



STATE OF DELAWARE
HEADQUARTERS, DELAWARE AIR NATIONAL GUARD
1 VAVALA WAY
NEW CASTLE, DELAWARE 19720-2417



ENLISTED VACANCY ANNOUNCEMENT

Delaware Air National Guard State Command Chief Drill Status Guardsman

Closing Date: 12 April 2026

Unit: HQ-DEANG Authorized AFSC: Any Auth Grade: CMSgt (E-9)

Area of Consideration: Open to current members of the Delaware Air National Guard (DEANG).

Requirements:

- Must have a minimum of two years retainability
- Must currently be in the grade of CMSgt (E-9)
- Must be a CMSgt that has previously attended the ANG CMSgt Orientation Course; and
- Must attend ANG Command Chief Master Sergeant (CCM) Training Course no later than six months from assignment.

Appointment:

- Will be made by the Assistant Adjutant General- Air (ATAG), Delaware Air National Guard.
- Will be no less than two years and will not exceed six years from date of assignment IAW DAFI

36-2109, Chief Master Sergeant of the Air Force, Senior Enlisted Leadership Management and Air Force Enlisted Council.

Duties and Responsibilities:

- Will be the primary advisor to Joint Force Headquarters leadership on matters related to the health, morale, resiliency, and welfare of assigned enlisted members, including matters impacting proper organization, utilization, manning, quality of senior enlisted leadership, management/supervisor training, operations tempo, and quality of life providing recommendations to resolve problems.
- Will maintain liaison with Assistant Adjutant General- Air, the Adjutant General, 166th Wing Commander (WG/CC) and Command Chief Master Sergeant (WG/CCM), Director of Staff – Air, and other Joint Force Headquarters staff members.
- Will provide advice and counsel to 166th WG/CC, 166th WG/CCM, and other 166th Wing senior leaders.
- Will coordinate and support the selection process of DEANG first sergeants.
- Will provide information to the Command Chief Master Sergeant of the Air National Guard (ANG/CCM) concerning personnel training concerning personnel training and manpower issues; effectiveness of AF, and ANG programs; and quality-of-life issues having a significant impact on the enlisted force.
- Will advise the 166th WG/CC on selection process of new 166th WG/CCMs.
- Will guide, train, and mentor 166 WG/CCM.
- Will manage the Stripes for Exceptional Performers I & II program in accordance with DAFI 36-2502, *Airmen Promotion/Demotion Programs*. This management includes advertising the program, boarding applicants, advising the Assistant Adjutant General-Air on the board recommendations, forwarding selected packages to ANG for approval, and following program term limits to ensure the DEANG adheres to them.

- Will understand and participate in the DEANG force management plan concerning enlisted members, through selective retention and AGR continuation boards.
- Will make recommendations for improvement, expansion, and increased 166th Wing enlisted involvement and command utilization; oversee the development of 166th Wing-wide standard operating procedures and other guides that further the understanding among enlisted personnel; and provide dynamic motivation for efforts toward attainment of readiness.
- Will forward all concerns and issues to DEANG and 166th Wing senior leadership or the ANG/CCM as appropriate.
- Will seek opportunities and work closely with, or for, state partnership programs that foster NCO partnership with other nations.

Expectations:

- Must be committed to the position and the enlisted corps;
- Must be involved personally with enlisted issues facing the DEANG;
- Must display an attitude/philosophy of professionalism, leadership, coaching/mentoring skills, quality management practices, focused on people;
- Must have a leadership approach that inspires action, agility, and innovation;
- Must display an attitude of service and selflessness to the DEANG;
- Must have the ability to devote the necessary time needed to succeed; and
- Must be available throughout the month for events, TDY's and meetings as required
- Must be an enlisted leader who is able to lead the enlisted corps into the future.

Experience:

- Diverse professional experience through assignments in the Air National Guard (operations, logistics, support, flying and non-flying).
- Prior group Senior Enlisted Leader, wing CCM, or state CCM experience; candidates without this must include an endorsement memo from their current wing or state CCM.
- Comparable civilian experience of like responsibility which complements military experience.

Education:

- CCAF or civilian Associate's degree or above.

INSTRUCTIONS FOR APPLYING:

Submit the following to Colonel Christopher Farmer, NGDE-Dos at christopher.farmer@us.af.mil. Consolidate all items into one PDF document (do NOT use portfolio format) titled: CY26 State CCM, *Last Name, First Name* (ex. CY26 State CCM, Jones, Sam).

- a. Application Letter (example below on page 4)
- b. Official AF Biography
- c. Civilian/military resume
- d. Current vMPF RIP
- e. Current Passing Fitness Test Scores must have scored 80 or above on last two fitness tests, or 90 or above on most recent fitness test, no failure on any portion within the last 36 months.
- f. Last three EPRs
- g. OPTIONAL Letter of Recommendation (two maximum)

CLOSE OUT DATE: Applications must be submitted by COB 12 April 2026. Please direct questions concerning this position to Colonel Christopher Farmer, christopher.farmer@us.af.mil.

APPLICATION LETTER EXAMPLE FORMAT (Ensure format matches Tongue and Quill):

MEMORANDUM FOR NGDE-ATAG-AIR

FROM: ORG/SYMBOL

Street Address

City ST 12345-6789

SUBJECT: State Command Chief Master Sergeant Position

Complete the following questions and statements as completely as possible. Use your own forms and/or additional sheets as necessary for clarity and appearance.

1. Indicate why your past achievements/performance makes you qualified for the position of the state CCM.
2. Why do you believe that you will be successful in the performance as a state CCM?
3. What is your strongest leadership characteristic and why?
4. Indicate your breadth of experience, both civilian and military, that will give you an edge in the position of state CCM.
5. What are the professional competencies/skills that you bring to this position?
6. What are some of your notable achievements?
7. What do you value most in the Air National Guard and in your personal life?
8. What is your educational background and plans for any future formal education?
9. What, in your opinion, are the issues, strengths and weaknesses facing the DEANG over the next two years?
10. Please describe any joint and Domestic Operations experience you have?

I, NAME, realize that the state Command Chief Master Sergeant position of the DEANG is a position of significant trust, responsibility, and influence, and I am committed to making the personal time available to serve.