



DEPARTMENT OF THE AIR FORCE STATE OF MISSISSIPPI



ACTIVE GUARD RESERVE (AGR) ANNOUNCEMENT # 23-1102

OPENING DATE: 18 November 2022 CLOSING DATE: 1 December 2022

Position Title: Cyber Defense Operations

Unit/Duty Location: 172 AW, Jackson, MS

Min Grade: SSgt/E5

Security Clearance: SECRET

Max Grade: MSgt/E7

PULHES: 3,3,3,2,3,2

UMD Position AFSC: 1D771K

ASVAB Requirements: E:60

****Prior qualification of attaining and maintaining an Information Assurance Technical Level II or Information Assurance Manager Level I certification IAW DoD 8570.01-M, Information Assurance Workforce Improvement Program for retraining can waive minimum ASVAB requirements***

Ares(s) of Consideration: (1) Members of the MS National Guard (Statewide)

Special Note: This FULL TIME MILITARY duty position vacancy in the Air National Guard is announced and will be filled under the provisions of Section 502(f), Title 32 and United States Code.

Specialty Summary: Manages and performs Defensive Cyber Operations (DCO) and cyber functions (DoDIN operations) in garrison and in deployed environments. Surveys, secures, protects, defends, preserves, designs, builds, operates, and extends data, networks, net-centric capabilities, and other designated systems. This Air Force Specialty Code description incorporates the use of DoD Cyber Workforce Framework (DCWF) Codes to tie this specialty description to the framework. The DCWF was developed by the National Institute of Standards and Technology (NIST) and the DoD to establish a common lexicon and model for all cyber work. The DCWF will universalize training and education between academia, industry, and military. It will also enable talent management by ensuring the right Airmen, for the right assignment, at the right time.

Duties and Responsibilities: Responds to disruptions within the pertinent domain to mitigate immediate and potential threats. Uses mitigation, preparedness, along with response and recovery approaches to maximize survival of life, preservation of property, and information security. Investigates and analyzes relevant response activities and evaluates the effectiveness of and improvements to existing practices. Tests, implements, deploys, maintains, reviews, and administers the infrastructure hardware, software, and documentation that are required to effectively manage network defense resources. Uses defensive measures and information collected from a variety of sources to identify, analyze, and report events that occur or might occur within the network in order to protect information, information systems, and networks from threats. Uses data collected from a variety of cyber defense tools (e.g., Intrusion detection system alerts, firewalls, network traffic logs.) to analyze events that occur within their environments for the purposes of mitigating threats. Conducts threat and vulnerability assessments and determines deviations from acceptable configurations or policies. Assesses the level of risk and develops and/or recommends appropriate mitigation countermeasures in operational and non-operational situations. Performs assessments of systems and networks within the Network Environment (NE) or enclave and identifies where those systems/networks deviate from acceptable configurations, enclave policy, or local policy. Measures effectiveness of defense-in-depth architecture against known vulnerabilities. Collects, processes, preserves, analyzes, and presents computer-related artifacts in support of network vulnerability mitigation. Performs and

supports cyber mission Planning, Briefing, Execution, and Debriefing (PBED). Identifies, validates and synchronizes resources to enable integration during the execution of defensive cyber operations. Oversees the cybersecurity program of an information system or network; including managing information security implications within the organization, specific program, or other area of responsibility, to include Communications Security (COMSEC), Emissions Security (EMSEC), Computer Security (COMPUSEC), personnel, infrastructure, requirements, policy enforcement, emergency planning, security awareness, and other resources. Oversees, evaluates, and supports the documentation, validation, assessment, and authorization processes necessary to assure that existing and new information technology (IT) systems meet the organization's cybersecurity and risk requirements. Ensures appropriate treatment of risk, compliance, and assurance from internal and external perspectives. Installs, configures, troubleshoots, and maintains server and systems configurations (hardware and software) to ensure their confidentiality, integrity, and availability. Administers server-based systems, security devices, distributed applications, network storage, messaging, and performs systems monitoring. Consults on network, application, and customer service issues to support computer systems' security and sustainability. Manages and administers integrated methods, enabling the organization to identify, capture, catalog, classify, retrieve, and share intellectual capital and information content. The methods may include utilizing processes and tools (e.g., databases, documents, policies, procedures) and expertise pertaining to the organization. Develops and writes/codes new (or modifies existing) computer applications, software, or specialized utility programs following software assurance best practices. Analyzes the security of new or existing computer applications, software, or specialized utility programs and provides actionable results. Utilizes on the development process of the system development lifecycle. Makes daily product decisions, works on a collaborative team, pairs with team members, and helps ensure user satisfaction using Lean and Agile methodologies. Works with the project team, leadership, stakeholders, and other PMs to progress the goal of shipping the right product to users. Ensures that the product is successful in terms of user value, stakeholder value, and organizational business goals. Consults with stakeholders to guide, gather, and evaluate functional and security requirements. Translates these requirements into guidance to stakeholders about the applicability of information systems to meet their needs. Develops, administers, and secures databases, data management systems, and/or data processes for the storage, query, and utilization of data. Examines data from multiple disparate sources with the goal of providing new insight. Designs and implements custom algorithms, flow processes and layouts for complex, enterprise-scale data sets used for modeling, data mining, and research purposes. Locates patterns in large data sets using computer science techniques to help team members with different levels of understanding and expertise to make data driven business decisions that increase effectiveness or efficiency of operational forces. Provides end users tiered-level customer support by coordinating software, hardware, and network configuration, troubleshooting, resolution, security, maintenance, and training. Test, implements, deploys, maintains, sustains, troubleshoots, repairs, and administers standard and filed expedient radio frequency wireless, line-of-sight, beyond line-of-sight, wideband, and ground-based satellite and encryption transmission devices (infrastructure and hardware). Includes multiple waveform systems, establishes and maintains circuits, configures and manages system and network connectivity.

