126TH AIR REFUELING WING ILLINOIS AIR NATIONAL GUARD
OFFICER VACANCY (TRADITIONAL) ANNOUNCEMENT

UNIT**: 126th Operations Support Squadron**

POSITION TITLE**: Intelligence Officer, Drill status Guardsman (DSG)**

DUTY AFSC**: 14N (Intelligence)**

CLOSING DATE**: 30 May 2025**

SELECTING OFFICIAL: **Capt Holynne Steppe**   PHONE**: (618) 222-4245**

ELIGIBILITY REQUIREMENTS / CAREER FIELD SUMMARY

- Open to all members of the Illinois Air National Guard or those who are eligible to become members of the Illinois Air National Guard in grades **O1Lt – O4/Maj** NTE **O4/Maj**. Commissioning Opportunity. See excerpt below from the AFOCD for the 14NX career field for information of specialty, duties and responsibilities and qualifications. Be eligible for commissioning IAW DAFMAN 36-2032
    o Citizenship (para 3.6.1)
    o Age (para 3.6.5)
    o Physical Requirements (para 3.6.7)
    o Qualify for AFSC (para 5.7)
    o Personnel Security Requirement (para 5.4.13)
    o Education and AFOQT Requirements (para 5.4.9)
        ▪ AFOQT scores (table 5.1) Verbal:15 Quant:10
        ▪ Bachelor's Degree (refer to AFOCD)

AFOCD, 31 Oct 24

AFSC 14NX

INTELLIGENCE

(Changed 30 April 21)

1. **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.

2. **Duties and Responsibilities:**

2.1. 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.

2.2. 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.

2.3. 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.

2.4. 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).

2.5. 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 retasking, 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.

2.6. 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.

2.7. 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.

3. Specialty Qualifications:

3.1. Knowledge. 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.

3.2. Education. For entry education requirements see Appendix A, 14N CIP Education Matrix.

3.3. Training. The following training is mandatory for award of the AFSC indicated:

3.3.1. 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.)

3.4. Experience. The following experience is mandatory for award of the AFSC indicated:

3.4.1. 14N3. Complete a minimum of 36 months performing intelligence functions.

3.5. Other.

3.5.1. For entry and retention in this specialty:

3.5.1.1. 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.

3.5.1.2. 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.

APPLICATION PROCEDURES

Interested applicants must submit the following documents in **ONE SINGLE PDF** package (you can use the adobe portfolio function). **INCOMPLETE APPLICATIONS WILL NOT BE PROCESSED**.

1. Current Report of Individual Personnel (RIP)/Records Review, dated within last 30 days (Go to vMPF, select "Record Review/Update", select "View/Print All Pages", then print as Adobe pdf).
2. Current Individual Fitness Report from the Fitness Management System
3. Individual Medical Readiness (IMR) Report (AF Portal) **and** AF Form 422
4. Current Resume (Include information pertaining to past/present military and civilian work experience
5. AFOQT Scores
6. College Transcripts
7. Last EPB/OPB's if applicable.
8. Letters of Recommendation (Welcome but not required)

EEO POLICY STATEMENT: Consideration for this position will be without regard to sex, age, handicap (except where required by military regulations), race, color, national origin, religion, lawful political affiliation or membership/non-membership in an employee organization.

Submit applications by email to: richard.olsen.6@us.af.mil

POC FOR ADDITIONAL INFORMATION: Capt Holynne M. Steppe at holynne.steppe@us.af.mil or (618) 222-4245.