

DEPARTMENT OF  
DEFENSE, VETERANS AND EMERGENCY MANAGEMENT  
Military Bureau  
Joint Force Headquarters, Maine National Guard  
Camp Keyes, Augusta, Maine 04333-0033

02 October 2012

**TECHNICIAN POSITION VACANCY ANNOUNCEMENT # 12-078**

**POSITION:** Airplane Flight Instructor (D1810000) (GS-2181-13) EXCEPTED POSITION

**LOCATION:** 101<sup>st</sup> Operations Support Flight, Bangor, Maine

**SALARY RANGE:** \$93,176 to \$121,128 per annum

**CLOSING DATE:** 17 October 2012

**AREA OF CONSIDERATION:** First consideration will be given to all qualified permanent and indefinite MeANG Officer Technicians who apply. In the event no selection is made from the initial Promotion and Placement Certificate, concurrent consideration will be given to qualified MeANG Officer personnel.

**PERMANENT CHANGE OF STATION:** PCS expenses may not be authorized for this position. Authorization for payment of PCS expenses will be granted only after a determination is made that payment is in the best interest of the Maine National Guard.

**DUTIES:** See attached duties and responsibilities.

**QUALIFICATION REQUIREMENTS:** Each applicant must show that they meet the General and Specialized Experience listed below; otherwise, the applicant may lose consideration for this job.

**MINIMUM QUALIFICATION REQUIREMENTS:** Possession of the appropriate pilot certificates and/or appropriate military ratings. Candidates must demonstrate possession of the knowledge and skills required for the work by meeting the minimum flight hour requirements described in the gaining command directives, including recency of flight experience.

**GENERAL EXPERIENCE:** The applicant must be a rated pilot on flying status; be proficient in the current airframes, possess the flying time established, and the certificates and ratings required for the position.

**SPECIALIZED EXPERIENCE:** Must have experience which required the applicant to acquire and apply each of the following knowledge, skills, and/or abilities:

1. Ability to communicate with aircrews orally and in writing.
2. Must be currently qualified as an Aircraft Commander in the KC-135 aircraft.

3. Skill in both flight and ground instructions on air refueling procedures, instrument techniques, KC-135 systems and emergency procedures.
4. Ability to train, plan and administer training programs.
5. Must have a minimum of 1000 hours of military pilot flight time and a minimum of 400 hours in the KC-135.

**Your application needs to address all these requirements, to include Flight Hours and Rating.**

**SPECIAL INFORMATION REQUIRED: Applicants must provide documentation to substantiate that they meet all of the above requirements. Please enclose this documentation with your application.**

**COMPATIBILITY CRITERIA: AFSC: 11MX, 11RX, 11SX** **NOTE:** If you do not possess the compatible AFSC, you will not be disqualified from being considered. Selected applicant must be prepared to attend the appropriate school.

**MILITARY ASSIGNMENT: 11M2F, 11M3F, K11M3F, Q11M3F**

**INCENTIVE PROGRAM:** Non-Technician Maine National Guard personnel who are participants (bonus recipients/student loan repayment program) may have their benefits terminated and/or recouped when employed as a permanent military Technician.

**HOW TO APPLY:** Detailed instructions are contained in an Instruction Guide titled “Technician Vacancy Announcement Guide” which should be posted with this vacancy announcement. Applicants may apply using the OF Form 612 Optional Application for Federal Employment, a resume, or any other format they choose. In addition to their basic application, applicants are strongly encouraged to complete ME Form 171, Military Experience and Training Supplement. Applications forwarded to HRO should be no more than eight (8) pages although additional pages may be submitted as necessary. Applications should include written or documented proof of education, training, and work experience deemed necessary to adequately respond to general and specialized experience factors listed in the TPVA. Professional licenses or education transcripts necessary to validate qualifications should be submitted as required in the TPVA. Do not include photo copies of awards (a military ribbon rack or civilian certificate), letters of commendation, enlisted or officer performance reports, Technician performance appraisals, and personal photos unless specifically requested in the TPVA”. Applications must be forwarded to: Joint Force Headquarters, ATTN: HRO, Camp Keyes, Augusta, Maine 04333-0033, NOT LATER THAN the closing date. Applications received AFTER the closing date WILL NOT BE CONSIDERED. The use of government envelopes, postage or facsimile machines to submit applications is prohibited. We are allowed to receive facsimiles sent from non-government facsimile machines. The inter-office distribution system may be used. You may also e-mail it to: [HROTECH@me.ngb.army.mil](mailto:HROTECH@me.ngb.army.mil).