Performs other duties as assigned.

Length of Tour: IAW ANGI 36-101, paragraph 6.2.1., Initial tours will not exceed 6 years and constitutes the Probationary Period. Follow-on tour will not exceed six years and will not be extended beyond an enlisted Airman's Expiration Term of Service (ETS) or an Officer's Mandatory Separation date (MSD).

Initial Tour will be 3 years

Appointment: The publication of AGR orders by HRO will be the official appointment into the Mississippi Air National Guard AGR program. **No commitment** will be made by the command to any applicant prior to the review of qualifications by the HRO and TAG approved appointment through the Officer Action Board (if applicable).

Minimum Qualification Requirements:

1. Individuals must meet Physical Fitness Standards. Applicants must provide a printed copy of the electronic Air Force Fitness Assessment Results dated within the past 12 months of application close date, reference AFI36-2905. (Note: Your full name must be printed on the official copy)
2. Air National Guard, Air Force Reserve or the United States Air Force members who have not achieved a passing Fitness Program score are not eligible for entry into the AGR Program.

3. Air National Guard members must meet the physical qualifications outlined in AFI48-123. Submit AF Form 422 validated by your medical personnel, current within 12 months.
4. An applicant on a medical profile may apply and be selected for an AGR tour; however, the selectee may not begin the AGR active duty tour until the medical restrictions are released.
5. Must meet any Special Requirements outlined in the AFECD/AFOCD.
6. Failure to maintain a security clearance will result in removal from the AGR program.
7. Selected individual must extend/re-enlist for a period equal to or greater than initial tour end date.
8. Enlisted applicant's military grade cannot exceed the maximum UMD military grade authorized. Overgrade enlisted applicant must indicate, in writing, the willingness to be administratively reduced in grade when assigned to the position. Officers may not enter into the AGR program in an overgrade status.
9. IAW ANGI 36-101, paragraph 5.2, the intent of the AGR program is to access AFSC qualified individuals. However, any applicant selected that does not possess the AFSC, must sign an agreement to retrain to include the statement in paragraph 5.2.1.1 of ANGI 36-101. Failure to meet and maintain training requirements will result in removal from the AGR program.
10. IAW ANGI 36-101, paragraph 5.7, an individual must not have been previously separated for cause from active duty or previous Reserve Component AGR tour.
11. IAW ANGI 36-101, paragraph 5.10, applicants should be able to attain 20 years of Total Active Federal Military Service (TAFMS) in the AGR career program. Waiver authority of this requirement is The Adjutant General (TAG). Individuals selected for AGR tours that cannot attain 20 years of active federal Service prior to reaching mandatory separation must complete a Statement of Understanding contained in Attachment 3 of ANGI 36-101.
12. IAW ANGI 36-101, paragraph 6.6.1., members should remain in the position to which initially assigned for a minimum of 24 months. TAG may waive this requirement when in the best interest of the unit, State, or Air National Guard.
13. Candidates will be evaluated on the basis of their education, experience, training, and performance. Consideration will be based on available information contained in the individual's application.
14. Eligibility/Mandatory requirements for this AFSC(s) advertised are located in the current AFECD/AFOCD.
15. ASVAB requirements must be met prior to submitting application. Any application received not meeting ASVAB requirements will be disqualified.

Bonus/Incentive Recipients: If you currently receive any type of incentive such as bonus, student loan repayment, or GI Bill Kicker, these incentives will stop effective on the first day of full time employment with the Mississippi Air National Guard. **Contact your RETENTION OFFICE MANAGER.**

Equal Opportunity: The Mississippi National Guard is an Equal Opportunity Employer. Assignment will be made without discrimination for any reason such as race, color, religion, sex, national origin, politics, or marital status. The management of AGRs will be free of discrimination IAW ANGI 36-7, ANG Military Equal Opportunity Program.

