

**Command Job Qualification Standard (CJQS)
Helicopter Aircraft Integrated Avionics
(2A9X4/MH-139)**

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RELEASABILITY: There are no releasability restrictions on this publication.

PURPOSE. As directed by DAFMAN 31-131V1, *Combat Arms Training and Maintenance (CATM) Operations*, this CJQS identifies the training requirements for Heavy Aircraft Integrated Avionics members to achieve job qualification within the 3, 5 and 7 skill level for TECH personnel assigned to the MH-139 aircraft for Air Force specialty code AFSC 2A9X4. This CJQS will be maintained within ePubs and must be utilized by all Heavy Aircraft Integrated Avionics personnel for job qualification in conjunction with the current Career Field Education and Training Plan (CFETP) Part 1 and 2. The general STS will not apply and this CJQS will take the place of the STS (Specialty Training Standard) as a stand-alone attachment to the CFETP. This CJQS applies to all personnel with the career Air Force specialty code (CAFSC) 2A9X4 assigned to the MH-139 aircraft and DoD Civilians performing the Heavy Aircraft Integrated Avionics functions. This CJQS will remain in effect until superseded or rescinded.

TASK QUALIFICATION. All personnel will be qualified to the GO/NO GO standard for all tasks listed in this CJQS. GO means the individual can perform the task without assistance utilizing appropriate instructions or other procedural guidance. If required training listed in Part II of this instruction is provided through OJT, distance learning (DL), or web-based courses, a supervisor/trainer from that respective functional area will complete the trainer's block to document training completion.

TRAINING DOCUMENTATION AND TRAINER/CERTIFIER IDENTIFICATION. Document training required by this CJQS in accordance with DAFMAN 36-2689, *Training Program*. All trainers authorized to sign off tasks in Part II of this CJQS will be identified in the identification block of this CJQS. There are no tasks requiring third-party certification. Trainers and trainees will use this CJQS in conjunction with the Airman's respective Air Force Specialty Code (AFSC) Career Field Education and Training Plan (CFETP). Training is to be conducted by the Airman's supervisor (if task qualified) or applicable subject matter expert.

This CJQS has been coordinated with all applicable Career Field Managers (CFM) and Major Command Functional Managers (MFM). The overall point of contact (POC) for this CJQS is the AFRC 2A MFM, DSN 497-1736, HQAFCR.A4MM.MaintenanceManagement@us.af.mil.

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Operational Competency Model (OCM)

Competency	Sub-Competency	Sub-Competency Description
Maintenance	General Avionics	Understand concepts and perform maintenance actions to ensure the serviceability of various Avionics systems and equipment.
	Ground Handling	The ability to perform maintenance actions to ensure serviceability of aircraft
	Tool Discipline	Maintain, utilize, and account for tools and equipment used in Avionics maintenance in accordance with Air Force guidelines.
	Technical Information	Interpret, apply, and manage technical information to ensure accurate and efficient maintenance operations.
	Wiring/Fiber Optic	Inspect, maintain, troubleshoot and repair aircraft wiring according to applicable tech data.
Maintenance Operations	Compliance	Ensure adherence to rules, regulations, and procedures outlined by published guidance and instructions.
	Supply Discipline	Order, track, receive, and turn-in required parts/equipment.
Maintenance Administration	Personnel Management	Lead, develop, and organize personnel to maximize operational effectiveness.
	Communication	Convey information, thoughts, and ideas clearly and effectively.
	Avionics Programs	Maintain Avionics programs in accordance with established regulations.

Color Coded - Competencies / Sub - Competencies / Description	
1. Maintenance	
1.1 GENERAL AVIONICS	Understand concepts and perform maintenance actions to ensure the serviceability of various Avionics systems and equipment.
1.1.1 General Avionics (Basics)	1. Demonstrates basic knowledge of system and sub-system components and functions of MDS 2. Assists in maintenance activities (e.g. remove/replace components, op checks) to ensure overall Avionics systems serviceability 3. Documents maintenance actions in forms and MIS to provide accurate records Criteria: <i>Consistency of Application: Sustained application of competency over time</i>
1.1.2 General Avionics (Intermediate)	"1. Perform maintenance actions and troubleshooting to ensure systems serviceability and repair 2. Collaborates to resolve issues on maintenance and inspection processes 3. Guides OJT to develop knowledgeable avionics members" Criteria: <i>Consistency of Application: Sustained application of competency over time in a variety of situations</i>
1.1.3 General Avionics (Advanced)	1. Oversees maintenance processes to validate quality and compliance 2. Team with other agencies to coordinate effective maintenance 3. Builds a qualified work center by coaching others to supply a knowledgeable team of Avionics technicians Criteria: <i>Consistency of Application: Sustained application of competency over time in complex situations</i>

