



DEPARTMENTS OF THE ARMY AND AIR FORCE

JOINT FORCE HEADQUARTERS-LOUISIANA
OFFICE OF THE ADJUTANT GENERAL
JACKSON BARRACKS
NEW ORLEANS, LOUISIANA 70117

Announcement Number: 25-038

POSITION TITLE: Cyberspace Warfare Operations	AFSC 1B471	OPEN DATE: 24 June 2025	CLOSE DATE: 24 July 2025
UNIT OF ACTIVITY/DUTY LOCATION: 122 nd Cyber Operations Squadron, New Orleans, Louisiana		GRADE REQUIREMENT: Min: E-6 Max: E-7	
SELECTING SUPERVISOR: LTC Charles D. Estes	Position Number 1156554		
AREAS OF CONSIDERATION			
On-board LA ANG AGR (Must hold *1B4X1 or able to retrain) Louisiana Air National Guard members (Must hold *1B4X1 or able to retrain) Nationwide Air Force Component members (Must hold *1B4X1 or able to retrain) *Non-AFSC applicants must meet all requirements to retrain in AFSC. *Retraining applicants must sign an agreement to retrain within one year of hire. Failure to do so will result in the termination of AGR tour.			

MAJOR DUTIES

Please refer to attached pages for more info on the major duties and initial qualifications for this position for this AFSC or go to: <https://www.my.af.mil> to review the AFECD

INITIAL ELIGIBILITY CRITERIA

- *In addition to criteria listed on attached pages*
- Security Clearance - Must attain and maintain: Top Secret
 - For entry into this specialty, prior coursework in Science, Technology, Engineering, and Mathematics (STEM) is desirable. An Associate's degree or higher in related STEM fields and/or an Information Technology (IT) certification are also desirable.
 - A minimum score of 70 on the Air Force Electronic Data Processing Test (EDPT).
 - Armed Services Vocational Aptitude Battery (ASVAB) or Armed Forces Classification Test (AFCT) must have been taken within 2 years from date retraining application is submitted.
 - See attachment 4 for additional entry requirements.

PREFERRED QUALIFICATIONS

In accordance with HRO and ANGI 36-101, the Selection Official has requested the following documents. While applications that do not include these documents will not be disqualified by HRO, their omission may negatively impact the selection process.

1. Cover Letter
2. Resume
3. Last three (3) EPBs / OPBs
4. Letter(s) of Recommendation

ACTIVE GUARD AND RESERVE REQUIREMENTS

AGR Program Entry and Tour Guidelines – LA ANG

- **Initial AGR Tours:** Initial tours with the Louisiana Air National Guard (LA ANG) may not exceed five (5) years. AGR tours cannot extend beyond an enlisted member's Expiration Term of Service (ETS) or an officer's Mandatory Separation Date (MSD).
- **Fitness Requirements:** Applicants must meet the minimum requirements in each fitness component and achieve a composite score of 75 or higher to qualify for entry into the AGR program. Members with a documented Duty Limitation Code (DLC) that prevents completion of one or more components of the Fitness Assessment must have an overall rating of "Pass."
- **Medical and Readiness Requirements:**
 - Selected individuals must meet medical qualifications outlined in AFI 48-123, Medical Examination and Standards.
 - Members must be current in all Individual Medical Readiness (IMR) requirements, including immunizations.
 - RCPHA/PHA and dental exams must have been completed within 12 months prior to AGR tour start.
 - An HIV test must be completed within six (6) months of the tour start date.
- **Overgrade Assignments:** Enlisted Airmen voluntarily accepting a position that results in an overgrade must submit a written voluntary demotion letter with their application, in accordance with ANGI 36-2503, Administrative Demotion of Airmen. The application package will not be processed without this documentation.
- **AFSC Qualification:** If the selected applicant does not currently possess the required AFSC, they must complete all required training and meet assignment criteria within 12 months of assignment. Failure to do so may result in termination of the AGR tour. Extensions beyond the 12-month period will be considered only if delays are beyond the applicant's control.
- **For additional details, please refer to ANGI 36-101, Active Guard Reserve Program.**

