

**NEBRASKA NATIONAL GUARD  
HUMAN RESOURCES OFFICE  
2433 NW 24TH STREET  
LINCOLN, NEBRASKA 68524**

**NATIONWIDE ACTIVE GUARD RESERVE VACANCY ANNOUNCEMENT**

**Announcement Number:** AGR-AF-23-032

**Closing Date:** 25 May 2023

**Position Title:** Logistics Readiness Officer

**Location:** 155 LRS, Lincoln, NE

**Military Grade Range:** Minimum Capt/O3 - Maximum Maj/O4

(UMD limited to Major, selection of and/or promotion to Lt Col contingent upon UMD controlled grade availability)

**Military Requirements:** AFSC for this position is 21RX, must be willing to obtain 21RX within one year of appointment if do not already have it. Must meet AFSC requirements according to the AFOCD. Must be able to obtain and maintain a SECRET security clearance. Must be a U.S. Citizen. **Applicants will review the qualifications for the award of this AFSC in the AFOCD. Failure to review these qualifications may result in the applicant not being eligible for the position.**

**Area of Consideration:** All members of the Nebraska Air National Guard, or those eligible to become members of the Nebraska Air National Guard, in the grade of Capt/O3 – Maj/O4, may apply for this position.

**Area 1 – AFSC Qualified**

**Area 2 – Non AFSC Qualified**

**Specialty Summary.** The Logistics Readiness specialty (AFSC 21RX) encompasses the integration of four logistics competencies at the basic, senior, and master levels for Logistics Planning, Supply Management, Distribution Management, and Leadership. Responsibilities include directing integrated logistics processes; accomplishing joint logistics planning for war fighting support and sustainment with the Joint Staff, Unified Commands, other military services, and agencies of the Office of the Secretary of Defense; and directing acquisition and wholesale logistics activities. Related DoD Occupational Group: 280100.

**Duties and Responsibilities:**

2.1. Force Development. The core of Logistics Readiness Officer (LRO) human capital development is officership and leadership with logistics competencies aligned and expanded upon throughout a career. Deliberate education, training, and experience opportunities will shape LROs for the future high-end fight and align with the vision of the LRO of 2035: the LRO of the future excels in developing and leading AF, Joint, Coalition teams for logistics community and beyond. They are in demand to serve as Group/CCs, Wing/CCs, and could grow into future MAJCOM A4s, Combatant Command J4s, and other Joint senior leaders.

2.2. Logistic Competencies: The new competency-based model in accordance with earned proficiency levels (basic/intermediate/advanced/expert) will enable LROs to think critically and drive effective decision-making for all domains among the conflict and competition.

2.2.1. Logistics Planning: Directs peacetime, contingency, and wartime logistics planning operations including deployment command and control, Logistics Readiness Centers, Combat Support Center

activities, deployment, bed-down, redeployment activities, War Reserve Material (WRM) management, support agreement management, Time-phased Force Deployment Data (TPFDD) and Unit Type Codes (UTCs). Within Logistics planning, the subcompetency Plan and Support Program exists. This is the management and evaluation of logistics support capabilities.

2.2.2. Supply Management: Identifies and coordinates requirements and planning for joint supply activities throughout the DoD, and manages key global suppliers to support Combatant Commander requirements. Critical elements of supply chain management include understanding and prioritizing requirements; visibility as maneuver, identifying mission-essential weapon systems and equipment; visibility of material moving through the distribution pipeline; ability to accurately forecast demands for sustainment; and privatization of supply tasks in the area of responsibility (AOR). This competency is further broken down into three subcompetencies: Life Cycle Logistics, Consumable Commodities, and Repairable Commodities. Life Cycle Logistics develops, initiates, integrates, and manages all logistics actions associated with life cycle management of weapon systems, subsystems, and equipment. Consumable Commodities is the management of commodities which are consumed, including hazardous material, Petroleum, Oil and Lubricants (POL). Finally, Repairable Commodities is the management of commodities which are repaired, including aircraft parts, equipment, and vehicles.

2.2.3. Distribution Management: Responsible for logistics pipeline management and time-sensitive delivery of material in support of peacetime, contingency, and wartime operations. Maintains in-transit visibility for shipments of personal property, passengers, supplies and equipment. This competency is further broken down into three sub-competencies: Transportation Management, Surface Transportation, and Air Transportation. Transportation Management directs transportation operations to include managing cargo distribution functions including receiving, inspecting, tracing, packaging, and shipping of supplies, Nuclear Weapons-Related Material, equipment, war readiness spares, and household goods (HHG). Surface Transportation is the management of cargo and passenger distribution functions through the surface transportation system. Finally, Air Transportation include the management of cargo and passenger distribution functions through the air transportation system.

2.2.4. Leadership: Lead through problem-solving, critical thinking, appropriate decision-making, and integration of teams. This fourth core competency is further broken down into five sub-competencies: Unit Readiness, Inspections, Budget, Training, and Organizational Management. Unit Readiness involves evaluating and preparing unit personnel and equipment for multi-domain mission requirements. Inspections include driving a proactive and effective unit inspection program. The budget includes apportion programs for all personnel. Finally, Organizational Management is organizing, planning, and leading the unit.

