



District of Columbia National Guard

Accelerated Hiring Announcement

Title 32 Dual Status Technician

DC-AHA-AF-26-01



<p style="text-align: center;">APPLICATION MUST BE FORWARDED TO:</p> <p style="text-align: center;">IN ORDER TO RECEIVE CONSIDERATION</p> <p style="text-align: center;">Lt Col Aaron Gadbois aaron.gadbois@us.af.mil</p>	<p>OPENING DATE: 29 January 2026</p>	<p>CLOSING DATE: 28 February 2026</p>	<p>Position Title: AIRCRAFT MAINTENANCE MANAGER Title 32 Technician Grade: GS-1601-13 AFSC: 21A3 Min Rank: 2LT Max Rank: MAJ</p>
<p>Position Location: 213th Maintenance Squadron Joint Base Andrews MD</p>	<p>AREA OF CONSIDERATION: GROUP III Current or former uniformed service members (Active, Reserve, Guard) nationwide who are eligible for military membership in the (DCANG)</p> <p>NOTE: This position is subject to provisions of the DoD Priority Placement Program.</p>		
<p>INSTRUCTIONS FOR APPLYING: You must send applications electronically to the email addresses listed below.</p> <p style="text-align: center;">REQUIRED DOCUMENTS:</p> <ol style="list-style-type: none"> 1. Resume - resume highlighting your specialized experience. Ensure you include "from (mm/yy)" and "to (mm/yy)" dates along with a description of your relevant experience. 2. Please submit completed packages to: <p style="text-align: center;">Lt Col Aaron Gadbois aaron.gadbois@us.af.mil</p>			
<p>GENERAL EXPERIENCE: Experience, education, or training which has provided the applicant with a knowledge of equipment maintenance work, or skill in reading engineering drawings and specifications, using test instruments, making computations, and keeping records. Experience using computer and automation systems.</p> <p>SPECIALIZED EXPERIENCE: 1-year specialized experience to at least the next lower grade that provided experience in applying principles, concepts, and methods of equipment, facility, or service operations sufficient in planning assignments. Experience using well-established occupational methods and techniques to determine facility, grounds, equipment overhaul, maintenance, restoration, repair needs, etc. Experience in determination of resource needs, allocation of resources, and budgeting/funding needs. Experience in human resources management policy matters affecting the entire organization, with personnel actions affecting key employees to include experience coordinating work forces and resources and negotiating with management or clients concerning problems. Also includes Experience in managing the function of the work to be performed. Experience which includes leading, directing and assigning work of personnel.</p>			

Announcement Number: DC-AHA-AF-26-001

Position: AIRCRAFT MAINTENANCE MANAGER

POSITION DESCRIPTION:

1. Plans, organizes, and oversees the activities of the organization. Develops goals and objectives that integrate organization and functional area requirements. Establishes, revises, or reviews policies, procedures, mission objectives, and organization design for the staff, as necessary to eliminate work problems or barriers to mission accomplishment, promote team building, implement quality improvements, or in response to concerns with regulatory compliance and/or customer requirements. Plans work for accomplishment by subordinate units, sets and adjusts short-term and long-term priorities to include at a minimum; unit inspection cycles, deployment cycles and depot inputs. Prepares schedules based on the difficulty of requirements and assignments such that the experience, training, and abilities of the staff are effectively utilized to meet organization and customer needs. Provides subordinate supervisors and staff with direction and advice regarding policies, procedures, and guidelines. Reviews and structures organization to optimize use of resources and maximize efficiency and effectiveness of the organization. Balances workload and provides overall direction and vision to the subordinate supervisors on a wide range of maintenance and administrative issues. Establishes metric and analysis systems to assess unit efficiency, effectiveness, and compliance with regulatory procedures. Reviews systems for the organization to make certain government needs are met and validated, and that economy and quality of operations are maintained or improved. Evaluates requirements for additional resources submitted by subordinate supervisors and balances organization needs with overall mission requirements and resources. Identifies the need for change in organization priorities and takes action to implement changes. Plans and schedules work in a manner that promotes a smooth flow and even distribution and ensures effective use of organization resources. Accepts, amends, or rejects work of subordinate supervisors. Reviews work and management techniques of subordinate supervisors and is held accountable for actions taken and advice provided by staff of subordinate units. Makes decisions on work problems presented by subordinate supervisors. Directs self-assessment activities of subordinate supervisors. Reviews training recommended by subordinate supervisors to assure it is proper and promotes effective operation of the organization as a whole. (30%)

2. Collaborates with the Group Commander and other base organizations to plan, develop and implement numerous long term plans to include: the Wing/Group Strategic Plan (mission, goals, values, objectives, etc.), Commander's Inspection Program, the Base Master Plan (facilities), Communications/Computer Plan (infrastructure capabilities/upgrade), the Vehicle Replacement Plan, the Deployment Cycle Plan, Aircraft Modification Plan, Depot Input Plan, force management and recruiting/retention plans, weapon system conversions, and base supplements. Develop operational plans and conduct operational planning to provide for an adaptable, agile force able to respond to dynamic contingency and non-contingency worldwide events based on the assigned aircraft and mission sets. Collaborates with the Group Commander and the HRO on major organization changes and changes based on manpower documents. Serves as a key team member in the strategic planning process at the state and national level.