SPECIAL ANNOUNCEMENT CRITERIA

- Upon selection additional medical verification will be required prior to start of AGR tour
- Any Individual(s) selected for this position must meet EFMP requirements for the duty location at time of assignment.
- Members that do not meet EFMP standards for the duty location may be subject to a rescinded offer of employment.
- Continuation beyond initial tour may be subject to evaluation based on AGR Continuation Board
- Selection is not a promise of promotion

APPLICATION PROCEDURES

Applications must be signed and dated. Applications received with an unsigned NGB 34-1 will not be forwarded for consideration. Per ANGI 36-101, the application package must include at a minimum items 1-3 listed below. If the required documents are not submitted, a letter of explanation must be included. Incomplete packages will not be considered for the position vacancy:

1. **NGB Form 34-1** (*announcement number and position title must be annotated on the form*)
2. **CURRENT full Records Review RIP** from Virtual MPF <https://vmfpf.us.af.mil/vMPF/Hub/Pages/Hub.asp>
3. **CURRENT PASSING Report of Individual Fitness** from MyFSS/MyFitness <(must not show a "fitness due date" that is in the past) (or) a signed letter from the UFP. If exempt, please include Form 469 with application)
4. **Items requested in the "PREFERRED QUALIFICATIONS ORDER" section above.**

Application Documents Order:

- 1. (Mandatory) NGB Form 34-1
- 2. (Mandatory) Records Review RIP
- 3. (Mandatory) **Passing** Report of Individual Fitness
- 4. (Recommended) Cover Letter
- 5. (Recommended) Resume
- 6. (Recommended) Last three (3) EPBs / OPBs
- 7. (Recommended) Letter(s) of Recommendation

EMAILING REQUIREMENTS:

Consolidate all required documents into **ONE single PDF** (*adobe portfolio is not accepted*). To preserve signatures, consider printing signed documents to PDF before combining files. **Name the PDF file as follows: Last Name, Announcement Number, Position Title.**

Example: Doe, 25-XXX

Email Subject should be: Last Name, Announcement Number, Position Title

Example: Doe,25-XXX, Cyberspace Warfare Operations

Email Application Package to: ng.la.laarnq.mbx.agr-branch-air@army.mil

*** There is a known issue that digital signatures are being removed from the NGB Form 34-1 once combined as one PDF. To avoid this, once you sign and save the NGB Form 34-1, go to Print, then select "Microsoft Print to PDF". Click Print. Use this copy of the form to combine into the required documents and send to HRO. Always verify the signature is present before you sent to HRO. ***

QUESTIONS: Applicants may call HRO for initial review of application and to verify receipt prior to closeout date. DSN 278-8753/8754 or Commercial 504-278-8753/8754 cassie.l.ellis.mil@army.mil / khisha.m.donald.mil@army.mil. Assistance will be rendered in the order the request was received.

INSTRUCTIONS TO COMMANDERS/SUPERVISORS: The selecting supervisor is responsible for contacting qualified applicants to schedule interviews. Once the Human Resources Officer (HRO) approves the selection package, the HRO will issue a notification letter to the Hiring Official. The Hiring Official is then responsible for notifying all applicants of their selection or non-selection. Please note: The selection is not considered final until the ANG AGR Manager has provided formal approval to the Hiring Official.

THE LOUISIANA NATIONAL GUARD IS AN EQUAL OPPORTUNITY EMPLOYER

All applicants are protected under Title VI of the Civil Rights Act of 1964. Eligible candidates will be considered without regard to race, color, religion, gender, national origin, or any other non-merit-based factor.

Note: Due to assignment restrictions in certain units and specific AFSCs/MOSs, some positions may have gender-specific requirements.

