

FLORIDA AIR NATIONAL GUARD
***** OFFICER VACANCY ANNOUNCEMENT *****

ANNOUNCEMENT NUMBER: DSG 24-09

CLOSING DATE: 31 May 2024

TITLE: Intelligence Officer (AFSC: 14N1)
(OPEN to Current Qualified FLANG members ONLY, Commissioning Opportunity)

MINIMUM/MAXIMUM AUTHORIZED GRADE: (01-04)

UNIT: 101st Air and Space Operations Group, Tyndall Air Force Base, Florida

DUTY STATUS: This is a Drill Status Guard (DSG) position, NOT full-time employment. Applicants are expected to meet all Unit Training Assemblies and Annual Training requirements annually.

Specialty Summary:

Leads and performs intelligence activities across the full range of military operations supporting the Air Force's Service Core Function (SCF) of Global Integrated Intelligence, Surveillance and Reconnaissance (ISR). The Air Force conducts global integrated ISR operations through a five-phase process commonly known by its acronym, PCPAD: planning and direction; collection; processing and exploitation; analysis and production; and dissemination. Additionally, ISR professionals conduct assessment, evaluation, and feedback throughout each phase. Air Force intelligence officers lead Airmen through the PCPAD process across four main areas, also known as functional competencies: Analysis, Collection, Targeting, and Sensing Grid Activities. To execute these functional competencies intelligence officers utilize subject matter expertise in the six intelligence disciplines of geospatial intelligence (GEOINT), human intelligence (HUMINT), measurement and signature intelligence (MASINT), open source intelligence (OSINT), signals intelligence (SIGINT), and technical intelligence (TECHINT); utilize professional tradecraft to include assessment, counterdrug, counter proliferation, counterterrorism, current intelligence, general military intelligence, indications and warning, irregular warfare and target intelligence; and integrate thoroughly within cross functional capabilities, missions, and organizations to include airborne ISR, the Air Operations Center (AOC), the Air Support Operations Center (ASOC), cyberspace ISR, the Distributed Common Ground Station (DCGS), flying unit level support, force protection, information operations, space, and special operations forces (SOF). Finally, intelligence officers perform ISR enterprise management/staff functions to include acquisition, career broadening, doctrine, education and training, financial management, human capital/talent management, information technology, modeling and simulation, policy, research and technology, security, and strategy. Related DoD Occupational Group: 230100.

Position Description:

An integral member and leader of the Intelligence, Surveillance, and Reconnaissance Division (ISRD), this position will cover the full-spectrum of ISRD in-puts to the Air Operations Center's (AOC) Air Tasking Order (ATO) cycle, the Joint Targeting cycle, and Joint Planning Process for Air. Incumbent will: conduct intelligence analysis, correlation, and fusion; present formal intelligence briefings to general officers and senior leaders; perform collection operations management and planning for ISR collection operations; provide guidance and planning for Incident Awareness and Assessment (IAA) in support of Defense Support of Civilian Authorities (DSCA) contingencies; provide targeting in-puts to the joint targeting cycle; coordinate with combatant commands and US Air Force major commands on tasks, plans, and operations, as required. Incumbent will achieve and maintain combat mission ready (CMR) status as a Senior Intelligence Duty Officer on the combat operations floor, where they will: Provide the Chief of Combat Operations (CCO) and the Combined Force Air Component Commander (CFACC) situational awareness of enemy threats, tactics and order of battle changes affecting NORAD & USNORTHCOM area of operations; conduct and lead dynamic command and control (C2) of ISR platforms and sensors to meet collection requirements and commander's intent; execute ATO tasking and modify as needed the ATO and Reconnaissance, Surveillance Targeting Acquisition (RSTA) Annex based on real-time changes; provide recommendations to the CCO, AOC Commander, and CFACC on all ISR issues; and monitor and adjust as needed the processing, exploitation, and dissemination (PED) architecture and data flow during ATO/RSTA execution. Incumbent will: display leadership and management skills; be able to adapt to stressful situations; display problem-solving techniques; have superior oral and written communication skills; and operate in coordination and collaboration with ACF, ISR Operations, SIDO, and Targeting Team Chiefs. Depending on

mission needs, 24/7 shiftwork may be required, including duties at an alternate location.

Duties and Responsibilities:

Responsible for leading enlisted DSGs in the ISRD, monitoring their training progress, currency, and readiness
Requires excellent communication skills for briefing large groups of people on intelligence and ISR matters

Directs intelligence activities. Directs ISR activities and organizations and establishes goals and objectives. Reviews requirements for objectives and relative priorities. Serves as the commander's senior intelligence advisor. Directs preparation of intelligence budget estimates and financial plans. 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.

Specialty Qualifications:

The following is mandatory for award of the 14NX Air Force Specialty Code:

- **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:** For entry education requirements see Appendix A, 14N CIP Education Matrix.

