



**POSITION ANNOUNCEMENT
Various Locations**

ADVERSARY AIR PILOT-IN-COMMAND

**U.S. Air Force Combat Air Force
Contracted Air Support**

**Starting Salary Range: DOE
FLSA: Exempt**

***Tactical Air Support is Nevada Center for Entrepreneurial Technology (NCET)
2019 Aerospace / Aviation Company of the Year***

Tactical Air Support, Inc., a national company headquartered in Reno, Nevada, provides domestic and international “Center of Excellence” training and support services in tactical aviation and is seeking experienced **Adversary Air (ADAIR) Pilots** to join our team. Tactical Air’s motto is “*We Serve Those Who Serve*”. Our company’s purpose is twofold: We help make the world more secure through our efforts to improve the military capabilities and security of the United States (U.S.) and our partner nations and we create an environment where our employees can discover, develop, and share their talents in a way that provides a meaningful career path.

Tactical Air deploys advanced aircraft operated by experienced fighter and attack pilots to U.S. military installations in support of Navy, Marine Corps, Air Force, and Army unit, wing, weapons school, and combat deployment training.

Tactical Air is seeking ADAIR Pilots for assignment to the USAF Combat Air Force (CAF) Contracted Air Support (CAS) contract operating Tactical Air’s F-5E/F Advanced Tiger (F-5AT™). The mission is providing ADAIR services to the USAF 4th and 5th generation fighter squadrons, groups, and wings across the U.S. Successful candidates will receive initial or transition training in Tactical Air’s F-5AT and CF-5D fighter aircraft in Reno, Nevada prior to assignment with the contract program and will be deployed to a variety of USAF fighter bases. Based on actual contract award, assignment will be at one of the following USAF bases:

- Kingsley ANGB, Oregon: <https://www.173fw.ang.af.mil/Home/Welcome/>
- Luke AFB, Arizona: <https://www.luke.af.mil>
- Holloman AFB, New Mexico: <https://www.holloman.af.mil>
- Eglin AFB, Florida: <https://www.eglin.af.mil>
- Seymour Johnson AFB, North Carolina: <https://www.seymourjohnson.af.mil>
- Kelly Field, Joint Base San Antonio, Texas: <https://www.jbsa.mil>

The ideal candidate for the ADAIR Pilot position will be highly experienced, professional, disciplined, team-oriented, and responsive to the needs of the company and its Department of Defense (DoD) customers. This position will report to the Program Chief Pilot for the safe and effective operation of company-owned aircraft. Pilots may be assigned to fly in any of the company's aircraft and will be expected to travel as needed to support contract requirements.

The key desirable and preferred requirements for this position include:

- Requisite fighter/attack/trainer aircraft flight and tactical experience:
 - 1000-hour fighter, attack, or trainer time with at least 300 hours fighter;
 - DoD flight lead qualification;
 - Weapon School Graduate or DoD Adversary;
 - 5 years' tactical recency.
- Strong interpersonal skills and ability to provide excellent customer service.
- Strong organizational and time management skills with ability to correctly prioritize workload to maintain schedules, deadlines, and standards on assigned projects.
- Ability to manage multiple roles and projects and to see the big picture.
- Ability to remain calm under pressure and be adaptable.
- Ability to cross-train into other aircraft.
- Ability to read, listen to, and understand information and ideas verbally and in writing.
- Creativity, positivity, and confidence.
- Regular travel to various work sites throughout the U.S. required.
- Current U.S. government secret security clearance or higher required.

The successful candidate for this position must be able to travel to Reno, Nevada for training and to relocate to the area surrounding one of the CAF CAS operating locations. Tactical Air will not provide reimbursement for relocation expenses.

Tactical Air offers a comprehensive benefits package, including (but not limited to) 401K retirement savings plan with employer match, full health care, life insurance, and Accidental Death & Dismemberment insurance. The level of position offered will be dependent upon background and qualifications. If you are a dynamic, self-motivated individual who appreciates challenging yet rewarding work, with a keen interest in training USAF fighter pilots, Tactical Air invites you to apply. All applicants must submit a current resume and completed employment application, which may be obtained at <https://tacticalairsupport.com/jobs/>.

Full-time and part-time positions are available. Positions will remain open until filled.

If any candidate requires assistance in accessing or completing an employment application, please contact Human Resources.