AFSC 1B471, Craftsman
 AFSC 1B451, Journeyman
 AFSC 1B431, Apprentice
 AFSC 1B411, Helper

CYBER WARFARE OPERATIONS

(Changed 30 Apr 24)

1. Specialty Summary.

1.1. Performs duties to develop, sustain, and enhance cyberspace capabilities to defend national interests from attack and to create effects in cyberspace to achieve national objectives. Plans and conducts Cyber Network Operations (CNO)/cryptologic activities, Offensive Cyberspace Operations (OCO), Defensive Cyberspace Operations (DCO), and Department of Defense (DoD) Information Network (DoDIN) Operations using established tactics, techniques, and procedures to achieve Service, Combatant Command (CCMD), Cyber Mission Force (CMF) and national objectives. Executes command and control (C2) synchronization of assigned cyberspace forces and de-conflicts cyberspace operations across the kinetic and non-kinetic spectrum. Supports cyberspace capability development, testing, and implementation. Partners with Joint, Interagency, Intergovernmental, and Multinational forces to detect, deny, degrade, disrupt, destroy, manipulate, and mitigate adversarial access to sovereign national or partner cyberspace systems. Related DoD Occupational Subgroup: 127000.

2. Duties and Responsibilities:

- 2.1. Conducts OCO. Plans and/or performs OCO actions to project power by application of force in, from, and through cyberspace. OCO may include targeting adversary functions through cyberspace or using first-order effects through cyberspace to initiate cascading effects into the physical domain. These effects may include a variety of valid military targets such as weapon systems, C2 processes, and critical infrastructure/key resources. Integrates OCO actions into CCMD or warfighting boards, bureaus, cells, centers, and working groups as required for inclusion into operational and strategic planning efforts.
 - 2.1.1. 1B4X1 CMF OCO work roles include but are not limited to: Cyberspace Operator, Planner, and Cyber Capability Developer.
- 2.2. Conducts DCO. Plans and/or conducts DCO actions to defend the DoDIN and other friendly cyberspace. DCO includes threat-informed cyberspace defense operations to preserve the ability to utilize friendly cyberspace capabilities and protect data, networks, net-centric capabilities, and other designated systems. Cyber warfare operators conduct both DCO-Internal Defense Measures (DCO-IDM) and DCO-Response Actions (DCO-RA). DCO-IDM duties performed by cyber warfare operators do not include passive defense measures intended to maintain and operate the DODIN such as configuration control, patching, or firewall operations. Cyber warfare operator missions conducted as part of DCO-IDM should utilize the workforce's highly specialized skills such as pro-active and aggressive internal threat hunting for advanced and/or persistent threats, reverse engineering, and malware analysis. Integrates DCO actions into CCMD, warfighting and/or service boards, bureaus, cells, centers, and working groups as required for inclusion into operational and strategic planning efforts.
 - 2.2.1. 1B4X1 CMF DCO work roles include but are not limited to: Host Analyst, Network Analyst, Cyber Crew Lead, Mission Element Lead, Planner, Non-commissioned Officer In Charge (NCOIC), Data Engineer, and Analytic Support Officer.
- 2.3. Conducts CNO/cryptologic activities. Aids planning and conducts operations in support of CNO/cryptologic activities. Employs techniques to collect, identify, and exploit appropriate communications and artifacts of potential intelligence value. Performs data analysis to help judge relevant cyber intelligence information value, provides risk assessments to aid operational decision-making, de-conflicts threats to cryptologic system employment, and issues guidance for service and joint partners.
- 2.4. Performs cyberspace mission planning and execution. Provides tailored planning, threat analysis, and cyber expertise necessary to synchronize cyberspace operations capabilities and functions into the Joint Planning Process. Supports integration and collection of combat assessment indicators. Develops operational tasks and orders, evaluates mission feedback, and aligns strategic intent.
- 2.5. Develops and executes tactics, techniques, and procedures (TTPs) for cyberspace operations. Analyzes national defense guidance and strategic objectives to create operational policies and plans. Implements policies through the development of TTPs in support of assigned cyber capability execution. Applies forensic, malware analysis, and reverse engineering TTPs to determine the extent of battle damage sustained during cyberspace attacks. These efforts may require partnering with other Joint, Interagency, Intergovernmental, and Multinational forces.
- 2.6. Performs research and development in order to integrate cyber warfare operations into information warfare plans and programs. This may include developmental testing and evaluation or operational testing and evaluation to support new capability development or to support modifications of existing capabilities. Assesses and reverse engineers network nodes and infrastructure devices (to include operating systems and software applications) to determine capabilities, functionalities, limitations, and vulnerabilities.
- 2.7. Establishes performance standards, trains, and conducts evaluations to ensure personnel are proficient, qualified, and certified. Plans, conducts, and evaluates exercises to enhance operational readiness and ensure adherence to operational procedures.
- 2.8. Duties and responsibilities of a 1B4X1 do not include contract management, oversight and/or Contractor Officer Representative (COR) responsibilities.