1.1.4 General Avionics (Expert)	1. Develops maintenance practices and troubleshooting techniques to maintain/improve fleet health 2. Advises leadership on courses of action to inform strategic decision making Criteria: <i>Consistency of Application: Able to innovate and formulate strategies; able to model/guide/teach others the competency of how to apply the competency</i>
1.2 GROUND HANDLING	The ability to perform maintenance actions to ensure serviceability of aircraft
1.3. TOOL DISCIPLINE	Maintain, utilize, and account for tools and equipment used in Avionics maintenance in accordance with Air Force guidelines.
1.4. TECHNICAL INFORMATION	Interpret, apply, and manage technical information to ensure accurate and efficient maintenance operations.
1.5 WIRING/FIBER OPTICS	Inspect, maintain, troubleshoot and repair aircraft wiring according to applicable tech data.
2. Maintenance Operations	
2.1 Compliance	Ensure adherence to rules, regulations, and procedures outlined by published guidance and instructions.
2.2 Supply Discipline	Lead, develop, and organize personnel to maximize operational effectiveness.
3. Maintenance Administration	
3.1 PERSONNEL MANAGEMENT	Lead, develop, and organize personnel to maximize operational effectiveness.
3.2 COMMUNICATION	Convey information, thoughts, and ideas clearly and effectively.
3.3 AVIONICS PROGRAMS	Maintain Avionics programs in accordance with established regulations.

Attachment 2. Command Job Qualification Standard

[illegible]

Required Behaviors:

- Criteria:** *Consistency of Application: Sustained application of competency over time in a variety of situations*

1.3. TOOL DISCIPLINE

Supporting Competencies:

Required Behaviors:

- ### 3. Tracks and organizes issued

1.3.2. Tool Discipline (Intermediate)

Required Behaviors:

- Criteria:** *Consistency of Application: Sustained application of competency over time in a variety of situations*

1.3.3. Tool Discipline (Advanced)

Required Behaviors:

- Criteria:** *Consistency of Application:*

[illegible]

1. Analyzes data trends within technical information systems to develop strategic responses to identified issues and ensure proactive and effective maintenance solutions
2. Develops comprehensive training plans to mentor others in mastering the application of technical information systems **Criteria:** *Consistency of Application: Able to innovate and formulate strategies; able to model/guide/teach others the competency of how to apply the competency*

[illegible]

Supporting Competencies:

Criteria: *Consistency of Application: Sustained application of competency over time*

1.5.1.1	Identify wire/connector types	1	5						K	K		
1.5.1.2	Identify wire tools/equipment	1	5						K			
1.5.1.3	Identify wave guides	1	5						K			
1.5.1.4	Explain cable management practices (e.g. routing, install, etc.)	2							K			
1.5.1.5	Explain electronic principles	2	5						K			
1.5.1.6	Identify faulty wiring	2	5						P			
1.5.1.7	Navigate wire maintenance tech data	3							P			

Criteria: *Consistency of Application: Sustained application of competency over time in a variety of situations*

1.5.2.1	Perform wiring fault isolation	1	5						P			
1.5.2.2	Utilize wiring tools/equipment	1	5						P			
1.5.2.3	Repair faulty wiring/connector types	1	5						P			
1.5.2.4	Remove/replace wave guides	1										
1.5.2.5	Perform continuity checks	2	5						P			
1.5.2.6	Perform cable management	2							P			
1.5.2.7	Interpret wiring diagrams	1	5						P			

Criteria: *Consistency of Application:*
Sustained application of competency over time in complex situations

[illegible]

Required Behaviors:

- Criteria:** *Consistency of Application:*

2. MAINTENANCE OPERATIONS

Description: Ensure adherence to rules, regulations, and procedures outlined by published guidance and instructions.

2.1.1. Compliance (Basic)

Required Behaviors:

- Criteria:** *Consistency of Application: Sustained application of competency over time*

2.1.2. Compliance (Intermediate)

Required Behaviors:

- Criteria:** *Consistency of Application: Sustained application of competency over time in a variety of situations*

2.1.3 Compliance (Advanced)

Required Behaviors:

- Criteria:** *Consistency of Application:*

2.1.4. Compliance (Expert)

Required Behaviors:

- Criteria: Consistency of Application:**

[illegible]

2.2. SUPPLY DISCIPLINE**Description:** Order, track, receive, and turn-in required parts/equipment.**Supporting Competencies:****2.2.1 Supply Discipline (Basic)****Required Behaviors:**

1. Utilizes TNB and FOM concepts for parts management.
2. Utilizes bench stock for minor parts and hardware to facilitate aircraft needs.
3. Identifies NRTS categories for proper turn in and rebuild.
4. Utilizes special handling procedures to ensure safety and security." security.