Tactical Air is proud to be an EOE AA M/F/Vet/Disability Employer

Tactical Air Support, Inc. Position Description

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Reports to: Program Chief Pilot; Assistant Vice President / Program Manager
Classification: Exempt
Date: 1 April 2020

Tactical Air Company Values:

- **Integrity** – we are honest and truthful in what we say and do.
- **Excellence** – we develop the highest quality people, products, and services.
- **Respect** – we are proven experts valued for our ability and experience.
- **Reliability** – we provide consistent, dependable, and trusted performance.
- **Commitment** – we are dedicated to our mission, customers, and each other.

Core Values:

- **Character matters.**
- **Safety is a byproduct of our professionalism.**
- **Excellence is our standard.**

Employees are expected to apply and follow these principles in the performance of their respective duties:

- Pursue excellence and be accountable.
- Develop working knowledge of company programs and services.
- Learn and comply with company and departmental policies, protocols, and systems.
- Apply customer service practices and emotional intelligence to build professional and respectful relationships with co-workers, customers, public/private officials, partners, suppliers, local communities, and the general public.
- Be aware of safety program and policies and practice safe work habits.
- Perform quality work with or without direct supervision.
- Work collaboratively, cooperatively, and effectively with co-workers, managers, and stakeholders whether as a team player, team leader, or individual contributor.
- Serve as a mentor, coach, encourager, and motivator to fellow colleagues as needed.
- Exercise self-motivated, self-directed, independent, and mature decision-making, problem-solving, creative thinking, and analytical skills.
- Approach work with energy, a positive attitude, and sense of humor.
- Be flexible, adaptable to change, and willing to learn.
- Be a good steward of company resources, using time and resources wisely.
- Safeguard confidential and proprietary information in accordance with company and legal requirements.

Position Summary

The Pilot-in-Command (PIC) reports to the Program Chief Pilot for the safe and effective operation of company-owned aircraft. Pilots may be assigned to fly in any of the company's aircraft and will be expected to travel as needed to support contract requirements.

The following education and experience; essential functions; knowledge, skills, and abilities (KSAs); physical demands; and work environment are generally representative of the minimum or

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preferred requirements to enter the job and capably perform the duties and responsibilities. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position.

Education, Work Experience, and Licenses

MINIMUM QUALIFICATIONS

- Bachelor's Degree or equivalent.
- **Pilot Certificates:** Commercial Pilot Certificate (or higher) with Instrument Rating and Category and Class privileges for Tactical Air aircraft or the ability to gain FAA Experimental Authorization for applicable Tactical Air aircraft.
- **Medical Certificate:** Current FAA Class I or II.
- **Flight Experience:**
 - 500 hours total fighter time and current in Armed Forces Reserve or Guard status, or Department of Defense (DoD) Retired or Separated with 1000 hours fighter time, or DoD Retired or Separated with 1300 hours total time (PIC/IP/SEFE in F/A/T- aircrafts) with 300 hours fighter time.
 - Fighter time includes any government owned F-, A- designation, as well as T-38 ADAIR, T-38 IFF, and any international exchange fighter equivalent aircraft serving as Pilot in Command, Instructor Pilot, or Stan/Eval Flight Examiner.
 - 5 years' current tactical flying qualification performed with the U.S. Military Department, a foreign DoD equivalent, or a U.S. DoD contractor providing ADAIR or close-air-support on another DoD contract.
 - Previous qualified DoD four-ship flight lead or division lead in F- or A- designated aircraft.
 - Weapons Systems Officer (WSO), and other DoD equivalents, may be considered provided:
 - Minimum of 1300 hours as pilot-in-command under FAA commercial certificate and 300 hours pilot-in-command of an F- or A- designated aircraft, and
 - Previous DoD Instructor WSO qualified.
- Equivalent combination of training, education, and experience in a relevant field or industry.
- Valid State Driver License.

PREFERRED QUALIFICATIONS

- USAF, USN, USMC Weapons School Instructor.
- USAF, USN, USMC Weapons School or Adversary Qualification Course Graduate.
- Previous F-5E/F/N or T-38 type rating or military type rating equivalent.
- USAF Aviation Safety Program Management or USN Aviation Safety Officer Course.

Essential Functions Required

The essential functions for this position may include, but are not limited to:

- Operate company aircraft in accordance with Tactical Air procedures and aircraft limitations.
- Coordinate customer-desired learning objectives, scenario support, and flight requirements for individual missions or task orders.
- Develop and maintain a thorough knowledge and proficiency in aircraft and tactical systems.
- Ensure all flight planning requirements have been met.
- Check weather, all applicable NOTAMs where available, and determine fuel, oil, and oxygen requirements.