(a) Through subordinate functional supervisors, directs and supervises staff and production functions affecting very complex high performance aircraft with a wide variety of high cost, sophisticated systems, controlling approximately two thirds of base dollars. Directs a group work force of skilled technicians and traditional guard members, including a variety of staff, administrative, and trades and crafts occupations.

(b) Determines goals and objectives for the squadron. Reviews, accepts, amends or rejects work which has been accomplished by subordinate supervisors and organizations. Executes the squadron Commander's Inspection Program (CCIP) assessing the organizations ability to execute the mission, manage resources, develop personnel and improve the unit. Gives advice, counsel, and instructions to supervisors and subordinate employees on both general policy and administrative matters. Consults with subordinate supervisors and training specialists on training needs. Provides for employee development and training to ensure all assigned personnel and organizational entities are fully capable of performing their wartime tasking. Reviews Special Certification Roster to ensure accuracy and that a sufficient number of personnel are qualified to perform mission critical tasks. Makes decisions on work problems presented by subordinate supervisors. Establishes develops performance standards. Evaluates subordinate supervisors and reviews evaluations made by subordinate supervisors. Makes and approves selections for subordinate positions. Hears and resolves grievances and serious employee complaints. Reviews serious disciplinary cases and problems involving subordinate employees and determines required action. Ensures efficient position management is practiced and subordinate position descriptions are accurate. Approves/disapproves leave. Supports equal employment opportunity and labor management relations programs. Administers and participates in an effective labor relations program in compliance with regulatory and statutory guidance. Meets with and discusses issues with local and national labor organization representatives as well as representatives of the Federal Labor Relations Authority, Federal Services Impasses Panel, or the Office of Personnel Management when appropriate. As required, serves as a unit management negotiating team member, providing vital input to the formulation of management's negotiation strategy and proposals. Provides resources to participate in the Department of Defense Wage Fixing Authority (DODWFA) wage surveys.

(c) Plans, organizes, schedules, controls, and directs unit aircraft maintenance resources to meet mission requirements. Directs programs to ensure mission accomplishment and the optimum use of resources. In conjunction with the other Wing organizations, plans and executes the maintenance elements of the flying hour and training program to ensure the Wing can meet contingency and wartime tasking of the aviation element, as well as the Expeditionary Combat Support (ECS). Through subordinate supervisors, manages aircraft maintenance activities. Ensures resources such as facilities, manpower, equipment, communications, technical data, tools, and parts are adequate to meet the unit peacetime and wartime mission. Supports audit programs within the group. Through subordinate staff, ensures the standardized formal evaluation, mentoring and awards program is compliant and tracked.

(d) Plans, schedules, controls and directs the use of all resources to ensure timely, effective and complete support of mission requirements. Ensures all aircraft maintenance work meets the highest standards for compliance and airworthiness and that attention is focused on readiness and the wartime tasking(s) of the unit. Balances peacetime economy, readiness, and responsiveness to wartime tasking, resources, and survivability. Supports the Aircraft Maintenance portion of the Designed Operational Capability (DOC) statement of the unit and/or the Emergency War Orders (EWO). Serves as the primary aircraft maintenance representative on the Commander's Contingency Staff, providing guidance and suggested resolutions to a variety of complex and time-sensitive situations.
(20%)

(e) Plans and institutes fiscal controls to ensure compliance with federal law and higher headquarters directives. Provides optimum support to subordinate organizations in asset acquisition, distribution and accountability, fiscal planning and programming, funds distribution and management, economic analysis assistance, budget administration, material management, and related activities. Oversees the repair and availability of aircraft parts and components under the Depot Level Repairable (DLR) program which responsibilities include providing input to the Financial Management Board (FMB) as required; resourcing multiyear and long-term plans; developing policies in response to midyear or POM directed appropriations or funding changes (i.e. modernization efforts, DLR "bow waves", readiness and environmental compliance); and approving allocation and distribution of funds within the wing. Approves allocation and distribution of funds within the squadron. Complies with Financial Improvement and Audit Readiness (FIAR) standards. (25%)

3. Coordinates with appropriate groups in the wing to ensure an integrated approach to the solution of problems relating to availability of aircraft and the ability to conduct the military mission. Assesses the impact of the flying schedule and schedule changes program to ensure that aircraft requirements and configurations can be met. Plans, implements, and coordinates multiple complex and often competing mission requirements and commitments involving Expeditionary Combat Support (ECS) and aviation packages which may require the activation and deployment of an adaptable, agile force able to respond to dynamic worldwide events. Ensures the unit retains the capability for the simultaneous execution of home station maintenance and training. Confers with applicable base support functions to ensure that squadron needs and requirements are being satisfied. Balances risk to ensure appropriate allocation and prioritization of resources required to meet mission requirements. Identifies aircraft failure trends to part level, develops, and issues unit one-time inspection guidance when warranted. Chairs meetings to coordinate and schedule work to be accomplished by various technicians from a variety of trades that must work as a team to accomplish tasks and goals.