14N – Intelligence

Tier	Target Accession Rate	CIP	Education Program Description	Requirement
1	30%	11.XXXX	Computer and Information Sciences and Support Services	Mandatory
			Or	
		14.XXXX	Engineering	
			Or	
		27.XXXX	Mathematics and Statistics	
			Or	
		30.7001	Data Science, General	
	Or			
		40.XXXX	Physical Sciences	
2	45%	05.XXXX	Area, Ethnic, Cultural, Gender, and Group Studies	Mandatory
			Or	
		16.XXXX	Foreign Languages, Literatures, and Linguistics	
			Or	
		22.XXXX	Legal Studies	
			Or	
		24.XXXX	Liberal Arts and Sciences, General Studies, and Humanities	
			Or	
		28.XXX	Military Science, Leadership, and Operational Art	
			Or	
		29.XXX	Military Technologies and Applied Sciences	
			Or	
		30.1701	Behavioral Sciences	
			Or	
		45.XXXX	Social Sciences	
			Or	
		54.XXXX	History	
3	20%	9.XXXX	Communication, Journalism, and Related Programs	Desired
			Or	
		13.XXXX	Education	
			Or	
		23.XXXX	English Language and Literature/Letters	
			Or	
		28.XXXX	Military Science, Leadership, and Operational Art	
			Or	
		29.XXXX	Military Technologies and Applied Sciences	
			Or	
		30.XXXX	Multi/Interdisciplinary Studies	
			Or	
		35.XXXX	Interpersonal and Social Skills	
			Or	
		38.XXXX	Philosophy and Religious Studies	
	Or			
42.XXXX	Psychology			
	Or			
43.XXXX	Homeland Security, Law Enforcement, Firefighting, and Related Protective Services			
	Or			
		49.0101	Aeronautics/Aviation/Aerospace Science and Technology, General	
			Or	

		52.XXXX	Business, Management, Marketing, and Related Support Services	
4	< 5%	XX.XXXX	Any Degree	Permitted

- **Training:** The following training is mandatory for award of the AFSC indicated:

Must be able to attain and retain a Top Secret clearance

Successful IQT/E completion; training and qualification will be required before assuming duties

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.

In accordance with AFMAN 36-2100, revocation of eligibility for access to T5 information or systems requires a withdrawal of 14NX AFSCs, unless an exemption is granted by HQ AFPC/DPMSSM on the recommendation of HQ USAF/A2/A6. Revocation of an officer's security clearance by AFCAF requires a withdrawal of 14NX AFSCs without exception. NOTE: Award of the entry level AFSC 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.

Eligibility Requirements:

- ***Citizenship:*** Must be a citizen of the United States.
- ***Age:*** For initial appointment as a line officer, applicant must be between 18 and 35 years of age (for every year of satisfactory prior service experience, age can be waived up to age 42).
- ***Physical/Medical Requirements:*** Must be in good physical condition and be medically qualified in accordance with applicable Air Force and Air National Guard regulations. Must meet Air Force and Air National Guard fitness standards prior to attending the Academy of Military Science (AMS).
- ***Security Requirements:*** Must be able to meet applicable security requirements to hold appropriate security clearances (TS/SCI).
- ***Education:*** A baccalaureate or higher degree from an educational institution listed in the current Accredited Institutions of Postsecondary Education is required.
- ***Training:*** **Must complete 14NX school for award of AFSC if not qualified in the career field.**
For those persons not already commissioned, the applicant must successfully complete the TFOT/Total Force Officer Training at Maxwell Air Force Base, Montgomery AL. Course is MANDATORY and is 8-weeks in duration.
Applicants not holding the fully qualified AFSC will be required to complete the required Intelligence Officer Course.
- ***Other:*** Meet all other appointment requirements as established in ANGI 36-2005.

Application Procedures:

Complete **AF Form 24**, *Application for Appointment as a Reserve of the Air Force*, and **AF Form 2030**, *USAF Drug and Alcohol Abuse Certificate* (website: www.e-publishing.af.mil).

One page cover letter

Letters of Recommendation (2)

One page list of references

Detailed resume of military and/or civilian work and educational experience. All breaks in employment and/or educational pursuit should be fully explained. (Short biographies are NOT acceptable.)

Air Force Officer Qualification Test (AFOQT) scores. Applicants who are not presently commissioned must provide test scores, or evidence they have taken the AFOQT by the closing date of this announcement.

Copy of college transcripts from ALL colleges and universities attended. Summary transcripts are NOT acceptable.

Current Report of Individual Person (RIP)- Current Virtual Military Personnel Flight (VMPF) Report of Individual Personnel (RIP). Must show awarded AFSC(s).

Current Point Summary

Physical Fitness Scores- Air Force Fitness Assessment: official printout from myFitness with passing and current test.

Copies of last three (3) Enlisted Performance Reports (EPRs). Updated AF Form 77 is required in your personnel record, IAW DAFI 36-2406, to administratively cover the gap period. No exceptions.

Any DD Form 214, NGB Form 22, and discharge orders

Complete applications MUST be combined into one (1) single .pdf file format for submission. Other file formats such as: .pdf portfolios, .jpeg, .png, .tiff, will not be accepted. Please compile your application package documentation in the order listed above and create a single .pdf file. Please do not submit your application packages as individual .pdf pages. Please ensure all documents submitted are legible.

Complete applications must be received by close of business **May 31 2024 to be eligible for consideration. Failure to provide all required documentation will result in elimination from further consideration.**

For more information prior to advertisement closeout: Lt Col John Eberhard, john.eberhard.2@us.af.mil;

POC for submission of applications: CMSgt Frank Johnson, frank.johnson.4@us.af.mil;

Email applications should have DSG 24-09 IO, Rank, Last Name, First Name, 14N in the subject field of the email

The Florida Air National Guard is an equal opportunity employer. Applicants will be selected for appointment through a quality oriented method of assessment which includes, but is not limited to, factors such as education, physical standards, experience, potential, motivation and moral qualifications.