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- Determine and verify the aircraft load out, weight, and balance.
- Ensure aircraft is airworthy and documentation specified in the applicable company Flight Operations Manual (FOM) is on board the aircraft.
- Ensure aircraft crewmembers have valid licenses, medical certificates, passports, and visas, if/when required.
- Complete aircraft pre-flight inspection before each flight.
- Ensure required crewmembers are on board for the mission or task order.
- Brief crew and any passengers in accordance with requirements specified in the company FOM.
- Complete all post-flight duties, including notification to the company of any deviation from the planned operations or itinerary.
- Record flight times, mission data, and aircraft defects in accordance with company procedures.
- Conduct additional non-flying ancillary duties and responsibilities as directed in support of flight operations and contract requirements.
- Coordinate with the Program Chief Pilot for all operational or safety concerns.
- Support other Tactical Air employees through positive, proactive leadership.
- Other duties as assigned by the Program Chief Pilot or Program Manager.*

Knowledge, Skills, and Abilities (KSAs)

- Ability to maintain required pilot proficiency in assigned aircraft.
- Demonstrated subject matter expertise in complying with mission responsibilities, contract requirements, brevity code words, range regulations, Special Instructions (SPINS), and all applicable DoD Air Combat Maneuvering Training Rules.
- Knowledgeable in AIAIR regulations and Tactics, Techniques, and Procedures (TTPs), AFTTP 3-1 Shot and Kill Procedures, Adversary Threat Reference Guide (ATRG), Aggressor Standards, Adversary Tactics and Weapons employment capabilities, and Range Training Officer (RTO) procedures.
- Proficient in friendly and enemy Electronic Attack and Electronic Surveillance TTPs.
- Demonstrate thorough knowledge of tactics, techniques, and procedures for ADAIR missions.
- Ability to prioritize mission essential tasks while compartmentalizing other responsibilities.
- Strong PC-based computer skills; proficiency utilizing various software such as Microsoft Office; web-based e-mail/calendar applications; virtual office/cloud-based file sharing (i.e., G-Suite/Google for Work, Google Hangouts, GoToMeeting, etc.); and any special computer/software necessary to complete assigned tasks.
- Ability to manage files and maintain records in compliance with standard or required recordkeeping practices.
- Ability to read, write, and speak the English language to communicate in person, on the phone, and by written communications in a clear, straightforward, and professional manner with excellent briefing/debriefing skills.
- Ability to plan and carry work through to completion with accuracy and attention to detail.
- Ability to comfortably manage multiple tasks and projects utilizing time management and organization skills.
- Knowledge of proper telephone and email practices and etiquette.

Supervisory Responsibility

This position will be responsible to coordinate and oversee work of required team members.

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Physical Demands

- Must be in excellent health overall with ability to endure extreme conditions.
- Spatial skills, with ability to keep track of position, while maneuvering very quickly under great physical and mental stress.
- Fine motor skills while undergoing physical and mental stress.
- Ability to bend, stretch, twist, or reach with body, arms, and/or legs.
- Ability to sustain high G force.
- Ability to exert maximum muscle force to lift, push, pull, or carry objects.
- Required lifting up to 80 pounds.
- Regular use of hands and arms in handling, installing, positioning, and moving materials, and to manipulate things.
- Regular use of desktop/laptop computer and peripheral equipment.
- Regular periods of reading and analyzing fine print.
- Frequently required to actively talk, listen, and hear.
- Regularly ascend/descend stairs and ladders.

Work Environment

While performing the duties of this position, employees may encounter the following, but not limited to, work situations:

- Fast-paced, high-pressure, tactical flying environment.
- Long hours of flight during missions or task orders.
- Flight line, aircraft hangar, or warehouse environment with exposure to loud noises, fumes from engines and chemicals, unpredictable climate (hot/cold), and electrical shock, or trip or slip hazards.
- Long periods of sitting in a confined space in cold and hot temperatures.
- Specific work hours determined by site/location, operational, departmental, or contractual requirements.
- Routine non-standard flexible work hours will be required.
- Evening, weekend, holiday, and overtime work will be required.
- Frequent travel to various work sites throughout the U.S. is required.

Work Authorization/Security Clearance

- Must be eligible to work in the United States and complete a U.S. government I-9 Form.
- Current U.S. government Secret Security Clearance or higher required.

****The statements herein are intended to describe the general nature and level of the position but may not encompass all specific job tasks an employee so classified may be required to perform. As such, responsibilities, duties, and required skills may be changed, expanded, reduced, or deleted to meet the business needs of Tactical Air Support, Inc. Furthermore, this position description does not establish a contract or implied contract for employment.***