(a) Plans, implements, and executes contingency operations which may require the activation and deployment of an adaptable, agile force able to respond to dynamic worldwide events. Participates in decision making impacting aircraft availability, configuration, and capability. Plans for force protection, resource protection and recovery of battle damaged aircraft. Manages and dispatches Maintenance Recovery Teams (MRT) all over the world to recover disabled aircraft. Ensures planned generation/regeneration of aircraft meets Air Tasking Order guidance in coordination with the Operations Group.

(b) Represents and speaks for the Group Commander with representatives of the National Guard Bureau, the Adjutant General, USP&FO, other military components, state/local governments, business and other public/private groups or organizations and persons having an interest in the programs of the wing/group. Coordinates aircraft maintenance requirements across agency lines (i.e., the MAJCOM staff). Maintains direct contact with the NGB staff and with counterparts at other ANG bases in order to resolve problems affecting maintenance capabilities and to ensure timely exchange of pertinent technical, managerial, and mission information. Participates in the weapons system council to effect resolution of weapon system or ANG wide management or technical problems. As required, meets with other aircraft maintenance officers of the same and/or different mission design series, to advise on policies and procedures affecting the Air National Guard aircraft maintenance workforce, infrastructure support, and regulatory guidance. Participates in conferences, seminars, or study groups as the aircraft maintenance representative for the Wing or NGB. Maintains contact with civilian or military research and development agencies in order to achieve reliability, maintainability, and supportability of changing equipment or subsystems. (25%)

4. Maintains surveillance and ensures effective operation of the maintenance program. Makes periodic and comprehensive assessment of program through a review of performance indicators, productivity goals and accomplishments, deficiency reports, audit findings, etc. Identifies existing or potential productivity problems and discusses with subordinate supervisors. Ensures that corrective actions or improvement plans are implemented to resolve problems. Validates maintenance program methods, procedures and policies to ensure that the subordinate supervisors have the flexibility needed to meet the program goals and objectives. Evaluates, through a trends analysis program, the activities of the aircraft maintenance programs to ensure resolution and prevent reoccurrence of problems, and that self-inspection requirements are in accordance with established policies and prescribed directives. Reviews budget proposals, quarterly progress reports, fiscal plans, inputs to war/mobilization and mobility plans, and host tenant support agreements to ensure that financial and organizational requirements are fully integrated to accurately forecast and control allocation of resources to meet goals, objectives, and mission requirements.

(a) Develops CONUS and OCONUS deployment plans to meet unit mission goals, inspection schedules, and deployment requirements. Identifies the need for facility/equipment modernization, improvements, and/or replacements. Coordinates planning and resources with other units and higher headquarters. Manages the development of unit training goals and long range training plans. Ensures training sustains work force qualifications and capabilities.

(b) Manages the resource protection program, which includes physical security, information security, and industrial and occupational safety and health. Exercises continuing responsibility for safety conditions, procedures, and work practices employed within the maintenance community. Provides work force guidance on safety matters and ensures safe work practices are utilized. Ensures that periodic inspections of work centers are performed and immediate action is taken to correct unsafe conditions. Oversees programs such as the Commander's Inspection Program, self-inspection evaluations and the engine foreign object damage (FOD) program. Serves on the Maintenance Environmental Excellence Program Committee which establishes guidelines and initiatives for the prevention and handling of hazardous materials. Assesses program goals ensuring compliance with Defense Environmental Quality Program Policies, and associated state, and national laws.

(c) Prepares for and participates in various types of readiness events. Serves, as required, as a member of a team to cope with natural disasters or civil emergencies. Serves as a technical advisor to accident investigation boards and may be required to serve as a member of such boards.

(d) Develops squadron level policy and oversees the maintenance automated information systems. Makes management decisions impacting purchase and use of computer hardware, software, and training programs. Serves various functions such as Precision Measurement Inspection Laboratory (PMEL), Transportable Field Calibration Unit (TFCU), AFMC field teams, or aircrew training devices or a Non-Destructive Inspection (NDI) function that provides regional support for other government agencies. (20%)

5. Performs other duties as assigned.