



Cadet Wing Intelligence Advisor

This is a civilian position that works for a 501(c)3 non-profit that supports the Air Force Academy.

UNITED STATES AIR FORCE ACADEMY ASSOCIATION & FOUNDATION

The United States Air Force Academy Association & Foundation (“Association & Foundation”) believe strongly that the United States Air Force Academy (“Academy”) is a vital national resource, upholding the invaluable mission of developing leaders of character for our Air Force, Space Force and nation. The Association & Foundation have joined forces to accomplish their complementary missions to actively support these leaders as well as the Academy and its cadets.

The core values of the United States Air Force Academy are Integrity First, Service Before Self, and Excellence in All We Do. These same core values guide the Association & Foundation, as well as our boards and staff.

Association & Foundation - Institute for Future Conflict (donation funded)

The Institute for Future Conflict (IFC) is dedicated to creating and cultivating flexible warfighters who are prepared to prevail in conflict no matter what form it may take in the future. The IFC does this by working across all three major units at the United States Air Force Academy to develop warfighters in the classroom, on the training ground, and through athletic competition.

THE OVERVIEW

The Institute for Future Conflict at the United States Air Force Academy seeks a qualified candidate for the full time, on-site position of Cadet Wing Intelligence Advisor, who will report directly to the Wargaming Fellow for the IFC. This is a donation funded position. The Advisor will be required to be on a Volunteer Services Agreement (VSA) with USAFA.

The primary purpose of this position is: Serve as an intelligence officer for the Cadet Wing, overseeing intelligence operations, security compliance, and training programs. Lead intelligence policy enforcement, training doctrine development, and exercise execution while serving as a liaison with USAFA HQ/A2 and Intelligence, Surveillance, and Reconnaissance (ISR) stakeholders to include the training behind the future UAS program, while ensuring cadet intelligence programs align with national defense priorities.

The organizational goals and objectives of this position are to: Ensure cadets receive realistic, intelligence-driven training to prepare them for multi-domain operations. Implements ISR methodologies, operational decision-making training, and security policies to enhance cadet readiness.

The Advisor will support and contribute to the IFC and Cadet Wing in the following ways:

DAILY RESPONSIBILITIES

Intelligence Program Execution and Operational Integration:

1. Serves as an intelligence subject matter expert (SME) for the Cadet Wing, responsible for the day-to-day management and operational execution of intelligence programs.
2. Ensure timely integration of ISR capabilities into cadet training environments and enforce compliance with security policies, classified information handling, and OPSEC protocols.
3. Act as the direct liaison with HQ USAFA/A2 to synchronize intelligence operations with institutional objectives, Joint Intelligence policies, and DoD security directives.
4. Provide ongoing support to Cadet Wing leadership, translating intelligence guidance into executable training practices.
5. Oversee implementation of ISR training across cadet programs, ensuring execution aligns with established security frameworks and operational readiness goals.

Intelligence Training Doctrine, Scenario-Based Exercises, and Multi-Domain Readiness:

1. Leads the creation and oversight of cadet intelligence training doctrine, ensuring programs integrate Air Force ISR objectives, Joint Intelligence methodologies, and national security priorities.
2. Establishes training frameworks that support real-world operational intelligence, emphasizing ISR mission integration, operational decision-making, and multi-domain readiness.
3. Oversees the design, execution, and evaluation of large-scale intelligence-driven exercises, translating doctrine into practical events.
4. Direct the development of comprehensive exercise plans, integrating geospatial intelligence, terrain analysis, classified data, and threat-based scenarios to foster real-world decision-making. Develop detailed after-action reports (AARs) and training assessments, identifying gaps and performance trends for long-term exercise improvements.

Multi-Domain Intelligence Integration and Stakeholder Collaboration:

1. Serve as the Cadet Wing intelligence liaison, ensuring cross-domain ISR integration throughout Cadet Wing training.
2. Collaborates with DoD intelligence components, the Intelligence Community (IC), and operational ISR units to align cadet intelligence instruction with mission requirements and emerging multi-domain concepts.
3. Lead efforts to modernize intelligence training methodologies, incorporating new technologies, analytic approaches, and security protocols to maintain operational relevance.
4. Direct CW curriculum updates in response to advances in ISR capabilities and threat landscapes, ensuring cadet training reflects current operational standards.

Strategic Intelligence Assessments and Institutional Policy Development:

1. Conducts in-depth evaluations of Cadet Wing intelligence training effectiveness, security compliance, and ISR integration to inform long-term strategic improvements.
2. Identify capability gaps, resource shortfalls, and training deficiencies through data-driven assessments and feedback from operational exercises.
3. Develop and recommend institutional policies that support evolving Air Force ISR doctrine, Joint Intelligence initiatives, and national security directives.
4. Advise senior leadership on the strategic direction of Cadet Wing intelligence programs, delivering high-level briefings and policy proposals that shape future training constructs, compliance standards, and institutional doctrine.
5. Lead long-range planning efforts to modernize cadet intelligence programs and sustain alignment with emerging threats and mission priorities.

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of intelligence collection, analysis, and dissemination methods, including the evaluation of intelligence sources to inform training, security compliance, and policy development.
- Knowledge of the national intelligence community, Joint, DoD structure, organizations, and mission/functions, with an emphasis on intelligence training integration and multi-domain operations.
- Knowledge of USAF and national ISR PED capabilities, systems, and operational intelligence applications for training, curriculum development, and scenario-based exercises.
- Ability to assess intelligence program execution, training effectiveness, and compliance with national security standards, providing policy recommendations and program adjustments.
- Ability to communicate effectively, both orally and in writing, to brief senior leadership, develop policies, and provide recommendations on intelligence training and program implementation.
- Ability to apply intelligence analysis techniques, integrate threat awareness into training programs, and ensure operational security compliance in intelligence-driven exercises.

REQUIRED QUALIFICATIONS

- Bachelor's Degree is preferred, 10 years' experience in the Intel Community along with Training and Exercises.
- The position requires expert knowledge of intelligence security policies, classified information handling procedures, and ISR training governance.
- The Advisor must apply knowledge of Air Force ISR doctrine, Joint Intelligence operations, and national security directives to develop institutional policies, security compliance frameworks, and training programs.
- Practical experience in intelligence training doctrine development, multi-domain integration, and operational security enforcement is essential.
- Interprets evolving threats and security policies to guide training program adjustments and ensure alignment with DoD intelligence objectives.

Other significant facts pertaining to this position are:

- Position is designated special-sensitive and requires eligibility for access to Sensitive Compartmented Information (SCI), other intelligence-related Special Sensitive information, to fully perform the duties and responsibilities of the position. A non-disclosure agreement must be signed.
- The Advisor may be required to perform tasks outside of their normal duties as required by their leadership.

COMPENSATION AND BENEFITS

The salary range for this position is \$75,000 - \$85,000. The Association & Foundation offers a competitive benefits package including but not limited to medical, dental, vision, life insurance, short-term and long-term disability, retirement and paid time off for all full-time employees. This is a donation funded position. The Advisor will be required to be on a Volunteer Services Agreement (VSA) with USAFA.

SUBMISSION INSTRUCTIONS:

Applicants must submit a cover letter and a resume to receive full consideration. Applications can be submitted via https://recruiting.myapps.paychex.com/appone/MainInfoReq.asp?R_ID=6993402. The position will remain open until filled.