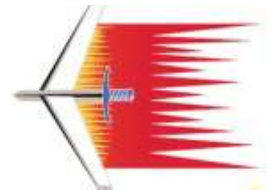




**North Carolina Air National Guard
Active Guard/Reserve (AGR)
Vacancy**



Announcement 2026-21

Open: 13-May-26 Closes: 11-Jul-26

POSITION TITLE	AFSC/MOS	GRADE	POSITION NUMBER
ATTORNEY ADVISOR	51J	TBD	TBD

ADVERTISE: Nationwide

SECURITY CLEARANCE: Secret

UNIT/DUTY LOCATION: 145th Airlift Wing

4930 Minuteman Way, Charlotte NC 28208

SUPERVISOR/POC	EMAIL	COMMERCIAL NUMBER	DSN NUMBER
Col Selicia Mitchell	selicia.mitchell@us.af.mil	704-391-4345	231-4345

DUTIES AND RESPONSIBILITIES

Act as a legal adviser and attorney for the North Carolina Air National Guard. Responsible for the formulation of state legal policy and its execution, legal representation; legal initiatives; interpretation and litigation of U.S. and state constitutional, civil, criminal, labor law; international law and treaty agreements; and a full spectrum of expert legal advice. Responsible for assisting in the formulation of state legal policy pertaining to prevention of sexual assault, sexual harassment, and domestic abuse, while serving as the special legal advisor to the Adjutant General, the Office of Staff Judge Advocate (OSJA), and Command's SAPR and MEO programs. Responsible to advise on the legal, factual, and other impacting aspects of drafting, interpretation and application of legislation, regulation, tasking orders, decision, opinions or other guiding policies, and instruments or lack thereof, associated with emerging or highly conflicted, sensitive, and emotionally charged issues relating to sexual crimes, harassment, domestic violence/abuse, and to the prevention and response of sexual crimes, harassment, and domestic violence/abuse. Serves as the North Carolina Air National Guard litigation point of contact. Represents the North Carolina Air National Guard in all legal matters in state of original or appellate jurisdictions, to include matters pertaining to sexual crimes, sexual harassment, and domestic violence/abuse. Acts as agency counsel for the North Carolina Air National Guard with the National Guard Bureau Office of Litigation and Employment Law Division, Department of Air Force Litigation Divisions, and the Department of Justice, for Federal courts of original or appellate jurisdictions. Serves as an attorney/adviser providing acquisition and fiscal legal advice to North Carolina's assigned United States Property & Fiscal Officer, particularly in the area of emerging requirements in victim support and legal resourcing (the Chief of the National Guard Bureau's agent in the state) and active-duty military advisers. Advises Air National Guard (ANG) contracting officers, reviews contracts, procurement actions and real property matters involving Federal and state/territory funds (some involving substantial amounts of money) for legal sufficiency, appropriate titling and claim initiation or resolution actions. Act as the Adjutant General's representative in third-party proceedings under Federal labor-management and equal employment opportunity statutes and regulatory provisions. Serve as the state Ethics Adviser. Reviews sensitive financial disclosure statements for General Officers and other key personnel; perform other duties as assigned.

Competent in providing legal interpretation and guidance to managers and senior leaders on United States Code Title 32 § 709, National Guard Program. Able to recognize and identify complex constitutional, state-federal, and military-civilian jurisdictional issues frequently associated with the organization and administration of the Title 32 National Guard and articulate them in the appropriate forum or context. Competent in providing legal interpretation and guidance to managers and senior leaders on 10 United States Code, and the state equivalent to the federal Uniform Code of Military Justice. Experienced in conducting legal research in connection with cases pending administrative hearings, trials before courts of original jurisdiction, or arguments in appellate courts. Experienced in addressing legal questions referred by administrative officials of the employing agency, such as questions concerning the interpretation and application of statutes, rules, and regulations as they pertain to contracts, claims, or other legal instruments involving private business, state, local, national, or foreign governments. Experienced in addressing questions regarding the effects of provisions of proposed legislation or proposed changes in agency policies or regulations. Experienced in researching and providing legal advice in all functional areas of Administrative, Labor, Medical and Physical Disability, and Ethics Law. Additionally, capable of providing legal assistance in accordance with prescribed instructions and within legal guidelines. Experienced in planning, coordinating, and formulating litigation strategies. Experienced in addressing complex and difficult legal questions and factual issues requiring extensive research, analysis and evaluation of available precedents. Experienced in dealing with issues in the functional areas and demonstrated abilities to quickly identify both the legal and judgmental issues.

