



Washington Air National Guard Active Guard Reserve (AGR) Announcement

JOB ANNOUNCEMENT # 26-046-ANG
Modified 17 February 2026

POSITION INFORMATION

Position: Squadron Commander

Grade: O-6/Col

Location: 225 Support Squadron
JBLM, McChord Field, WA

AFSC: C13B3C

Opening Date: 12 February 2026

Closing Date: 27 February 2026

WHO CAN APPLY

All current members of the Washington Air National Guard.

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 a 11F3 or 13B3 AFSC.
- Direct experience at a Battle Control Center (WADS/EADS/PADS/AADS) highly desirable
- Applicant must be in the grade of O-6/Col or O-5/Lt Col with a Certificate of Eligibility for O-6/Col
- Must have completed Air War College or equivalent PME by vacancy close-out date
- 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 or be able to obtain a **TOP SECRET** security clearance.

SUMMARY OF DUTIES

Lead Airmen, build effective teams and crush the Mission. Command all aspects of the 225th Support Squadron (SPTS) within the 225th Air Defense Group (ADG) and presents a diverse mission ready force to the Title 10 Air Defense Sector Commander for use in executing the NORAD/USNORTHCOM Homeland Defense mission. Directs the operational and mission support activities of the 225SPTS, Western Air Defense Sector. Responsible for all mission support activities such as Cyber Mission Defense, Security Forces, Power Production, Logistics, Personnel, Computer maintenance, Radio maintenance and a 24/7 Communications Focal Point. This position requires certification as a NORAD Battle Commander, and requires the incumbent to lead the NORAD Battle Staff, per tasked CONPLANS. Establishes policies, plans and procedures, TTPs and standardization for effective mission accomplishment IAW all HHQ directives. Supervises a workforce of approximately 200+ AGR and Drill Status Guard members, joint service members, Canadian military members and/or civilian personnel. Ensures personnel are trained, equipped and ready to perform all aspects of the unit's Battle Management Command and Control mission. Coordinates closely with external units on support issues -- solves concerns at local level or advocates at higher headquarters for resolution. Establishes and maintains

relationships with joint services, joint base partners and civil agencies to optimize mission accomplishment. Coordinates operational policy in concert with higher echelons of command. Implements USAF and ANG personnel programs, and establishes policies and procedures to ensure an effective squadron recruiting and retention program. WA ANG policy requires initial AGR tours to be three years with potential for renewal at the end of the initial tour. Subsequent AGR tours are limited to a maximum of no more than four years, with a retention look each year after 20 years total time.

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 capability to listen, forge excellent teams, communicate effectively across Operational and Support cultures, and take care of Airmen while balancing Mission accomplishment.
- A detailed working knowledge of USAF/joint service military operations, capabilities and doctrines combined with a strong operational background. An understanding of the NORAD air defense mission, Command, Control, Communications, Computers, Intelligence, Surveillance and Reconnaissance (C4ISR) and U.S. Theater Air Control System (TACS) processes are highly desirable.
- Ability to lead/manage multiple simultaneous staff processes while ensuring uninterrupted mission support operations.
- Strong and proven ability to lead small and large groups of military/civilian/bi-national personnel to achieve tactical, operational and strategic goals.
- Ability to execute special authorities and responsibilities inherent with command IAW AFI 1-2.
- Practical experience in conducting Air Sovereignty, Operation NOBLE EAGLE, DSCA and Homeland Defense operations in the National Airspace System and other areas of operation.

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*)

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. 26-015-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: Lt Col Douglas Johnson, 253-982-4520, douglas.johnson.36@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