### **Specialty Qualifications:**

3.1. 21R3 Qualification Requirements. (Note: Reference 21R Career field Education and Training Plan (CFETP), September 2021, for additional information)

3.1.1. The 21R3 upgrade is a critical milestone for all LROs as it distinguishes them as a fully qualified Air Force logistician to support peace and wartime requirements. The following is mandatory to obtain the skill level upgrade:

1. Attend and graduate from the LRO Basic Course
2. 36-48 month experience
3. Three of four 21R occupational competencies must be achieved at the Basic proficiency level (Note: the Leadership competency is mandatory of the three selected). Concurrent earning of the Logistics Planning, Supply Management, and Distribution Management is prohibited. The only competency that be achieved with the others is the Leadership competency (Note: if filling a non-21R position at base level, the only competency that is possible to achieve is Leadership competency).

3.2. The Senior LRO Skill-level Certification Requirements: fully qualified 21R3 in accordance with paragraph with 4.1

1. Seven years minimum as a 21R officer. (Note: time spent outside of the traditional Logistics Readiness positions will count towards time as long as the officer's core ID is 21R).
2. The final competency is earned at the Basic proficiency level (four or four earned)
3. A minimum of 200 continuous learning points (CLPs) must be earned. (Note: Professional Military Education (PME) does not count toward CLP requirements).
- 3.3. The Master LRO Skill-level Certifications Requirements: Fully qualified 21R3 in accordance with paragraph 4.1. and earned Senior Badge.
  1. 15 years minimum as 21R officer. (Note: time spent outside of the traditional Logistics Readiness positions will count towards time as long as the officer's core ID is 21R).
  2. At least one competency must be earned at the Advanced proficiency level.
  3. A minimum of 200 CLPs must be earned beyond the original 200 point for the senior badge requirement. (Note: PME does not count towards CLP requirements).
  4. 21R Air Force Specialty Code (AFSC) Breakdown: The primary AFSC (PAFSC) is defined as the awarded AFSC in which an individual is best qualified to perform their duty. The PAFSC is the highest skill level earned within a career field and as an LRO, the upgrade to 21R3 is the highest earned qualification. The AFSCs (DAFSC) may change after each assignment. (Note: the 21R4 AFSC is not a skill level upgrade. This considered a DAFSC only and is assigned to those members fulfilling a staff level billet, Numbered Air Force or Higher).

## Application Instructions:

**Please read the application instructions as there have been changes to the application and process for applying.**

### **!!! IMPORTANT NOTICE!!!**

**Applications will be screened after the job closing date, not prior. Please review your application for accuracy before you submit it to HRO. Nothing will be added to the application after 1600 hrs on the closing date.**

E-mail may be sent to [ng.ne.nearng.list.hro-agr-job-apps@army.mil](mailto:ng.ne.nearng.list.hro-agr-job-apps@army.mil) with a subject line of "Job Application AGR-AF-\_\_-\_\_ (list job announcement number)". Electronic applications will be submitted as one attachment. **Applications submitted in multiple attachments will not be accepted. Applications submitted in binders or document protectors will not be accepted.** Applications or attachments which are unreachable or cannot be opened will not be accepted or considered.

Packets without the appropriate documents or a written explanation will not be processed for interviews. Applicants will use the following checklist to ensure proper documentation is submitted.

Yes  No 1. **Application for Active Guard/Reserve (AGR) Position, NGB Form 34-1, dated 20131111.** This form can be downloaded from the Nebraska National Guard Opportunities webpage. **Previous versions of the form will not be accepted.** Application must be signed and written explanations for YES answers must be provided within the application packet. \_\_\_\_ (Initials)

Yes  No 2. **Records review RIP or SURF Sheet** \_\_\_\_ (Initials)

Yes  No 3. **Last 3 Officer / Enlisted Performance Reports (OPR / EPR),** or Statement addressing missing reports. Does not apply to traditional, enlisted Airmen or if you have not required 3 OPR/EPR's. \_\_\_\_ (Initials)

Yes  No 4. **Current Point Credit Summary** - Applies to Reserve Component/ANG Only \_\_\_\_  
 Yes  No 5. **Current Flying History Report** (if applicable) \_\_\_\_ (Initials)

Yes  No 6. **AF 422 or DD 2992** (showing current physical PULHES) and PHA within 12 months \_\_\_\_ (Initials)

Yes  No 7. **AF Fitness Assessment with current Fit Test Score and Fit Test History**  
Member must provide current documentation showing they meet the **fitness standard score of 75 or higher** IAW NGB/AIPOF Memorandum dated, 1 Oct 08, Subject: Interim Guidance Implementation of Standard Fitness Score for Purposes of Promotion and Reenlistment, Effective 1 October 2008, AWGI 10-248, and ANGI 36-101. \_\_\_\_ (Initials)

The use of official mail to forward employment applications is prohibited. Applications submitted using government postage will not be considered.

Mail applications to: NE National Guard  
Human Resource – AGR Branch  
2433 NW 24th Street  
Lincoln, NE 68524

*The HRO is not responsible for any malfunctions when using electronic means to transmit job applications. Applicants may request to verify receipt of their application through e-mail or telephonically.*

**The Nebraska National Guard is an equal opportunity employer; we do not discriminate on the basis of race, gender, sexual orientation, religion, national origin or ethnicity.**

