

AGR

ACTIVE GUARD/RESERVE

Tennessee Air National Guard
ACTIVE GUARD/RESERVE
(AGR) VACANCY – 36 MONTH TOUR
Announcement M15-039



Office of the Adjutant General of Tennessee
NGB-J1-TNS
Houston Barracks, 3041 Sidco Drive
Nashville, TN 37204-1502

OPENING DATE: 2 MAY 2015 CLOSING DATE: 9 JUN 2015 CLEARANCE: SECRET

LOCATION: JOINT FORCE HEADQUARTERS – TENNESSEE, NASHVILLE, TN

POSITION TITLE	AFSC	GRADE	UMD PSN
STATE COMMAND CHIEF	9E000	CMSGT	3400704794

AREAS OF CONSIDERATION:

FIRST: ELIGIBLE MEMBERS OF THE TENNESSEE AIR NATIONAL GUARD

SECOND: ELIGIBLE MEMBERS OF THE AIR NATIONAL GUARD - NATIONWIDE

This is NOT a career AGR appointment. Military members who accept this position will be placed on a 36 month Title 32 AGR tour which can be extended at the discretion of the Assistant Adjutant General. Effective date of appointment will be 1 October 2015.

DESCRIPTION OF DUTIES/RESPONSIBILITIES: The State Command Chief Master Sergeant (CCM) advises, carries out, and monitors NGB, TAG, AAG-Air and organizational policies, programs, and standards applicable to the enlisted force. The State CCM is the AAG-Air's key enlisted advocate and advisor on readiness, training, professional development, utilization of the force, operational tempo, standards, conduct and quality of life. The State CCM gives advice and initiates recommendations in matters pertaining to all assigned enlisted personnel. The State CCM is the key enlisted leader that is essential to mission effectiveness for the state.

Manages, studies, analyzes, and oversees the administration, coordination, planning, development, and execution of all Air National Guard (ANG) enlisted member programs within the state, with particular emphasis on readiness, morale, welfare, discipline, performance, training, awards and recognition, recruiting, equal opportunity, promotion, assignment, reassignment, and utilization, as they affect the service contributions of the state enlisted personnel to the accomplishment of the federal, state and local missions. Identifies state requirements and develops comprehensive staff plans to support goals and objectives established by the TAG and AAG-Air applicable to all functional areas of within the state.

Conducts studies to develop plans and programs designed to develop and maintain the high standards of esprit de corps and morale among state enlisted Airmen in accordance with Air Force Instruction 36-2618 (The Enlisted Force Structure); ensures comprehensive individual and unit indoctrination and mission awareness; prevention and resolution of complex issues affecting the enlisted corps, and prompt and appropriate recognition of individual enlisted personnel whose service is at a conspicuously high level of visibility.

Provides general supervision of the assigned enlisted forces and is the program manager for the state's First Sergeants. Understands roles and responsibilities of these programs. Establishes a process for managing and selecting members for these positions when appropriate. Screens applicants for eligibility; provides guidance to commanders in respect to the selection processes, guides, mentors, trains, and ensures proper utilization of members assigned to these special duties. Responsible for quality assurance of programs when appropriate.

Directs, advises and coordinates with non-commissioned officers (NCOs) and other enlisted organizations, councils, groups, etc., and their representatives. Participates in the resolution of policy, doctrinal and regulatory misunderstandings that could result in adverse effects on enlisted personnel. Works to further the intent of the AAG-Air's programs conceived and

implemented to improve enlisted morale, understanding, mission awareness, career dedication and upward mobility in the context of the overall missions as they relate to state accomplishments.

Provide advice and counsel to the AAG-Air, Wing Commanders, and Wing CCMs as well as other appropriate supervisors, when there are contentions in the force; works with commanders and senior enlisted leaders to resolve conflicts. Analyzes reasons and indicators, and determines best means of improvement and prevention of future conflicts in the enlisted corps.

State CCM's will manage this program to include advertising the program, boarding applicants, advising the Adjutant General on the board recommendations, forwarding successful packages to ANG for approval and following program term limits to ensure they are adhered to by the state. Future enlisted promotion or recognition packages will be managed by the State CCM unless indicated different in the specific program. Advise and assist in the selection process of the State HRA.

Evaluates, oversees, and supports enlisted professional military education, retention efforts, and professional development programs. Analyzes and determines the best course of action in the preparation, inception, and maintenance of recruiting and retention programs. Coordinates with and mentors Recruiting and Retention Officers (if assigned as part of the wing), in general recruitment of qualified technicians and AGR enlisted personnel. Oversees all enlisted welfare programs that provide advice on qualifications, advancement, benefits, retirement, etc. Resides as president of enlisted selection boards. Serves as an advisor on Retention Boards for Senior NCOs. Counsels and mentors Senior NCOs about the enhancement and maintenance of their retention and promotion potential.

Reviews and provides counsel to the wing and group commanders on all inquiries concerning operations, administration, policy, etc., that affect or are projected to affect enlisted personnel. Identifies and assesses factors impacting morale and well-being of the enlisted force and provides their commanders with recommendations to resolve problems. Initiates correspondence to all military, AGR, and technician branches on behalf of wing enlisted Airmen to other federal, state, and local civilian agencies, and appropriate military headquarters, on all matters affecting enlisted personnel and state missions of the National Guard.

