

**MILITARY DEPARTMENT OF ARKANSAS
HUMAN RESOURCES OFFICE, BLDG 3000
CAMP JOSEPH T. ROBINSON
NORTH LITTLE ROCK, AR 72199-9600**

AGR EMPLOYMENT OPPORTUNITY ANNOUNCEMENT NUMBER: 26-040A

OPENING DATE: 20 APR 2026

CLOSING DATE: 19 MAY 2026

POSITION TITLE: INTEL OPERATIONS SPECIALIST

MILITARY GRADE REQUIREMENTS: Enlisted, minimum grade SrA/E-4 not to exceed the grade TSgt/E-6

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

NOMINATING OFFICIAL: MSgt Twila Costiloe

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, and eligible for entry into the Air Force Specialty Code (AFSC), in accordance with (IAW) Air National Guard Instruction (ANGI) 36-101.

QUALIFICATION REQUIREMENTS: Must possess AFSC 1N8X1 as outlined in the DAFECD. 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 security clearance.

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 188th WG, and assigned to a compatible military position in AFSC 1N8X1.

SUMMARY OF DUTIES: Conducts Target System Analysis (TSA). Researches how a functional target system works as a whole and analyzes the interactions between components. Takes a system-of-systems approach to look at interdependencies and vulnerabilities between systems as well as intra-system dependencies in order to maximize the effectiveness of target development and support Capabilities Analysis. Develops all-source analytical products which identify target systems that have relevance to stated objectives, military importance, and priority of attack using Targeting Analysis and Targeting Production skills.

Performs Intermediate Target Development (ITD). Fully characterizes entities for Intelligence Community level vetting and validation applying Targeting Analysis techniques. Determines functions and elements which enable enemy capabilities and/or actions, which are the focus of the commander's objectives and thus the source of the desired direct and cascading effects on the system. Uses Targeting Production to develop products and database information to support target development, vetting and validation.

Conducts and supports Target List Management (TLM) through the application of Targeting Production, Targeting Analysis, Capabilities Analysis, and Planning. Composed of target vetting, validation, listing, nomination, and prioritization; Nominates and prioritizes targets to achieve the effects and objectives outlined

in commander's guidance and are coordinated and de-conflicted with agencies and activities that might present a conflict with the proposed action.

Performs Advanced Target Development (ATD) using Capabilities Analysis and GI&S competencies. Comprised of Weaponing, Target Coordinate Mensuration (TCM), and Collateral Damage Estimation (CDE). Considers target vulnerability to quantify results of capabilities employment against prioritized targets to achieve desired effects. Determines precise weapon(s) placement, consequences and hazards presented by weapons effects. Makes recommendations on how to mitigate those effects in compliance with Rules Of Engagement (ROE) and Law Of War (LOW).

Supports multi-domain mission planning. Merges intelligence analysis with operational execution, employing the planning competency to refine understanding of adversary networks and optimize target data for mission planning systems. Support mission planning by verifying tasking details and identifying vulnerabilities through threat and target signature development. Targeting Analysts are crucial in bridging the gap between intelligence and employment of effects in the operational environment.

Conducts Combat Assessment (CA) to include. Battle Damage Assessment (BDA), Munitions Effectiveness Assessment (MEA), and Reattack recommendations. Estimates the achievement of the desired effects, based on physical, change, and/or functional damage assessment to enable target system assessment using Targeting Analysis, Capabilities Analysis, and GI&S knowledge. Recommends changes to the methodology, tactics, weapon system, munitions, fusing, and/or weapon delivery parameters to increase force effectiveness. Determines any required follow-up actions, or indicates readiness to move on to new tasks in the path to achieving the overall JFC objectives.

Processes, exploits, and disseminates intelligence products and conducts analysis concerning threat countries or targets of interest via written and/or verbal means. These products provide specificity and knowledge to commanders and national leaders to impact tactical through strategic level decision making processes.

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. All applicable portions of the form must be completed. 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 Print and then right click on the report that was generated and save to PDF. **Adjust print settings to ensure all data is included (you may need to select “Fit to printable area”)**. The report run date must be no more than 30 days old from the announcement closeout. 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 (Record Review/Update)** - 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.