, to include any alert, crisis, or Force Protection situation. Gains and maintains Global Situational Awareness (GSA) in order to quickly and accurately advise commanders/decision-makers on possible enemy courses of action. Researches, evaluates, integrates, and analyzes all-source data in the preparation of clear, concise, in-depth intelligence analytical products focusing on the threats to air operations, including the operational concepts of military forces and trends with potential military implications (e.g. research and development; production; delivery systems; doctrine; and capabilities) prepared in response to mission requirements. Must present and defend intelligence positions to a variety of audiences, including unit staff, MAJCOM representatives, and members of the DoD. Must represent the organization, and prepare, present, and defend the position in conferences, working groups, and planning sessions. Develops and oversees the execution of the unit's Internal Intelligence Training Program for all Title-32 assigned intelligence personnel. Develops and directs the External Intelligence Training Program for all operations personnel. Oversees the development of objectives and work schedules for full-time / traditional status personnel during Unit Training Assemblies (UTA), Annual Training (AT), and unit deployments. Identifies training requirements and conducts or organizes training courses for intelligence personnel unit mission related subjects. Serves as Subject Matter Expert (SME), trainer, and task certifier for all unit Initial Qualification Training (IQT), Mission Qualification Training (MQT), and Continuation Training (CT). Works with the subordinates and Unit Training Manager (UTM) to identify training shortfalls and develop plans to correct them. Plans, organizes, establishes, and manages the methodology for deployment and conduct of intelligence operations during contingency operations. Oversees the unit mobility program and the pre-deployment spin-up training program for unit personnel. Identifies and corrects mobility deficiencies. Identifies required intelligence equipment and publications for home station and deployed operations. Provides input on performance evaluation, career guidance, and technical assistance to full-time and traditional intelligence personnel. Establishes intelligence information requirements, procedures, and work schedules not predetermined by higher headquarters. Assigns specific programs and duties to full-time and traditional intelligence personnel in accordance with applicable Air Force, MAJCOM, and ANG instructions. Develops and refines tactics, techniques, and

procedures (TTP) and concepts of operations (CONOPS) to resolve unprecedented intelligence problems and develops experimental approaches and solutions. Perform other duties as assigned

## AFSC

**AFSC: 14N1** 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) 31 Oct 2025. **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. 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.

**AFSC: 17S** 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) 31 Oct 2025. **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. **Training.** The following training is mandatory as indicated: To earn the 17SX or 17SX AFSC, member must complete Undergraduate Cyberspace Warfare Training (UCWT) and Officer Training Course (OTC for USSF Only). **Experience.** The 17S1X skill-level will be applied to all 17S officers who have not yet completed UCWT. 17S officers will be awarded the 17S3X skill level upon arrival at their first duty station after completion of UCWT or OCT. Members will maintain the 17S3X skill level as their Primary AFSC/SFSC for the remainder of their career. The 17S4X skill level is only applied as a member's Duty AFSC/SFSC based on position. Officers must be appointed to a staff position at the Air Staff, MAJCOM, Numbered Air Force (NAF), Field Operating Agency (FOA), Direct Reporting Unit (DRU), Joint Force Headquarters (JFHQ), National Guard Bureau (NGB) or Combatant Command (CCMD), USSF Field Command (FLDCOM), Delta Command (DEL), Space Staff to achieve the Staff Level 17S4X skill level Duty AFSC.

## 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 or be able to obtain TS/SCI clearance.
7. Must possess 17S OR 14N or be eligible to cross train into those AFSC's
8. Must be able to complete Counterintelligence (CI) Polygraph Exam, if required.

## 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](mailto:175.WG.HRO.AGR.PROGRAM.Org@us.af.mil)**  
**SUBMIT ONE PDF DOCUMENT ENTITLED: 26-029a (LAST NAME) – INTELLIGENCE OFFICER**

**ALL APPLICATIONS MUST BE SUBMITTED ELECTRONICALLY ONE PDF FILE! 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**