Performs frequent year-round visits for the purpose of observing, in all military and civilian technician contexts, groups and squadrons within each Wing. Observes and evaluates the administration of all programs pertaining to and affecting enlisted personnel and the extent to which they are being executed. Assures enlisted personnel have a full understanding of those regulations, directives, guidance, documents, and policies, etc., pertaining to their service under the overall mission of the wing, National Guard, and specific missions within their units. Monitors and advises the commander on compliance with Air Force Fitness Standards and disciplinary actions.

Makes recommendations for improvement, expansion, increased enlisted involvement and command utilization, etc., and oversees the development of state-wide standard operating procedures (SOPs) and other guides that further the understanding among enlisted personnel and provide dynamic motivation for efforts toward attainment of readiness. Develops command enlisted personnel policies in concert the Employer Support of the Guard and Reserve (ESGR) state coordinator. Represents the AAG-Air at special employer recognition ceremonies held within the state, to include Wing, Group and Squadron level events. Briefs employers on their obligation under the Uniform Service Employment Reemployment Rights Act (USERRA).

Makes frequent visits to units, facilities, and activities, and advises them to changes/guidance of all processes/direction affecting state enlisted personnel. Participates in various ceremonies, formal occasions, etc., as the state's Air senior enlisted advisor (SEA).

Host frequent year round Command Chief Master Sergeants Calls to disseminate information, instructions, and guidance from the Adjutant General for the enlisted corps of the Wings. Communicates, estimates, and provides the suggestions, concerns, and outlooks of the Senior Enlisted Corps for enlisted personnel. Serves as an active participant on advisory councils and boards. Liaison to and works closely with the local community. Interacts with sister service counterparts as required. Coordinates command issues and concerns with the AAG-Air.

Promotes programs that save time, materiel, and funds in which Wing Chief Master Sergeants and Senior NCOs can participate. Promotes safety programs concerning all phases of state training and operations.

All applicants are encouraged to read and understand the contents of ANGI 36-2019, The ANG Command Chief Master Sergeant Program.

MINIMUM QUALIFICATION REQUIREMENTS:

1. ANG members entering on full-time military duty must be medically qualified AFI 48-123. Individuals must have a current RCPHA/PHA within twelve (12) months prior to entry date, to include stress EKG, for personnel age 40 and older. Members entering the AGR program must have an HIV test completed six months prior to the tour start date. FEMALES require a pregnancy test within 30 days prior to AGR start date.
2. Members must have a score of 75 or higher on the Fitness Test to be eligible for the AGR program. Members in the ANG Weight Management Program are ineligible for entry into any type of AGR or Statutory Tour IAW ANGI 36-101.
3. Personnel must have sufficient retainability to permit completion of tour of duty. Cannot be eligible for or receiving an immediate Federal (Military or Civilian) retirement annuity.
4. Eligibility/Mandatory requirement for this AFSC are located in the current AFECD.

EXPERIENCE DESIRED: Although not a prerequisite, prior completion of the ANG Chief's Executive Course, USAF Chief's Leadership Course and a CCAF degree (or civilian equivalent) is highly desirable.

NOTE: If not completed, selectee must attend the ANG Chiefs Executive Course, USAF Chief's Leadership Course, and the first available CCM orientation course no later than one year from selection. Failure to attend courses within the year can result in removal from the CCM billet.

REQUIREMENTS: Must currently hold the grade of E9 to apply. PUHLES 3-3-3-3-3.

AUTHORITY: Individual selected will be ordered to Full-Time Duty (State) status under the authority of Title 32 USC, SEC 502 (f) for an initial period of 36 months.

HOW TO APPLY (AIR)

ALL APPLICANTS MUST SUBMIT THE FOLLOWING DOCUMENTS WHICH ARE MANDATORY FOR EVALUATION:

*****Application packets may be emailed to ng.tn.tnarnng.mbx.mua-hro-ngtn@mail.mil*****

- a. Military Resume
- b. Letter of Intent
- c. NGB Form 34-1 (Completed and Signed)
- d. vMPF Record Summary or RIP (Report on Individual Person)
- e. Most recent Physical Assessment Letter (Must be less than 12 months old)
- f. Signed AFF 422 by the MDG (Must be less than 12 months old)

MAIL TO:

The Adjutant General
ATTN: NGTN-HRO-AGR/AIR
3041 Sidco Drive
Nashville, TN 37204-1501

CONTACT US:

SMSgt Brandie M. King
DSN: 683-0647
Comm: 615-313-0647

TSgt Brandon Strickland
DSN: 683-0829
Comm: 615-313-0829

EQUAL OPPORTUNITY STATEMENT

The Tennessee National Guard is an Equal Employment Opportunity Employer. Soldiers and Airmen will not be accessed, classified, trained, promoted, or otherwise managed on the basis of race, color, religion, gender, national origin, or reprisal, except as the direct combat probability coding policy applies to women.