Application Submission Instructions: Submit all forms in their entirety. Additional documents such as resumes, may be included but are not required. **Be advised that applications are not reviewed until after the announcement closes. HRO does not notify members of missing or erroneous information. Incomplete applications will be disqualified.**

Minimum required documents to be submitted (in this order):

1. **NGB Form 34 -1** - Application for Active Guard Reserve (AGR) Position signed. Ensure an explanation is attached for required answers given in Section IV
2. **AF Form 422** – Must be obtained from your Medical Group. Must be dated within last 12 months
3. **Physical Fitness Report** - Fitness Tracker Report from myFITNESS or current system of record for physical fitness– Official printout from current physical fitness database showing a current, passing score of 75 or higher. Official copy must have your name printed on it. The Air Force Physical Fitness Assessment Scorecard is NOT an acceptable substitution

4. **Records Review (aka RIP)** - Virtual Military Personnel Flight (vMPF) version is preferred but the MilPDS version is acceptable. Print and submit all pages (Do not send a Career Data Brief or PCARS as they do not provide all of the required information to validate qualifications)
5. **College Transcripts** (only when listed as required)
6. **Other Documents** (optional) – Resume', special training certificates, etc.

Army Applicants (may apply to un-restricted announcements only):

1. **NGB Form 34 -1** - Application for Active Guard Reserve (AGR) Position signed. Ensure an explanation is attached for required answers given in Section IV
2. **IMR Record** - Most recent Medical Protection System (MEDPROS) Individual Medical Readiness (IMR) Record accessible through Army Knowledge Online (AKO). The PHA date on the IMR must be dated within the last 15 months to be valid
3. **DA Form 3349** - Physical Profile (if applicable)
4. **DA Form 705** – Army Physical Fitness Test Scorecard
5. **Soldier Record Brief (SRB)**
6. **REDD Report** (enlisted only) – can be obtained through recruiters
7. **College Transcripts** (only when listed as required)
8. **Other Documents** (optional) – Resume', special training certificates, etc.

Applications must be sent electronically via GEARS version 5 (Site 3) and must be received before 2359 hours on the closing date of the announcement to be processed. Any missing required documents will result in disqualification. Submittals of any missing required documents after the closing date will **NOT** be accepted. GEARS is an automated packet/document routing and tracking system built on a SharePoint platform that implements global management of business processes. It provides both pre-built and custom user-defined workflow. GEARS can be located via the AF Portal by typing GEARS in the AF Portal Search Engine or by copying and pasting the link below into your web browser. **Select your email certificate when prompted.**

<https://army.deps.mil/netcom/sites/GEARSV/Live/web/Home.aspx>

- Step 1: Scan and save **all** application documents as **one (1)** .pdf file (do not send multiple pdf files)
- Step 2: Save file as: **Announcement # LastName FirstName** (ie. 20-1201 Doe John)
- Step 3: Log into GEARS 5 Live (select email certificate when prompted)
- Step 4: Select the **New Packet** tab
- Step 5: In the **Packet Name** field, enter your file name (i.e. 20-1201_Doe_John)
- Step 6: For **Packet Type**, click "Make a Selection", then select the "Other HR Actions" icon.
- Step 7: For **Originating Organization**, click "Make a Selection", then select applicable organizations to find your unit, ensure "Make this my default organization" is checked, click "Select Organization". (For MS ANG members: select Air Force, Air National Guard, MS Air National Guard, your Wing, your Unit)
- Step 8: Select **Proceed to the next step**
- Step 9: Under **Packet Files**, click the "+" in the top right corner. Drag and drop your application file into the box or click "Browse to upload" to navigate to your saved file. If the file is uploaded successfully, you will receive a **green** check mark under "Upload Status", then click on Close.
- Step 10: Select **Proceed to the next step**. This will populate the **Workflow Route**.
- Step 11: Enter any comments into the **Packet Discussion/Instructions box**
- Step 12: For **Packet Due Before date**, enter the announcement closing date.
- Step 13: For **Each Action Given**, change from 3 to 1 Day(s).
- Step 14: Click **Add the Route**
- Step 15: Select **Add a User/Group**
- Step 16: Type my name: **Hammarstrom, David** into the search box and hit enter. Click on my name when it populates
- Step 17: For **Action Requested**, click the "Concur/Nonconcur" icon
- Step 18: Click **Submit Packet**.
- Step 19: Click **Start Packet Routing** in pop up window

Step 20: Log out of GEARS 5 Live

**The GEARS platform is not intended to be used for long term storage of files. All applications received through GEARS 5 Live will be downloaded to the HRO network as they are received and deleted from GEARS. Once received, all application documents to include selection documentation become the property of HRO and will not be released to any applicant for any reason.*

The HRO is not responsible for any malfunctions when using electronic means to transmit job applications. Be sure to allow yourself enough submission time.

Questions and concerns can be addressed to:

AGR Manager - Air: CMSgt David W. Hammarstrom

DSN: 293-6195 Comm: 601-313-6195

David.w.hammarstrom.mil@army.mil

