

**MILITARY DEPARTMENT OF ARKANSAS
HUMAN RESOURCES OFFICE, BLDG 7300
CAMP ROBINSON-HRO-BOX 17
NORTH LITTLE ROCK, AR 72199-9600**

AGR EMPLOYMENT OPPORTUNITY ANNOUNCEMENT NUMBER: 26-025A

OPENING DATE: 27 FEB 2026

CLOSING DATE: 28 MAR 2026

POSITION TITLE: COMMANDER, 153 INTELLIGENCE SQUADRON

MILITARY GRADE REQUIREMENTS: Officer, minimum grade Maj/O-4 (promotable to O-5) not to exceed the grade Lt Col/O-5 (pending controlled grade availability)

LOCATION: 188th Wing, Fort Smith, AR, Air National Guard

NOMINATING OFFICIAL: Col Paul Needham

Individual selected will be ordered to full time duty (state) in Active Guard/Reserve status under Title 32 USC 502(f). Benefits will be commensurate with grade/rank and years of service.

AREA OF CONSIDERATION: All members of the Arkansas Air National Guard or those eligible for membership, that possess the Air Force Specialty Code (AFSC), in Accordance with (IAW) Air National Guard Instruction (ANGI) 36-101.

QUALIFICATION REQUIREMENTS: Must possess and be fully qualified in AFSC 14N3 as outlined in the DAFOCD. Experience as a Director of Operations, Unit Level Senior Intelligence Office, HHQ Branch Chief, or similar experience is highly desired. Applicants must meet Physical Fitness Standards as stated in the Department of the Air Force Manual (DAFMAN) 36-2905. Selectee must meet the PHA requirements outlined in DAFMAN 48-123 and AFI 48-170 and be current in all Individual Medical Readiness (IMR) requirements in accordance with AFI 10-250. **Note:** Individuals must meet minimum grade requirements. Applicants who exceed the maximum grade of this position (see Military Grade Requirement above) may apply; however, they will be required to accept an administrative reduction in grade prior to being placed into this position. Must possess a Top Secret clearance with SCI eligibility.

PLACEMENT FACTORS: Selectee will be subject to uncommon tours of duty, rotational shift assignments and overtime duty. May be required to fly in military or commercial aircraft for Temporary Duty (TDY) purposes. Reserve Component Physical Health Assessment must medically qualify selectee within 12 months of closing date of announcement. Selectee will participate in unit of assignment during Regularly Scheduled Drills (RSDs) and Annual Training periods including deployments, special projects and exercises. Upon assignment, must be a member of the 188 WG, and assigned to a compatible military position in AFSC 14N3. If the applicant selected does not possess the AFSC, they must sign an agreement to retrain IAW ANGI 36-101, Chapter 5.

SUMMARY OF DUTIES: Directs intelligence activities. Directs ISR activities and organizations and establishes goals and objectives. Reviews requirements for objectives and relative priorities. Serves as the unit commander. Directs preparation of an annual intelligence budget and financial plan. Implements standardization, evaluation, and training programs, and monitors compliance.

Develops intelligence plans and policies. Evaluates impact of legislative action, executive orders, regulations, directives, and management decisions. Integrates intelligence activities into plans and programs. Develops and implements intelligence operations and applications policies, plans, concepts, systems, and orders for the intelligence disciplines, professional tradecraft, and integration with cross functional capabilities. Conducts force development, management and structure planning.

Manages and coordinates intelligence activities. Confers with government, business, professional, scientific, and other nations' organizations to provide support, exchange ideas, participate in studies, and coordinate on proposals and findings. Manages intelligence responsibilities of the Department of Defense Planning,

Programming, and Budgeting System. Coordinates with personnel, materiel, planning, programming, and operational functions on allocation of resources, availability of funds, and preparation and implementation of operational plans. Supports weapon system acquisition.

Produces timely and accurate fused intelligence analysis. Uses structured analytical techniques to convert processed information into finished intelligence through the integration, evaluation, analysis, and interpretation of all-source data and the preparation of intelligence products in support of known or anticipated user requirements. Produces intelligence from the information gathered by the collection capabilities assigned or attached to the joint force and from the refinement and compilation of intelligence received from subordinate units and external organizations. Integrates, evaluates, analyzes, and interprets all processed information to create products that will satisfy the commander's priority intelligence requirements (PIRs) and requests for information (RFIs).

Conducts collection and ISR operations. Executes collection management by converting intelligence requirements into collection requirements, establishing priorities, tasking or coordinating with appropriate collection sources or agencies, monitoring results, and re-tasking, as required. Conducts collection operations by directing, scheduling, and controlling specific collection platforms, sensors and HUMINT sources to include the physical operation of airborne systems (both manned and remotely piloted), space-based systems, cyber, non-traditional ISR and HUMINT sources as well as near real time (NRT) coordination and control. Performs processing, exploitation, and dissemination by converting raw collection into forms that can be readily used by commanders, decision makers at all levels, intelligence analysts and other consumers.

