



Washington Air National Guard Active Guard Reserve (AGR) Announcement

JOB ANNOUNCEMENT # 26-010-ANG

POSITION INFORMATION

Position:	Commander	Grade:	O-5/Lt Col
Location:	143d Cyberspace Operations Squadron JBLM, McChord Field, WA	AFSC:	17S3B
Opening Date:	9 October 2025	Closing Date:	31 October 2025

WHO CAN APPLY

All current members of the Washington Air National Guard and those eligible to join.

INITIAL ELIGIBILITY CRITERIA

The following criteria must be met as of closeout date of this announcement, (unless otherwise noted), to be considered:

- Applicants must possess the 17S3B AFSC.
- Applicant must be in the grade of O-5/Lt Col or O-4/Maj eligible for promotion to O-5/Lt Col
- Applicants must have completed CVA/H weapons system courses.
- Applicants must have completed Air Command and Staff College or equivalent PME
- Applicant must meet ANG fitness standards IAW DAFMAN 36-2905 with a score of 75 or above (*applies only to current members of the USAF, USAFR or ANG*).
- Applicant must possess a **TOP SECRET/SCI** security clearance.

SUMMARY OF DUTIES

The 143d Cyberspace Operations Commander will lead and empower Airmen to build effective teams dedicated to defending information operations, ensuring the protection and security of critical information and information systems. This role commands all aspects of the 143d Cyberspace Operations Squadron, directing operational activities to deliver a mission-ready force to U.S. Cyber Command and the state of Washington. The commander will coordinate operational policy with higher echelons of command, establish policies, plans, procedures, tactics, techniques, and procedures (TTPs), and standardization to ensure mission success in alignment with all higher headquarters (HHQ) directives. Additionally, the commander will implement U.S. Air Force (USAF) and Air National Guard (ANG) personnel programs, overseeing a workforce of Active Guard Reserve (AGR), Drill Status Guard members, and civilian personnel. The role includes establishing effective recruiting and retention programs and ensuring personnel are trained, equipped, and prepared to execute all aspects of the unit's Cyberspace Protection Team mission.

ELEMENTS

The following elements are considered essential for successful performance in this position. Response to the Elements is voluntary, however written response to each of the following Elements will ensure that specialized experience is recognized.

- **Proven Leadership and Management Experience:** Demonstrated leadership and management experience within the Cyberspace Operations and Cyberspace Protection Team community within the last three years is highly desirable. Candidates should showcase recent, relevant roles in guiding teams to successfully execute cyberspace defense missions.
- **Detailed Knowledge of Cyberspace Operations and Doctrine:** A comprehensive understanding of U.S. Air Force (USAF) and Joint Service cyberspace operations, capabilities, and doctrines, paired with a strong operational background. Candidates must demonstrate expertise in applying this knowledge to ensure effective mission execution and alignment with strategic objectives.
- **Leadership of Diverse Teams:** A proven ability to lead and manage both small and large groups of military and civilian personnel, fostering cohesive, mission-ready teams capable of executing complex cyberspace operations and defense tasks.
- **Management of Simultaneous Staff Processes:** The ability to lead and manage multiple concurrent staff processes while maintaining uninterrupted cyberspace defense operations. Candidates should demonstrate proficiency in prioritizing tasks, allocating resources, and ensuring operational continuity under dynamic conditions.
- **Execution of Command Authorities:** The ability to execute the special authorities and responsibilities inherent to command, in accordance with Air Force Instruction (AFI) 1-2. Candidates must demonstrate an understanding of command responsibilities, decision-making, and accountability within a cyberspace operations context.
- **Other Duties as Assigned:** Willingness and flexibility to perform additional duties as assigned, adapting to evolving mission requirements and organizational needs to ensure the success of the 143d Cyberspace Operations Squadron.

APPLICATION INSTRUCTIONS

Applicants may apply for this position by submitting the following:

- 1) Resume cover letter (*not required, but highly encouraged*).
- 2) NGB 34-1, *Application for Active Guard Reserve (AGR) position*, version dated 20131111
- 3) Resume (Resume should include chronological listing of all military service. Include inclusive dates, branches of service, units and location assigned, and a brief recap of duties)
- 4) Current Report of Individual Person (RIP) from the vMPF, under Self-Service Actions, Personal Data, Record Review, print all pages. A CDB, Career Data Brief, is **NOT** a substitute.
- 5) Point Credit Summary (PCARS) from the vMPF under Self-Service Actions, Personal Data, PCARS. Print "View All", minus the PCARS definitions and FAQ pages (*only applies to current members of the USAFR or ANG*)
- 6) Current Report of Individual Fitness from MyFITNESS (*only applies to current members of the USAF, USAFR or ANG*)
- 7) Response to Job Elements (*not required, but highly encouraged*)
- 8) Last 3 OPRs/OPBs

Submission of application:

Email applications to: WAANGHQ.AGR.JOBS@us.af.mil or through DoD Safe

****All application documents must be consolidated into a single .pdf file if at all possible or use PDF Portfolio format.***

****When emailing applications, please put the announcement number and last name in the subject line. Also, name your .pdf file with the announcement number and last name. (Ex. 23-015-ANG Moore)***

****If you do not receive an email “confirmation of receipt” within 5 duty days of emailing your application, please contact SMSgt April Melton at 253-512-8347***

Complete applications must be received by this office by 1630 (Pacific Time) on the closing date of the announcement. Complete applications not received by HRO by the closing date/time will not be accepted. Applications will not be returned.

ADDITIONAL INFORMATION

- New AGR's will be placed on a 3-4 year probationary tour. Continuation orders will be issued through a tour renewal request or an AGR Continuation Board as applicable.
- Equal Employment Opportunity: The Washington National Guard is an equal opportunity employer. Selection for this position will be made without regard to race, religion, national origin, gender, marital status or political affiliation.
- Enlistment/Appointment in the Washington Air National Guard is a condition for retention in the AGR program.
- Potential for promotion in the position is conditional upon assignment to the appropriate UMD grade, compliance with ANGI 36-101 grade compatibility requirements and, if applicable, the availability of an AGR control grade. Selection for the position at a higher grade does not automatically constitute the immediate availability of an AGR control grade required for promotion to the higher grade.
- The process of applying and being nominated does not constitute final selection for nor guarantee this position. Applicants are strongly advised not to make arrangements to move or change jobs until notified of final selection by the Adjutant General of the State of Washington or designated representative.
- Applicants should be able to complete 20 years of active federal service prior to Mandatory Separation Date (MSD) for officers, age 60 for enlisted. If unable to meet this requirement a statement of understanding must be completed prior to start date.
- Military grade cannot exceed the maximum military grade authorized. A member who is overgrade must indicate, in writing, a willingness to be administratively reduced in grade when assigned.
- Point of Contact at Unit: CMSgt David Gaudreau, (253) 982-5013, david.gaudreau.1@us.af.mil
Point of Contact for general AGR announcements: SMSgt April Melton, AGR Manager for Air (253) 512-8347, april.melton@us.af.mil