

**NEBRASKA AIR NATIONAL GUARD
ENLISTED VACANCY ANNOUNCEMENT FOR**

Chief of Talent Management

Closing Date: 11 January 2026

*The Nebraska Air National Guard (NEANG) – Joint Force Headquarters is accepting applications for a Promotable Senior Master Sergeant through Chief Master Sergeant Position to implement enlisted Talent Management programs to include, but not limited to, the initiatives defined in NEANGI 36-2670. This announcement is for a Drill Status Guardsman (DSG) position. **This position is available to current members of the Nebraska Air National Guard and those who are eligible to join the NEANG. Those interested in this opportunity should send the following information to Colonel Spencer Hansen (spencer.hansen.2@us.af.mil):***

- A letter of intent requesting consideration endorsed by your commander
- Air Force Military Biography
- Civilian Resume (Federal or Private Sector Resumes are acceptable)
- Goals and Objectives Plan (as described below)
- Current Records Review RIP (available through Virtual MPF)
- Fitness History Report
- Last 3 EPBs

The following is pertinent information on the position:

Grade Requirement: Promotable SMSgt (E-8) to CMSgt (E-9)

AFSC: Any AFSC

Background: JFHQ is looking for a Chief Master Sergeant with passion, initiative, and drive to better the NEANG for long term success. The Chief of Talent Management is expected to work closely with the State and Wing Command Chiefs, Commanders, SELs, and JFHQ-A1 to plan and coordinate talent management programs for all Airmen through every phase of development (from recruitment to retirement). The applicant must at a minimum, develop a calendar of events and plan of action for the entire enlisted development portfolio to include programs like the ECMB, STEP Promotion, and Force Development. Applicants may have any AFSC, if his/her dedication and vision is to better posture the NEANG to meet state and national strategic objectives. Applicants are required to provide a Goals and Objectives Plan that identifies how their Goals and Objectives Plan will implement NEANGI 36-2670 in the Nebraska Air National Guard.

Goals and Objectives Plan:

- Maximum of 2 pages.
- Must outline goals from NEANGI 36-2670 that the applicant wants to accomplish during initial selection for position.
- Must address the potential impact to the NEANG mission and/or airmen of the NEANG upon goal completion.
- Goal must be SMART (Specific, Measurable, Attainable, Relevant, and Time-based).
- It is advised that the goals be achievable (or a foundation for long-term success is achieved) within a 2-4 year period of acceptance of the position.
- Applicant must identify desired career path after goal completion.

Eligibility Requirements:

- *Training:* Must be willing to attend the Chief Master Sergeant Orientation Course within one year of selection.
- *Retention:* Must have or be able to attain 24+ months of retainability.
- *Skills:* Must have demonstrated strong leadership and managerial skills.
- *Physical Requirements:* Must be in good physical condition and be medically qualified in accordance with applicable Air Force and Air National Guard regulations. Must meet Air Force and Air National Guard weight and fitness standards.
- *Security Requirements:* Must be able to meet applicable security requirements to hold appropriate security clearance (Secret)

Questions regarding eligibility or qualifications for this position may be addressed to MSgt Darren Davlin at 402-309-8135.

E-mail applications to Col Spencer Hansen at spencer.hansen.2@us.af.mil

NO LATER THAN 11 JANUARY 2026