Criteria: *Depth of Knowledge: Established practices of some workplace elements*

2.2.1.1	Demonstrate use of TNB and FOM	1	5								K			
2.2.1.2	Maintain accountability and documentation	1	5											
2.2.1.3	Retrieve appropriate item(s) from bench stock, TNB, FOM	2									P			
2.2.1.4	Identify parts for maintenance actions	2	5											
2.2.1.5	Differentiate between consumables and parts	2												
2.2.1.6														
	Distinguish between different NRTS categories	3												
2.2.1.7	Demonstrate part condition tag documentation	3	5								P			
2.2.1.8	Demonstrate procedures for part storage and transport (ESP)	4	5											
2.2.1.9	Adhere to LRU classification guidance for part storage and transport	4	5											
2.2.1.10	Adhere to HAZMAT labeling and handling procedures	4	5											

2.2.2. Supply Discipline (Intermediate)**Required Behaviors:**

1. Orders parts using guidance to obtain resources.
2. Facilitates adequate turn-in procedures of major parts to prevent loss of equipment and ensure accountability.
3. Inspects issued parts to meet serviceability and mission application.
4. Reports asset deficiencies for warranty, engineering repair, or assessment. (PQDR)

Criteria: *Depth of Knowledge: Established practices of all workplace elements*

2.2.2.1	Utilize supply system for part acquisition (e.g. 2005)	1	5											
2.2.2.2	Explain local manufacturing/additive manufacturing procurement procedures	1												
2.2.2.3	Utilize available resources to determine correct parts for maintenance actions	1	5											
2.2.2.4	Ensure correct turn in procedures	2	5											
2.2.2.5	Enforce DIFM concepts (Turn-in log, req'd tags, etc.)	2	7									K		
2.2.2.6	Verify part applicability	3	5											
2.2.2.7	Verify part serviceability	3	5											
2.2.2.8	Initiate PQDR process	4									pk			
2.2.2.9	Identify the need for a PQDR/DR	4												
2.2.2.10	Identify candidates for locally manufactured parts	4												

2.2.3 Supply Discipline (Advanced)**Required Behaviors:**

1. Interpret supply data to provide inputs for specific mission requirements.
2. Coordinates with on-base agencies to acquire local manufactured parts."

Criteria: *Depth of Knowledge: New practices of all workplace elements*

2.2.3.1	Analyze historical data to recommend engineering repair	1												
2.2.3.2	Manage part priority to minimize aircraft downtime. (e.g. MICAP, CANN)	1										K		
2.2.3.3	Analyze part demand for bench stock requirements	1												
2.2.3.4	Provide justification to acquire locally manufactured parts	2												
2.2.3.5	Develop procedures for local manufactured development and approval	2												

2.2.4. Supply Discipline (Expert)**Required Behaviors:**

1. Audits workplace supply management practices to ensure policy adherence and optimize work center performance.

Criteria: *New practices/concepts and theories of all workplace elements; is a credible resource in this area*

2.2.4.1	Review historical data collection to modify supply kit requirements	1												
2.2.4.2	Construct proper documentation for part storage and ordering	1												
2.2.4.3	Develop strategies to mitigate deficiencies	1												
2.2.4.4	Analyze critical performance areas to maintain workplace accountability	1												

3. MAINTENANCE ADMINISTRATION

Description: Applying system knowledge, technical data, and theory of operation to find and correct faults within aircraft fuel system, sub-systems, and components.

Supporting Competencies:

Required Behaviors:

1. Identifies chain of command used to route questions and concerns
2. Complies with administrative requirements to maintain individual readiness

Criteria: *Reach of Influence: Individuals*

3.1.1.1	Distinguish administrative force structure within organization.	1	5					K			
3.1.1.2	Distinguish operational force structure within organization.	1	5					K			
3.1.1.3	Maintain individual readiness requirements (i.e. UDM, Mobility folder updates, etc.)	2									
3.1.1.4	Accurately navigate and utilize readiness applications (i.e. Air force portal, MyIMR, MyTraining, etc.)	2									

Required Behaviors:

1. Engages with personnel to address questions and concerns
2. Establish expectations to enforce accountability
3. Facilitates feedback to optimize team member performance
4. Organizes personnel to meet mission requirements and develop experience

Criteria: *Reach of Influence: Work Center*

[illegible]

Required Behaviors:

1. Assess personnel for duty positions to advance professional development
2. Manages evaluation systems to accomplish appraisals and performance feedback for personnel development
3. Manages readiness of personnel to meet mission requirements
4. Utilizes UPMR and UMD to balance manning for mission effectiveness

Criteria: *Reach of Influence: Unit/Squadron*[illegible]

Required Behaviors:

1. Manages force structure to ensure manning levels meet mission requirements
2. Develops policy for growth of Avionics personnel

