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

Position Announcement# 2026-38

Open: 22-Oct-26 Closes: 15-Nov-26

POSITION TITLE	AFSC/MOS	GRADE	POSITION NUMBER
SQUADRON COMMANDER	C11M3K	LTCOL/O5	0110153034

ADVERTISE: NCANG Members Only **SECURITY CLEARANCE:** Top Secret

UNIT/DUTY LOCATION: 156th Airlift Squadron 4930 Minuteman Way, Charlotte NC 28208

SUPERVISOR/POC	EMAIL	COMMERCIAL NUMBER	DSN NUMBER
Col Michael S. Lineberger	michael.lineberger@us.af.mil	704-391-4813	N/A

DUTIES AND RESPONSIBLITIES

1. Maintains all responsibilities to properly manage, equip and train combat ready personnel for the purpose of attaining the Unit Mission Statement and supporting higher headquarters. Determines Unit goals that are the foundation for long and short range planning and execution of all programs. Provides the focus for all squadron functions and activities ensuring operational and organizational plans support the vision and goals of the squadron and ensures that funds, equipment, manpower, and facilities are properly resourced and utilized to meet the mission. Ensures goals are in consonance with higher headquarters direction and local limitations. Considers factors such as current and future mission needs, political climate, environmental concerns, area demographics, and tactical training location availability. Plans the work to be accomplished by subordinates, sets and adjusts short-term priorities, and prepares schedules for completion of work. Assigns work to subordinates based on priorities, selective consideration of the difficulty and requirements of the assignments, and the capabilities of airmen. Provides airmen with advice, counsel or instruction on both work and administrative matters. Maintains military and full-time strength through recruiting and retention programs. Oversees the accomplishment of the mission training program. Ensures squadron Unit Type Code (UTC) training satisfies established requirements and meets combat readiness objectives and Air Force contingency requirements. Ensures instructor personnel meet and maintain stringent certification and qualification standards. Ensures personnel are trained and exercised in wartime skills. Ensures required records and documentation of programs are maintained. Maintains an effective leadership/career development program. Makes critical judgments and on-the-spot decisions regarding the safety of assigned personnel. Hears and resolves airmen complaints and refers serious unresolved complaints to higher-level management. Initiates action to correct performance or conduct problems. Effects minor disciplinary measures such as warnings and reprimands and recommends action in more serious disciplinary matters. Creates a work environment free of bias and harassment and ensures Equal Employment Opportunity Program is effective. Establishes channels of communication within the squadron to keep personnel informed and provide feedback. Finds ways to improve or increase the quality of the work directed. Develops performance standards, explains performance expectations, evaluates the work performance of subordinates, and gives special recognition for outstanding performance.

2. Oversees the programs of the squadron through subordinate supervisors that supervise technical and administrative activities within the organizational units. Briefs ANG Group and Wing leadership, Adjutant General, National Guard Bureau (NGB) and outside agencies on problems involving the relationship between the work of the organization supervised and broader programs, and the impact on such programs. Assures reasonable equity among units of performance standards and rating techniques developed by subordinates. Administers the execution of the allocated budget involving both federal and state funds. Through subordinate supervisors ensures logistics plans meet mobilization/mobility requirements and support war plans. Monitors and controls the expenditure of material and manpower resources in accomplishment of peacetime and wartime mission goals. Makes decisions on work problems presented by subordinate supervisors. Evaluates supervisors and serves as reviewing official on evaluations accomplished by supervisors or senior workers. Selects or approves selections for non-supervisory positions and supervisory positions. Finds and implements ways to eliminate or reduce barriers and impediments in the support and performance of the operational mission.

3. Actively monitor and address issues identified by the Commander Continuous Improvement Program.

4. Ensure all Wing and Group Commander directed tasks are accomplished in a comprehensive and timely manner.

5. Maintain proficiency in the 11M3K AFSC.

6. Top Secret Clearance

7. Other duties as assigned.

SPECIALTY QUALIFICATIONS

MIN/MAX RANK: Promotable Maj/O4 - LtCol/O5

MINIMUM QUALIFICATIONS:
1. 11M3K
2. Must hold the grade of Lt Col, or be eligible for promotion to Lt Col, for this Command position.

PREFERRED QUALIFICATIONS:
1. C-17 Instructor Pilot
2. Completed Intermediate Developmental Education
3. Enrolled in Senior Developmental Education, if eligible

Promotion to LtCol/O5 may be dependent upon Control Grade availability

SPECIAL CONSIDERATIONS

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 will not be accepted) and email completed application package to 145FSS.HRO.Actions@us.af.mil. PDF File Name should be:

202X-XX, LAST, FIRST MI, Grade (i.e. 2026-21, DOE, JOHN A, E5)

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

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.