**APPOINTMENT:** Selectee will be required to participate in Direct Deposit/Electronic Funds Transfer as a condition of employment. The Adjutant General retains exclusive appointment authority for Technicians. No commitment will be made to any nominee prior to a review of qualifications by this office. The Maine National Guard is an Equal Opportunity Employer. All

appointments and promotions will be made without regard to race, color, creed, sex, age or national origin.

**DISSEMINATION:** Supervisors, please post to bulletin boards, read at unit formations and notify personnel who may be interested. Qualified personnel who may be absent during this announcement period due to ADT, AT, TDY, school, illness, etc., should be notified.

WORK: DSN 626-6017 / COM (207) 430-6017 FAX: DSN 626-4246 / COM (207) 626-4246

FOR THE HUMAN RESOURCES OFFICER:

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CRAIG P. BAILEY  
MSG, MEARNG  
Human Resources Specialist  
(Recruitment & Placement/Compensation)

**a. INTRODUCTION:**

This position is located at the unit level in the ANG Aviation Wing, Operations Group at selected Air Mobility Command (AMC) and Air Education Training Command (AETC) gained flying units in the Air National Guard (ANG). The primary purpose of the position is to provide ground and flight instruction in high performance, military airlift aircraft i.e. C-130, KC-135, C-5, C-17 and other similar type “jumbo” aircraft.

**b. DUTIES AND RESPONSIBILITIES:**

(1) Administers combat flight training to military aircrews. Instructs and evaluates pilots through a broad training spectrum, in addition to performing pilot duties, which may include but is not limited to:

a. Initial Qualification Training (IQT) – Training to qualify the aircrew in basic aircraft flying duties without specific regard to a unit operational mission. It is the minimum training requirement for Basic Aircraft Qualification (BAQ). Elements of instruction include: Basic and Advanced Handling Characteristics, Instrument Approach Procedures, Visual Traffic Patterns, Basic Night Vision Goggle (NVG) training and Airborne Emergency Procedures.

b. Mission Qualification Training (MQT) – Training required to achieve a basic level of competence in the unit’s primary tasked missions. This training is a prerequisite for Mission Ready (MR) status. Elements of instruction include (but are not limited to): IFR Formation using Station Keeping Equipment (SKE), Tactical Formation Maneuvers, Tactical Airdrop Procedures, Tactical Departure and Arrival Procedures, Assault Takeoff and Landing Procedures, Low Altitude Awareness Training (LAAT), Low Altitude Tactical Navigation (LATN), Chemical Warfare Task Qualification Training (CWTQT), NVG Takeoff and Landing, NVG Tactical Formation Procedures, NVG Tactical Airdrop Procedures for Overt and Covert Lighting, NVG Assault Takeoff and Landings, NVG ground handling for combat on/offloading, and Aircraft Defensive Systems (ADS) to include threat recognition and maneuvering.

c. Continuation Training (CT) – Training to maintain proficiency and improve aircrew capabilities to perform unit missions and aircrew proficiency sorties not flown in formal syllabus missions, tests, or evaluations. Many CT events for aircrew members require the direct supervision of an instructor while accomplishing the training. CT is directed by AFI11-2MDS Vol 1. Continuation Training is measured in number and types of sorties and events accomplished. All types of training mentioned in this section pertain to maintaining Mission Ready (MR) status for world-wide deployment capability.

d. Upgrade Training (UG) – Training which is syllabus directed to qualify the aircrew in positions beyond that of the entry-level aircrew. Elements of “Upgrade Training” include: Mobility Pilot Development (MPD), Instructor Pilot (IP), Standardization Evaluation Flight Examiner (SEFE), Formation/Element Lead Qualification, and Touch and Go certification. Upgrade Training may also include Functional Check Flight certification.

e. Special Capability Training - Training which is designed for specific missions and /or special equipment types. Elements of “Special Capability” instruction include (but are not limited to):

Special Certification Training for specific Geographic locations, Presidential Support missions, Combat Search and Rescue (CSAR), Senior Scout missions, Mobile Airborne Fire Fighting System (MAFFS), and other Special Qualification/Classified missions.

A glossary of mission/sortie and event definitions can be found in AFI 11-2 MDS – Volume 1.