SPECIALTY QUALIFICATIONS

MIN/MAX RANK: O-1/2LT - O-5/LT COL

The following qualification competencies are required to successfully meet the basic qualification factors for the Attorney-Adviser position:

- Skilled in collecting and analyzing data effectively, efficiently, and accurately;
- Knowledgeable of military and civilian laws, directives, regulations, policies, and procedures;
- Ability to clearly enunciate English without impediment of speech that would interfere or prohibit effective communications;
- Skilled interpersonal communications, empathy, and effective listening;
- Ability to write English in reports and presentation formats;
- Ability to communicate -orally and in writing- clearly and effectively;
- Ability to organize thoughts, research materials, and manage case projects; and
- Skilled in comprehending and interpreting directives and laws.

It is mandatory to have a Bachelor of Laws or Juris Doctor degree in law issued by an ABA-accredited law school; and, must be admitted to practice law in the highest court of any U.S. state, commonwealth, territory or the District of Columbia.

SPECIAL CONSIDERATIONS

This is a One Time Occasional Tour (OTOT) opportunity, and not permanent AGR position.

SELECTED POSITION AUTH RANK WILL BE DEPENDENT UPON ELIGIBLE APPLICANTS AND POSITION VACANCY AVAILABILITY.

QUALIFICATION/ELIGIBILITY REQUIREMENTS

1. Refer to ANG 36-101, The Active Guard/Reserve Program, for general eligibility requirements for initial entry into the AGR Program and specific guidelines for utilizations, and assignment of current on-board AGR members.
2. Individuals who have been separated from other military services for cause, unsuitability, or unfitness for military service are not eligible to enter the AGR program.
3. Initial tours may not exceed 3 years. AGR tours may not extend beyond an enlisted member's ETS or an Officer's MSD.
4. Airmen must meet the minimum requirements for each fitness component in addition to scoring an overall composite of 75 or higher for entry into the AGR program. For members with a documented Duty Limitation Code (DLC) which prohibits them from performing one or more components of the Fitness Assessment, an overall "Pass" rating is required.
5. Individuals selected for AGR tours must meet the Preventative Health Assessment (PHA)/physical qualifications outlined in AFI 48-123, Medical Examination and Standards. They must also be current in all Individual Medical Readiness (IMR) requirements to include immunizations. RCPHA/PHA and dental must be conducted not more than 12 months prior to entry on AGR duty and an HIV test must be completed not more than six months prior to the start date of the AGR tour.
6. An applicant's military grade cannot exceed the maximum military authorized grade on the UMD for the AGR position.
7. Enlisted Airmen who are voluntarily assigned to a position which would cause an overgrade must indicate in writing a willingness to be administratively reduced in grade in accordance with ANGI 36-2503, Administrative Demotion of Airmen, when assigned to the position. Acceptance of demotion must be in writing and included in the assignment application package.
8. If a selectee does not possess the advertised AFSC, he/she must complete the required training/assignment criteria within 12 months of being assigned to the position. Failure to do so may result in immediate termination. Extension past 12-months will only be considered if the delay is through no fault of the selectee.
9. Must have adjudicated Security Clearance before starting tour.

APPLICATION PROCEDURES

Hard copy applications will NOT be accepted. All applications must be typed or printed in legible dark ink and must be signed and dated with original signature. Applications received with an unsigned NGB 34-1 will not be forwarded for consideration. Applicants may include copies of training certificates, letter of recommendations, resume or any documentation that may be applicable to the position they are applying for. Per ANGI 36-101, the application package must include at a minimum, the signed NGB 34-1, current Report of Individual Person (RIP), and current Report of Individual Fitness. Items 1-3 are required by the Human Resource Office to determine initial qualifications. Incomplete packages will NOT be considered for the position vacancy. Please submit application in the order listed below.

1. [NGB Form 34-1 Application Form](#) for Active Guard/Reserve (AGR) Version dated Nov 2013--Completed and Signed
2. CURRENT full Records Review RIP available on [vMPF](#) (Must be a full RIP)
3. [ARCNet/AFFORGEN](#) Readiness print out. (includes IMR, Security Clearance, etc.)
4. EPR(s) / OPR(s) (If available)
5. Fitness report from [myFitness](#)
6. Letter of Recommendation, Cover Letter, Resume and any other attachments are permitted but are not mandatory
7. For Commissioning opportunities, include your AFOQT scores

EMAILING REQUIREMENTS

Ensure all requirements are consolidated into ONE single PDF (adobe portfolio is not recommended). PDF File Name should be: Job Number (i.e. 202X-XX), Last Name, First Name, Grade

*consider saving signed documents using *Print>Microsoft Print to PDF* prior to combining files

Email Completed Application Package to 145FSS.HRO.Actions@us.af.mil.

THE NORTH CAROLINA AIR NATIONAL GUARD IS AN EQUAL OPPORTUNITY EMPLOYER

Eligible applicants will be considered without regard to race, age, religion, marital status, national origin, political affiliation or any other non-merit factor. Due to restrictions in assignment to certain units and AFSC/MOS some positions may have gender restrictions.