Employs multi-domain sensing grid activities. Performs activities such as collection operations (sensing), analysis (identify and attribute), delivering information to customers, and collaborating with partners (sharing). Understands cloud technology, machine intelligence, and big data analytics combined with critical thinking skills to accelerate intelligence activities in a fast-paced, data-intensive environment where Airmen act as both producers and consumers of information. Understands how to operate within a collaborative sensing grid and use a common data environment to enable human-machine teaming and empower ISR Airmen to be more effective in solving problems and delivering time-dominant intelligence.

Performs targeting functions. Performs targeting functions to include kinetic and non-kinetic target development, weaponeering, precision point mensuration (PPM), force application, execution planning, and combat assessment. Selects and prioritizes targets and matches appropriate actions to those targets to create specific desired effects that achieve objectives, taking account of operational requirements and capabilities. Conducts analysis of enemy personnel, units, disposition, facilities, systems, and nodes relative to the mission, objectives, and the capabilities at the Joint Force Commander's disposal, to identify and nominate specific centers of gravity (COG) and high-value targets (HVT) that, if exploited in a systematic manner, will create the desired effects and support accomplishment of the commander's objectives.

HOW TO APPLY:

DOCUMENTS MUST BE IN ONE PDF IN THE ORDER LISTED BELOW:

- 1. NGB 34-1 Application for Active Guard/Reserve (AGR)** – Must ensure employment announcement number (EOA) and position title are filled in appropriately as defined on this announcement. This form must be signed and dated. Must explain any “yes” answer per instructions in Section V (except questions 9 & 17).
- 2. Current Individual Medical Readiness (IMR)** – All statuses must be current/ready. If “not ready” an AF Form 469 is mandatory. Regardless of the profile type, if your IMR under the “Profile” column shows a 469 link the AF Form 469 is required with your package, as it is applicable (see requirement 6). Official IMR copy must have the applicant's system generated name/date and reflect a PHA within 12 months of announcement close date. It is required to submit your IMR in the following manner: log into your IMR, right click, print, Adobe PDF, select “more settings”, click “headers and footers”. The headers and footers date stamp must be within 30 days of announcement closeout. Screen prints will not be accepted.
- 3. Current Fitness Tracker Report with history** - Submit all pages. Must be the Fitness Tracker Report generated by myFITNESS; no other report will be accepted. Log into myFSS/ myFITNESS and select the Fitness Tracker Report and then right click on the report that was generated and save to PDF. The report run date must be no more than 30 days old from the announcement closeout. The report run date is in the top right-

hand corner of the fitness tracker. Official PDF copy from myFitness database must have applicant's system generated name/date on it. Must reflect current passing fitness results. Any exemptions on the last fitness test must include the applicable AF Form 469 in the package. Screen prints will not be accepted.

4. **vMPF RIP** - Submit all pages. Log into vMPF, under Personal Data click Record Review/Update, click View/Print All Pages, right click, print, Adobe PDF, select "more settings", click "headers and footers". The headers and footers date stamp must be within 30 days of announcement closeout.

5. **SF 181** – Race and National Origin Identification. Omission or unanswered questions require a justification memorandum.

6. **AF Form 469** - if applicable to applicant (see requirements 2 and 3).

Print and scan packets or after digitally signing the 34-1, print to PDF and then merge all documents.

Once all documents are combined into one PDF, complete a cursory review of the ENTIRE application.

Note: A common error that results in most disqualifications is the NGB 34-1 signature is stripped when the PDFs are combined or is stripped in the email system if not saved per the statement above. Failure to do so will result in disqualification.

Limit file size to 3 MB, failure to do so may result in the attachment being stripped from the email or rejected.

Downsize instructions – Open PDF, click file, save as other, reduced size PDF, click OK, click save, click yes

FAILURE TO FOLLOW AND PROVIDE THE DOCUMENTS, IN THE REQUIRED MANNER, WILL RESULT IN A DISQUALIFICATION.

E-mail application to both addresses:

ng.ar.ararng.mbx.hro-agr-applications@army.mil

AND

naomi.perez-taylor@us.af.mil

***** Be advised, applications are not reviewed until after the announcement closes. *****

Email subject line AND your application must be named: Rank Last name, First name and Announcement Number - Current Status. Failure to do so may result in your application not being received.

**Example: TSgt Doe, John 55-555A – Active Duty, or AGR, or Technician, or DSG

THE ARKANSAS NATIONAL GUARD IS AN EQUAL OPPORTUNITY EMPLOYER, AND AS SUCH ALL APPLICATIONS FOR THIS POSITION WILL RECEIVE CONSIDERATION WITHOUT DISCRIMINATION FOR ANY NON-MERIT FACTOR SUCH AS RACE, RELIGION, SEX, NATIONAL ORIGIN, POLITICS, MARITAL STATUS, AGE, OR MEMBERSHIP IN AN EMPLOYEE ORGANIZATION.