(2) Assesses flight instructors, pilots and other aircrew members assigned, attached, or newly acquired to the unit to determine flying background and proficiency in the Unit Equipped (UE) airplane. Plans, develops and presents comprehensive courses of instruction in both ground and flight training for pilots to achieve and maintain mission ready status. Performs as flight instructor, and/or flight examiner, evaluating and examining rated aircrew to assure training standards are met in these general areas: mission planning, preparation and briefing; ground operations, in-flight control, crew resource management and mission execution; mission debriefing and documentation accuracy. Determines progress and proficiency levels; provides re-qualification evaluations and directs/provides specialized remedial or additional training as necessary. Evaluates formal training directives, and develops course changes, new material, new training systems and methods.

(3) Projects unit training requirements. Prepares required training records. Utilizes available training aids to instruct airplane aerodynamics, aircraft systems, emergency procedures, Ability to Survive and Operate (ATSO), and specific crew duties. Ensures that all applicable directives, instructions, and technical orders applicable to the aircraft and mission are complied with. Reviews, analyzes, and disseminates accident reports, flying safety publications, and special interest items. Determines additional aircrew training requirements to advance aircrew proficiency while striving to attain a zero accident rate.

(4) Maintains a thorough knowledge of airplane systems and procedures under normal, instrument, and emergency conditions to give timely and accurate instruction to aircrews in the air or on the ground. Flight training will be conducted in both day and night missions, in visual and instrument conditions and with and without night vision devices.

(5) Briefs and instructs preflight preparations including: intelligence briefings, mission planning, weather factors, mission objectives, and other agency coordination to ensure safe flight procedures and effective mission accomplishment. Conducts comprehensive debrief of mission (to include video tape review and digital flight debriefing media) to ensure that the desired learning objectives were achieved and training rules were followed. Monitors physical capability, mental attitudes and individual problems of aircrew that can adversely affect flying performance.

(6) Serves as the Air Commander's representative when performing duties as: Operations Supervisor (SUP), Supervisor of Flying (SOF), or Stand-by Duty Officer (SDO); and is responsible for the safe and efficient mission accomplishment of the unit through the use of an Operational Risk Management (ORM) program. The SUP/SOF has the authority to cancel flying activities, divert aircraft, dictate mission requirements, approve specific activities, coordinate for airport or airspace utilization with FAA, and direct emergency actions involving UE airplanes.

(7) Incumbents of these positions are subject to rotation to perform administrative tasks in any of the following Air Operations program support functional areas:

**Standardization/Evaluation:** Plans, organizes, and directs the Standardization/ Evaluation function. Prepares and administers written ground examinations, emergency procedures evaluations and conducts flight evaluations for all subjects and duties relevant to aircraft operations to certify flying proficiency/new qualifications. Conducts scheduled and unscheduled evaluations of other flight examiners, flight instructors, and aircrews. Establishes performance standards for flying proficiency and competency in accordance with USAF, ANG, and command directives. Reviews flight publications and directives for accuracy and currency. Analyzes performance discrepancies and identifies trends, recommends corrective action to higher authorities.

**Weapons and Tactics:** Trains and evaluates proficiency and competency of aircrews in weapons and tactics. Works in conjunction with the Intelligence functional area to prepare for and conduct academic training in weapons and tactics, prepares scenarios utilizing improved tactics for aircrew upgrade and continuation training. Tests new tactics and weapons delivery procedures and makes refinements. Reviews, defines, and updates current threats and countermeasures. Briefs / instructs aircrews on existing or anticipated threat's and countermeasures. Responsible for the mission planning function and manages the System Support Representative (SSR).

**Training:** Designs and coordinates comprehensive training plans and scenarios to provide realistic technical aircrew training. Adopts and implements policy to ensure accomplishment of all required training. Establishes training goals and objectives for tactics, weapons system employment, instrument flights and general needs, in order to provide uninterrupted progress. Analyzes post- mission debriefing and critiques to ensure accomplishment of assigned training events. Plans, coordinates, and manages unit upgrade programs for new mission capability requirements. Schedules and coordinates formal schools, simulator training, and ground and ancillary training.

**Scheduling:** Plans, develops, and implements the unit flying schedule and flying hour program using inputs from within the Air Operations and Logistics Divisions. Coordinates the operational requirements with the, MAJCOM, FAA, USDAO, civil and international Fixed Base Operations (FBO), Diplomatic Clearance requirements, Tanker Airlift Control Center (TACC), and other wing and outside agencies. Ensures availability of resources when coordinating use of assigned and non-assigned assets to establish unit mission requirements.