3. Specialty Qualifications:

- 3.1. Knowledge. Mandatory knowledge includes knowledge of cyber warfare operations fundamentals, laws and ethics, intelligence, cyberspace systems and platforms, cyber warfare operations, planning, networking fundamentals, operating systems, Air Force basic cyber operations, defensive cyber operations, and offensive cyber operations.
- 3.2. Education. For entry into this specialty, prior coursework in Science, Technology, Engineering, and Mathematics (STEM) is desirable. An Associate's degree or higher in related STEM fields and/or an Information Technology (IT) certification are also desirable.
- 3.3. Training. For award of AFSC 1B431, completion of the Cyber Warfare Operations initial skills course is mandatory unless specifically waived by the 1B Career Field Manager
- 3.4. Experience. The following experience is mandatory for award of the AFSC indicated:
 - 3.4.1. 1B431. Completion of the Cyber Warfare Operations Apprentice Course (E3ALR1B431 0A1A; PDS Code: 02S)
 - 3.4.2. 1B451. Qualification in and possession of AFSC 1B431 and experience performing functions such as CNO/cryptologic activities, OCO, DCO, or DoDIN Operations.
 - 3.4.3. 1B471. Qualification in and possession of AFSC 1B451 and experience performing and supervising functions such as CNO/cryptologic activities, OCO, DCO, or DoDIN Operations.
 - 3.4.4. 1B491. Qualification in and possession of AFSC 1B471 and experience performing and supervising functions such as CNO/cryptologic activities, OCO, DCO, or DoDIN Operations.
- 3.5. Other. The following are mandatory as indicated:
 - 3.5.1. For entry into this specialty:
 - 3.5.2. A minimum score of 70 on the Air Force Electronic Data Processing Test (EDPT).
 - 3.5.3. Armed Services Vocational Aptitude Battery (ASVAB) or Armed Forces Classification Test (AFCT) must have been taken within 2 years from date retraining application is submitted.
- 3.6. See attachment 4 for additional entry requirements.
- 3.7. For award and retention of these AFSCs:
 - 3.7.1. Must attain and maintain foundational qualification IAW DAFMAN 17-1303, *Cybersecurity Workforce* Improvement as specified by AFSC and/or work role SEI.
 - 3.7.2. Must maintain local network access IAW AFI 17-130, *Cybersecurity Program Management*, and AFMAN 17-1301, *Computer Security (COMPUSEC)*
 - 3.7.3. This specialty requires routine access to Top Secret material or similar environments. For award and retention of 1B431, completion of a current Tier 5 (T5) investigation IAW DoDM 5200.02 AFMAN 16-1405, *Air Force Personnel Security Program Management* is mandatory. Initial attendance in the 1B431 AFSC awarding course without a completed T5 is authorized, provided that interim Sensitive Compartmented Information (SCI) eligibility has been granted IAW Investigation IAW DoDM 5200.02 AFMAN 16-1405 and Intelligence Community Directive (ICD) 704. Airmen who cannot obtain at least an interim SCI in advance of their programmed class graduation are not eligible for entry into the 1B431 AFSC awarding course.

