



ANG DRILL STATUS VACANCY ANNOUNCEMENT

Position Title:	Military Equal Opportunity Practitioner
Date of Announcement:	05 March 2026
Closing Date:	Until filled
Duty Location & Unit:	ANG Wellness Center (Bldg 10480, Rm 113, JBER AK) 176 WG/EO
Rank/Grade, AFSC:	SSgt (E-5) to MSgt (E-7). Open to all AFSCs; must be qualified in primary AFSC and possess the appropriate skill level commensurate with grade/rank.
Selecting Official:	Eddie Perez, 2d Lt, EO Director
Point of Contact:	Eddie Perez, 2d Lt, 176WG/EO, eddie.perez.3@us.af.mil
Area of Consideration:	Open to all Traditional Drill Status Guardsman (DSG) and Military Dual-Status Technicians assigned to the Alaska Air National Guard. AGR personnel are not eligible.

SPECIALTY SUMMARY: Implements, supervises, and manages all aspects of the military equal opportunity (MEO) program. Conducts administrative functions to support the MEO program.

QUALIFICATIONS AND SELECTION FACTORS:

- Selection for this position will be made without regard to race, color, sex, national origin, or religion.
- Applicants are subject to review by the Force Support Squadron to ensure mandatory requirements are met as outlined in applicable regulations.
- Applicants must meet an interview board and will be notified by email of the time and place.
- Strong interpersonal communication and presentation skills.
- Exceptional military bearing, professionalism, and moral character.
- Demonstrated emotional intelligence with a proven ability to establish trust and rapport across individuals from varied backgrounds.
- No convictions for alcohol, financial, behavioral, or violations listed in the Equal Opportunity-DAFECD para 3.5.2 and its sub-paragraphs. Clear disciplinary record - no MEO violations, non-judicial punishment, or substantiated misconduct/harassment.

DUTIES AND RESPONSIBILITIES:

Advises commanders and directors on conditions that impact operations and mission effectiveness. Directs semi-annual equal opportunity assessment summary. Uses surveys, interviews, focus groups, and other techniques to gather information and identify factors that impact organizational effectiveness and mission readiness. Analyze unit and wing trend data. Performs out-and-about assessments. Identifies existing and potential equal opportunity and other human relations (HR) issues. Emphasizes areas that potentially undermine the installation readiness posture and human relations climate (e.g., demonstrations, dissidents, and protest activities) and recommend solutions to resolve MEO concerns and improve the HR climate.

Provides advice and consultation to senior leadership and base personnel on MEO policies and programs. Collaborates with the integrated primary prevention workforce and other CAT members to support integrated prevention plans and activities where issues and topics are within the EO purview. Serves as a proactive preventionist and as an authoritative program data source for the installation commander/center commander (Director). Provides information to those seeking MEO assistance. Provides referral services as needed to assist in resolving concerns. Ensures that all military and civilian personnel are aware of the Negotiation Dispute Resolution (NDR) program, its benefits, and the option to utilize NDR. Conducts or assists in equal opportunity and treatment incidents (EOTI), installation equal opportunity assessment summaries (IEOAS), institutional discrimination allegations, Management Internal Control Toolset (MICT) Self-Assessment Checklists (SAC), and other requirements. Prepare and conduct alternative dispute resolution (ADR) meetings. Initiate and maintain MEO case files.

Conducts all required EO trainings using standardized DAF EO training materials (e.g., curricula, lesson plans, etc.). Conducts briefings, lectures, group discussions, focus groups, and seminars. Evaluates MEO training effectiveness and ensures report updates are accomplished. Ensures MEO personnel meet initial and refresher training as required. Performs administrative functions, i.e., preparing reports and correspondence, responding to congressional inquiries, and managing the filing plan. Maintains historical trend data. Complete additional reports as required. Determines MEO office resource requirements.

TRAINING REQUIREMENTS:

- Minimum grade of E-5 or E-5 select with no more than 16 years of military service.
- Must complete observation period with the local MEO office (4 RSDs).
- Strong interpersonal and communication skills.
- Completion of college courses in English, social science, psychology, sociology, human resources and behavior, organizational development, and speech is desirable.
- The member cannot serve as a SARC or Victim Advocate.
- Any misconduct, inappropriate behavior, or violation of the EO-DAFECD para 3.5.2 and its subparagraphs will disqualify a member from serving as an MEO Practitioner.
- Must attend the Equal Opportunity Advisor Reserve Component Course (EOARCC) and EEO Mediation Course (EEOMC) at the Defense Equal Opportunity Management Institute (DEOMI), Patrick SFB, Florida, for award of AFSC 3F431 within 6 months of appointment.

APPLICATION REQUIREMENTS:

Submit the following documents in ONE SINGLE PDF titled: Rank_lastname_EO Practitioner

1. Resume
2. Current Fitness Assessment Report
3. Last 3 EPBs (provide memorandum of record if any are missing)
4. vMPF Report of Individual Person (RIP), dated within the last 30 days of submission
5. Letter of Recommendation from Unit/CC
6. Letter of Intent (LOI) outlining motivation for retraining into the MEO career field. The LOI should describe the candidate's interest in the MEO mission, relevant experience, and how they intend to contribute to fostering a culture of dignity and respect across the Wing.

HOW TO APPLY:

Submit application requirements to: 176wg.eo.176wg@us.af.mil