Criteria: *Reach of Influence: Wing/MAJCOM/AF-Level/Industry*

[illegible]

3.2. COMMUNICATION

Description: Convey information, thoughts, and ideas clearly and effectively

Supporting Competencies:

3.2.1. Communication (Basic)

Required Behaviors:

1. Practices active listening to perform basic tasks based on information received
2. Utilizes feedback to progress through training plans and enhance maintenance skills

Criteria: *Consistency of Application: Sustained application of competency over time*

3.2.1.1	Complete tasks as instructed	1	5										
3.2.1.2	Seek clarification when instructions are unclear	1	5										
3.2.1.3	Seek and apply feedback to enhance skills	2											
3.2.1.4	Use established training plan to progress through certifications	2	5										

3.2.2. Communication (Intermediate)

Required Behaviors:

1. Communicates clearly with chain of command to inform of daily occurrences
2. Briefs higher-level personnel to create transparency of workplace projects
3. Transfers knowledge to personnel to streamline maintenance practices
4. Coordinate with essential maintenance entities to execute Aircraft Maintenance Construct

Criteria: *Consistency of Application: Sustained application of competency over time in a variety of situations*

3.2.2.1	Demonstrate effective communication for reporting daily mx actions/requirements	1											
3.2.2.2	Convey mission requirements presented by leadership	1											
3.2.2.3	Identify and communicate scenarios requiring Emergency action/Quick reaction Checklist	1	5										
3.2.2.4	Compile and present information for supervision	2											
3.2.2.5	Develop visual aids to convey information	2											
3.2.2.6	Analyze and interpret leadership objectives to subordinates	3											
3.2.2.7	Communicate training objectives and deficiencies	3	7										
3.2.2.8	Identify learning styles	3											
3.2.2.9	Communicate with agencies to meet mission requirements	4											
3.2.2.10	Identify roles and responsibilities of supporting maintenance organizations	4	5										

3.2.3 Communication (Advanced)

Required Behaviors:

1. Leads communication efforts to ensure information is accurate and understandable
2. Translates maintenance actions into written information to communicate achievements
3. Conducts feedback with personnel on workplace performance to reinforce standards and correct behavior
4. Communicates laterally across work centers to combine organizational efforts towards overall mission success

Criteria: *Consistency of Application:*

Sustained application of competency over time in complex situations

3.2.3.1	Verify understanding with follow-up questions	1											
3.2.3.2	Communicate commander's intent	1											
3.2.3.3	Translate scope of MX metrics	2											
3.2.3.4	Correlate tasks with mission impacts	2											
3.2.3.5	Establish feedback process	3	7										
3.2.3.6	Synchronize efforts with workcenters to support mission objectives	4											
3.2.3.7	Cultivate cross-organizational relationships to maximize mission readiness	4											

3.2.4. Communication (Expert)

Required Behaviors:

1. Innovates strategies to evolve communication practices across the organization
2. Mentors others in the application of advanced communication skills to increase operational efficiency

Criteria: *Consistency of Application:*

Able to innovate and formulate strategies; able to model/guide/teach others the competency of how to apply the competency

3.2.4.1	Integrate next generation communication applications into local policy	1											
3.2.4.2	Develop communication practices	1											
3.2.4.3	Develop briefing training plan/script	2											
3.2.4.4	Promote effective information flow	2											
3.2.4.5	Provide professional development	2											

3.3. AVIONICS PROGRAMS

Description: Maintain Avionics programs in accordance with established regulations.

Supporting Competencies:

Required Behaviors: 1. Facilitates operation of applicable avionics program to support essential flightline operations 2. Executes roles and responsibilities of assigned program(s) to support mission objectives discrepancies within program to negate workflow disruptions" Criteria: <i>Reach of Influence: Individuals</i>		3. Identify & resolve
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[illegible]

Required Behaviors:

1. Implements program policies and guidance to ensure compliance and efficiency
2. Consults with exterior agencies for execution of program activity
3. Investigates trends and establishes courses of action(s) to resolve challenges or discrepancies within a program

Criteria: *Reach of Influence: Work Center*

[illegible]

Required Behaviors:

1. Creates and publishes local program guidance and directives (TTP) to meet local needs

Criteria: *Reach of Influence: Unit/Squadron*

[illegible]

Required Behaviors:

1. Develops policies and procedures to enable sustainment of enterprise program(s)
2. Advocates for and aligns strategic resources to fulfill DoD needs & intentions (Plan of Action & Milestones)
3. Advises stakeholders on program capabilities for execution of mission(s)
4. Institutes continuous evaluation to ensure overarching program sustainability"

Criteria: *Reach of Influence: Wing/MAJCOM/AF-Level/Industry*

[illegible]