

ALABAMA AIR NATIONAL GUARD, HEADQUARTERS

ALABAMA AIR NATIONAL GUARD TRADITIONAL MILITARY VACANCY ANNOUNCEMENT

<u>DUTY TITLE:</u>	Force Support, 38FX
<u>OPEN PERIOD:</u>	1 August 2018 – 08 September 2018
<u>DUTY LOCATION:</u>	187 th Fighter Wing, Montgomery, Alabama
<u>SELECTING OFFICIAL:</u>	Lt Col Leeann Chavers
<u>RANK:</u>	Major
<u>WHO MAY APPLY:</u>	Announcement is open to Nation-wide applicants- Current or New Hire officers

POSITION DESCRIPTION

Define, develop, shape, sustain, and deliver mission-ready Airmen across the Total Force. Responsibilities include defining Air Force Manpower and Organization Requirements, managing Human Resources, managing and providing Education and Training Requirements, regenerating Airmen, feeding Airmen, developing Human Capital Strategies, applying Laws and Policies, compensating Airmen, providing Force Readiness and Quality of Service Programs, and serves as senior staff advisor to commanders.

DUTIES AND RESPONSIBILITIES

1. Formulate personnel plans and programs and develop policy to guide their implementation and execution. Translates program policy into directives, publications, and training manuals.
2. Participate in total force adaptive planning and execution in support of combatant commanders from peacetime through mobilization, contingency operations and demobilization. Access manpower, personnel, and equipment availability for UTC posturing and management.
3. Develop, control, program and allocate manpower resources in support of the Air Force planning, programming, budgeting and execution process. Analyze and determine force composition.
4. Determine Total Force manpower requirements across the spectrum of Air Force capabilities. Employ industrial and management engineering methodologies to develop manpower determinants and standards. Manage allocation of military and civilian resources through execution and management of the UMD. Conduct management advisory studies.
5. Develop, test, evaluate, and maintain Air Force recognized organization structure. Analyze and process organization change actions to activate, inactivate, redesignate, and reorganize unit structures.
6. Administer Air Force performance management and productivity programs. Assess and document organizational performance. Advise on process improvement, best practices and recognizes optimal performance.
7. Oversee and conduct strategic sourcing studies.
8. Develop and execute the full spectrum of total force personnel programs to accomplish accession planning and processing, classification and utilization, promotion, recognition, evaluation, reenlistment, assignment action, retraining, retirement, disciplinary, force development and force shaping programs.
9. Establish Air Force education and training policy requirements. Manage programs to include developmental education, voluntary education, advanced academic education, promotion testing, and libraries.
10. Manages equal opportunity and sexual assault prevention and response programs. Assess and advise commanders at all levels on the human relations environment. Provide counseling, education, and complaint processing.

ALABAMA AIR NATIONAL GUARD, HEADQUARTERS

11. Leads and supervises contingency training and operations with an emphasis on specific capabilities and processes focused on expeditionary organizations and command relationships, feeding operations, lodgment of **forces**, mortuary affairs, casualty reporting, force accountability, fitness, recreation, learning resource centers, protocol, and NAF resale operations for both peace and wartime operations.
12. Develop and administer fitness programs designed to keep the Total Force fit and regenerate Airman and families.
13. Develop recreational programs to include sports management, tournaments, and special entertainment designed to regenerate the Total Force.
14. Lead Quality of Service programs and business operations. Establish and maintain sound appropriated and nonappropriated fund financial and corporate standards with internal controls. Establish short- and long-range plans to include growth and facility/equipment improvement and/or replacement.
15. Develop, administer, and monitor Airman and Family Programs ensuring compliance with policies and standards.
16. Institute customer service practices designed to meet the needs of commanders, supervisors and the force at large in peacetime and wartime operations.

AFOCD April 2018

SPECIALTY QUALIFICATION

1. Knowledge. Knowledge of the following core competencies is mandatory: Force Development, Career Development, Force Management, Civilian Employee Management, Requirements Determination, Organization Principles, Performance Management, Manpower Resource Allocation, Customer Support, Readiness, Food Operations, Fitness Operations, Lodging Operations, Recreation, Protocol, Resource Management, Mortuary Affairs, Casualty, SAPR, EO, Resiliency and Quality of Service Programs.
2. Education. For entry education requirements see [Appendix A, 38F CIP Education Matrix](#).
3. Training. For award of AFSC 38F3, completion of Force Support Officer Initial Skills Training (IST) Course including Officer Field Education (OFE) is mandatory. A waiver from the CFM is required if any portion of IST is not completed. A minimum of 24 months of experience is also mandatory. In addition, within 24 months of graduating Force Support Officer IST, an officer must also complete the Follow-On Unit Training (FOUT), Basic KSA Course, and Basic Contingency Course. All requirements must be certified by the FSS commander or senior career field leader assigned to the organization. A waiver from the CFM is required if the FOUT or other tasks cannot be completed within the 24-month period. ANG and AFR personnel will coordinate waivers with their component CFM and the RegAF CFM.
4. Experience. For award of AFSC 38F3, a minimum of 24 months of experience is mandatory.

ELIGIBILITY

- Must be at least 18 years of age and not reached his/her 40th birthday
- Must be of moral sound character
- Must be medically qualified, meet fitness requirements and dress and appearance standards
- Must possess a baccalaureate degree

HOW TO APPLY

Applications must be sent to TSgt Samantha Marquette, 187th Fighter Wing FC/ROS, 5187 Selma Hwy., Montgomery, Alabama 36108.

- Current Report of Individual Personnel (vMPF)
- Current Report of Individual Fitness from the Air Force Fitness Management System (AFFMS) within the last 12 months (AF Portal)
- (Up to) 3 letters of recommendation
- Letter of intent
- AF 422 (Medical Group)
- Air Force Officer Qualifying Test (for initial commissioning only)
- AF 24 (for initial commissioning only)