**Plans:** Develops unit deliberate planning for implementation of wartime, base and national tasking. Maintains detailed wartime and peacetime contingency plans and supplements for unit mobility, deployment, strange field operations/ employment, and redeployment of the unit. Coordinates with the gaining command, NGB, and appropriate theater headquarters.

**Command and Control:** Plans, organizes and directs the Command and Control function. Ensures successful training/operation of the Crisis Action Team (CAT). Provides liaison between the CAT, wing control centers, State Headquarters, NGB, MAJCOM command and control facilities, and other agencies. Assists the Air Operations Officer in matters pertaining to command and control and develops schedules to exercise command post disaster preparedness, security, and mobility functions. Monitors the Status Of Resources and Training System (SORTS) for all base reporting units. Schedules, implements, and manages 24 hour operations during actual contingency and/or emergency response events.

Safety: Plans, organizes and administers unit flying, explosive, and ground safety programs in accordance with Air Force, ANG and OSHA directives, and applicable technical publications. Reviews and analyzes directives regulations, accident reports, safety data and local operating conditions to determine requirements for safety programs. Inspects facilities and flying operations and coordinates with appropriate agencies to ensure compliance with all applicable safety regulations and programs. Investigates accidents/incidents, determines human causes, and recommends corrective action. Coordinates with all supervisors and staff personnel concerning safety standards within individual functional areas. Performs technical analyses of safety data and recommends procedures and guidelines to ensure safe operations of all units flying and ground activities. Advises Air Commander on status of units safety programs. The source of first level supervision is the Air Mission Commander.

(8) Performs other duties as assigned.

c. SUPERVISORY CONTROLS:

Incumbents work under general policy and administrative direction. Derives guidance from operational directives, training directives, instructions, standard operating procedures, and special instructions of NGB, United States Air Force, and gaining command. Independently plans and performs work and results are reviewed for compliance with local policies, regulations, and instructions of higher authorities.

d. OTHER SIGNIFICANT FACTS:

Incumbent may be required to prepare for and support the mission through the accomplishment of duties pertaining to military training, military readiness, force protection and other mission related assignments including, but not limited to, training of traditional Guard members, CWDE/NBC training, exercise participation (ORE/ORI/UCI/MEI/OCI/IG, etc.), mobility exercise participation, FSTA/ATSO exercise participation, SABC training, LOAC training, weapons qualification training, participation in military formations, and medical mobility processing within the guidelines of NGB/ARNG/ANG/State/TAG rules, regulations and laws. These tasks have no impact on the classification of this position and should NOT be addressed in any technician's performance standards.

Qualifications for this position require the pilot to have graduated from USAF or USN Undergraduate Pilot Training (UPT).

Pilots are required to maintain the same medical standards as USAF military pilots. Due to the extreme physical nature of flying in high performance jet fighters, pilots of these aircraft are required to adhere to the guidance in following publications: AFI 11-404, "Centrifuge Training for High-G Aircraft"; AFI 11-2(MDS) Vol 1, section covering: "G-Awareness Continuation Training"; and AFP 11-419 "G-Awareness for Aircrew". Currently, all ANG fighter type aircraft fall in the category of "high G-onset rate" (HGOR). This is defined as the aircrafts ability to generate a "G" onset at the rate of 6 G's per second or greater. Due to the HGOR of these aircraft, the likelihood of a "G-Loss of Consciousness" (GLOC) episode is high. It is imperative that the aircrew of these aircraft maintain a high degree of physical fitness and healthy lifestyle. Both aerobic and anaerobic exercise regimes are required for the pilot to maintain the ability to perform an effective Anti-G Straining Maneuver (AGSM).

Aircrews of military aircraft are required to perform Chemical Warfare Defense (CWD) training in the pilot CW ensemble. The ensemble consists of charcoal undergarments, protective suit, CW mask, filter pack, etc. The ensemble is very cumbersome, retains body heat and moisture, and restricts movements in the cockpit as well as limits the normal range of visibility. This training is required in the event the aircrew would have to perform missions in a chemical / biological warfare arena. Initial training consists of the aircrew having to wear the entire pilot ensemble and perform a simulator and egress training. Continuation training requires an annual CW flight with (as a minimum) CW mask, filter pack and gloves.