MANDATORY AFSC ENTRY REQUIREMENTS															
Changed / Effective Date	AFSC	Note(s)	APTITUDE					PHYSICAL PROFILE						OTHER	
			M	A	G	E	X	P	U	L	H	E	S	M	N
31-Oct-18	1A1X2/X	3	60				K	1	1	1	1	2	1		X
31-Oct-19	1A1X3/X	3	60				K	1	1	1	1	2	1		X
31-Oct-24	1A1X4					65									
31-Oct-18	1A1X8/X	2, 3	60	50			K	1	1	1	1	2	1		X
31-Oct-18	1A8X1/X				72		G	1	1	1	1	2	1	X	X
	1A8X2				72		G	1	1	1	1	2	1	X	X
30-Apr-21	1B4X1					70	G	3	3	3	2	3	1		X
30-Apr-19	1C0X2			50			G	3	3	3	2	3	3		X
31-Oct-16	1C1X1	3			55		G	1	1	1	1	1	1		X
30-Apr-24	1C3X1	2		50	50		G	2	2	2	1	2	1		X
1-Dec-09	1C5X1				55		G	1	1	1	1	1	1		X
31-Oct-21	1C6X1	3				60	G	2	2	2	2	2	1		X
31-Oct-23	1C7X1				50		G	3	3	3	2	3	3		X
30-Apr-23	1C8X3	2	50			65	G	3	3	3	2	3	2		X
30-Apr-23	1D7X1	2 & 4	45			60	G	3	3	3	2	3	2	X	X
30-Apr-23	1D7X2	2 & 4	45			60	G	3	3	3	2	3	3	X	X
30-Apr-23	1D7X3	2 & 4	45			60	L	3	3	1	2	3	1	X	X
30-Apr-22	1H0X1				50		J	1	1	1	1	2	1		X
30-Apr-24	1N0X1	4			G53/G55*		G	3	3	3	2	3	1		X
31-Oct-22	1N1X1A	4			50		G	3	3	3	2	3	1		X
30-Apr-23	1N2X1A	4		64			G	3	2	3	1	2	1		X
30-Apr-23	1N2X1C	1,4		68/64*	67/63*		G	3	2	3	1	2	1		X
31-Oct-22	1N3X1/X	4					G	3	3	3	1	2	1		X
31-Oct-21	1N4X1A	4			62		G	3	3	3	2	2	1		X
31-Oct-21	1N4X2				62		G	3	3	3	2	2	1		X
31-Oct-23	1N7X1	1,4			62/65*		G	3	3	3	2	2	1		X
31-Oct-24	1N8X1	4			67		G	3	3	3	2	3	1		X
31-Jan-11	1P0X1		40				K	2	2	2	2	2	1		X
30-Apr-18	1S0X1			57			G	3	2	2	2	2	1		
	1T0X1	3			55		K	1	1	1	1	2	1		X
31-Oct-19	1U1X1	1			64	54	K	1	1	1	1	2	1		X
	1W0X1	2			66	50	H	2	3	1	2	2	1	X	X
31-Oct-21	1Z1X1	3			49		K	1	1	1	1	1	1	X	X
31-Oct-21	1Z2X1	3			49		K	1	1	1	1	1	1	X	X
31-Oct-24	1Z3X1	3			49		K	1	1	1	1	1	1	X	X
31-Oct-21	1Z4X1	3			49		K	1	1	1	1	1	1	X	X
30-Apr-24	2A2X1					65	J	3	3	3	1	3	2	X	X
	2A3X3E		47				K	3	3	3	1	3	2		X
1-Aug-12	2A3X3L		47				K	3	3	3	1	3	2		X
1-Aug-12	2A3X3M		47				K	3	3	3	1	3	2		X