



Cadet Wing Training 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 (IFC) at the United States Air Force Academy seeks a qualified candidate for the full time, on-site position of Cadet Wing Training 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: To design, execute, and evaluate warfighter training programs that prepare cadets, cadet instructors, and permanent party personnel to lead and operate in contested, austere, and multi-domain environments. The incumbent ensures instructional integration, field training realism, enforcement of military standards, and infrastructure development across geographically separated training ranges in support of Air Force and national defense readiness objectives.

The organizational goals or objectives of this position are: To provide comprehensive, realistic training programs and exercises that align with Air Force readiness objectives, ensuring cadets and permanent party personnel are prepared for leadership roles in multi-domain operational environments.

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

DAILY RESPONSIBILITIES

Training Program Development, Instructional Integration & Evaluation:

1. Develops, implements, and evaluates comprehensive operational training programs tailored to cadets, cadet instructors, and permanent party personnel.
2. As the tactical subject matter expert (SME), the employee is also responsible for designing and implementing evaluation tools in collaboration with Cadet Wing personnel to measure the effectiveness of training programs, instructional materials, and field exercises.

Field Exercise Design & Execution:

1. Leads the design and execution of immersive training exercises such as Fall Field Training, Combat Survival Training, and culminating events. These events incorporate small-unit tactics, multi-domain operations, air-ground integration, CAS, JTAC simulation, and contested logistics. Exercises challenge cadets' decision-making and resilience under stress and incorporate emerging technologies for enhanced realism.

Training Range Execution, Evaluation & Infrastructure Development:

1. Leads the execution of training operations across three geographically separated training complexes totaling over 300,000 acres.

Military Standards, Discipline, and MTI Integration:

1. Implements MTI-based instruction across cadet training environments to reinforce discipline, warrior ethos, and leadership development.

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of training design, curriculum development, and evaluation methods to create scenario-based programs and assess their effectiveness for diverse learner groups.
- Knowledge of advanced tactical operations and multi-domain training principles, including air-ground integration, contested logistics, and small-unit leadership in austere environments.
- Skill in planning and executing large-scale, scenario-based field exercises, applying modern technologies, conducting after-action reviews, and adapting to real-time feedback.
- Ability to oversee training operations on geographically separated ranges, identify safety or infrastructure gaps, and coordinate with external agencies for range improvements.
- Skill in enforcing military standards and discipline, conducting formal instruction (e.g., drill and ceremonies), and mentoring personnel for leadership development.
- Skill in oral and written communication, including briefing delivery, instructional writing, coordination with stakeholders, and documenting outcomes or recommendations.

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.
- Interpret 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:

- May occasionally be required to work other than regular scheduled hours.
- Work may require the employee to obtain and maintain the appropriate security clearance.
- Work will occasionally require performing routine duties in the training environment to evaluate instructional system effectiveness.
- Must be physically and mentally able to manage training area conditions, to include adverse weather and extreme temperatures, and must be able to perform duties in the training environment, which may include high altitudes, rough terrain, traveling on military aircraft or boats, etc.
- Physical demands range from walking/hiking at a rapid pace for up to 5000 meters over rough terrain, standing during long periods during a typical day, bending, reaching, and lifting 50 pounds of training equipment.
- The duties of this position require the employee to operate a motor vehicle; appropriate and valid driver's license is required.

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=6993419. The position will remain open until filled.

