



## **107<sup>th</sup> Fighter Squadron Pilot Hiring**

Current as of: January 2021

Welcome to the best squadron in the Combat Air Force (CAF) and one of the most decorated in the Air National Guard! We hope that you find the information below helpful and clear. It is designed to spell out the application, rushing, and interview process to join the 107<sup>th</sup> Fighter Squadron.

### **I. Types of pilot applicants**

There are four types of pilot applicants: 1. Undergraduate Pilot Training (UPT); 2. Transition from other airframes/services (TX-1); 3. Transition back to the A-10 (TX-2/3/4); 4. Current/qualified A-10 pilots.

UPT candidates are those with a bachelor's degree who have never flown a fixed wing aircraft for the Air Force, Navy, Marines, or Army. Candidates must enter UPT by the age of 33. Your ultimate goal is to commission in the MIAFG as an officer, complete pilot training (UPT), Introduction to Fighter Fundamentals (IFF), and then graduate the A-10 "B" Course. Upon completion of training (usually a 2.5-3 year process) you will return to Selfridge and the 107<sup>th</sup> FS as a mission ready pilot. Successful graduates can expect 2 years of active duty "seasoning days" to refine your craft as an Attack pilot. The expectation after the two-year seasoning period is to be an experienced A-10 pilot as defined by AFMAN11-2A-10CV1 (2-Ship Flight Lead and 200 sorties). Upon termination of your seasoning orders you will revert to a Drill Status Guardsman (DSG). As a DSG you will be required to maintain your Combat Mission Ready (CMR) status with a minimum of six sorties per month as well as ground requirements.

TX-1/2/3/4 candidates are pilots who have previously completed UPT or equivalent and were "winged" by their respective service and flew a fighter type aircraft. Additionally, those pilots who did not fly a fighter type aircraft (C-130/KC-10 etc.) will be considered/hired as part of the TX candidates. Non-Air Force TX candidates will be required to swear into the MIAFG and submit an Aviation Review Board (ARB). This process takes approximately six months and must be completed prior to attending the A-10 TX course. Your level of Air Force training requirements will be determined based on your flying history (previous A-10 pilots need less training to join the unit as compared to a prior F/A-18 pilot for example). Upon completion of the TX course you can expect 90 days of full-time orders. After that period you will become a DSG.

Current and qualified pilots are just that, actively flying the A-10 either in the Guard or on Active Duty. They have both landing currency and a current Periodic Health Assessment (PHA/DD2992).

### **II. FY21 Hiring Timeline**

The 107FS anticipates hiring two primary and two alternate UPT candidates in FY21. Two UPT boards will be held—one in the spring (May '21) and one in the fall (October '21). There will be one primary and one alternate candidate hired at each board.

A mass UPT rush weekend has been set for 6 February 2021 and 11 September 2021. You must have a complete application submitted and coordinated your rushing with Maj. Dennis in order to attend.

TX hiring will be limited to one per FY. The 2021 TX hiring board will take place in February.

Current and qualified pilot hiring will take place on a case-by-case basis.

### **III. Applicant Process:**

The following application process is applicable for both UPT and TX candidates only. Current and qualified application requirements will take place on a case-by-case basis as directed by the FS/CC.

Completed pilot packages will be mailed to the following address:

107 FS Pilot Hiring  
Attention: Major David Dennis  
28252 Wilbur Wright Blvd., Bldg #34  
Selfridge ANGB, MI 48045

It is highly advisable for the candidate to mail the application packet with tracking to monitor its proper delivery to the squadron.

The Point of Contact for 107FS hiring is Maj. David Dennis (Cell: 248-943-3977).

An opportunity to update a previously submitted application will be granted to any individual who is offered an interview, or after one year from the original package being mailed.

The entire pilot application will be contained in a ½” red three ring binder. No additional items except those requested will be placed in the binder.

The front of the red binder will have the pilot candidate’s full name, what type of applicant he/she is (UPT/TX) and the current date.

### **IIIa. Applicant Package:**

The pilot application package consists of two parts:

- 1) Video Interview
- 2) Paperwork/Documentation

#### **1. Video Interview:**

Video interviews are required for UPT and TX-1 candidates. TX-2 and current and qualified candidates are not required to submit a video interview.

The Video Interview will be recorded by the candidate with the following guidance:

- 1-Video will be recorded in a windows compatible file and recorded/written to a CD or DVD.
- 2-Video will not be longer than seven minutes.
- 3-Candidate will be wearing professional attire during the recording. This does NOT mean that if you don’t own a suit that you need to go buy one. Wear something appropriate.
- 4-The candidate will address the following topics during the 7-minute video.
  - a) Who you are, where you are from and why you applied for the 107FS?
  - b) What is your favorite A-10 combat story you have read about and why?
  - c) What does Close Air Support (CAS) mean to you?
  - d) Why are you the best candidate?

## 2. Paperwork/Documentation:

No table of contents required.

Tab each section and place the contents of each section behind their respective tab. Tab colors are not important and tab labeling is not required.

Font for any non-form/document will be Times New Roman size 12.

If a section is not applicable to you simply place a single page in the respective section that says “Not Applicable”.

### Order of contents:

Front left sleeve/pocket—Video interview CD/DVD with your name written on the disk.

1-Resume—one page (font size and formatting at your discretion).

2-References—minimum of three and maximum of eight. Utilizing family members as references is highly discouraged.

3-Letters of Recommendation—minimum of three and maximum of six.

4-Certified copy of your High School transcript (UPT candidates only)

Transcript does not need to be in a sealed envelope, but must be stamped/watermarked original

5-Certified copy of your College transcript (UPT candidates only)

Transcript does not need to be in a sealed envelope, but must be stamped/watermarked original

If not complete with college your most recent transcript is sufficient

6-Documentation of your AFOQT/PCSM composite score (UPT candidates only).

7-Prior service members will include the following:

- a) vMPF Career Data Brief
- b) Copy of all OPR/EPR's
- c) DD214 (if applicable)

8-Self disclosure of any previous law enforcement or punitive military actions. This includes any and all previous arrests and any military derogatory reporting in your record. This is your chance to not only disclose what happened but provide any amplifying information about “your side of the story.” This section is your opportunity to explain what you learned from the incident and how it has made you better. Having previous history with the law is NOT an immediate disqualifier, but failing to disclose any event is. Everyone has made mistakes—what we want to see is someone who can be trusted and who can hold a TOP SECRET security clearance.

If there is nothing to disclose the member will include a signed and dated single-page stating: “I (full name) have no derogatory criminal or military history to disclose.”

## IV. Rushing

Rushing is your way to meet the squadron pilots, find out if this is a place where you would like to spend 20+ years of your life, and conversely let the squadron members find out if you are a good fit for our unit. Interested candidates are welcome to rush any day they are interested. Due to the nature of the Guard, it is advisable to rush during Drill weekends when the majority of the squadron will be present.

**A pilot application package must be completed and turned in prior to rushing.** Keeping a digital copy of the applicant's completed package is advisable in the event the mailed original copy is somehow lost or misplaced.

Dress should be business casual.

If you are not a military member, getting on base will require a guest pass. Please work in advance to ensure you can get on base and get to the squadron seamlessly.

**No candidate will be offered an interview if he/she has not physically rushed the squadron at least once.** In some cases, you will need to rush over an extended period of time. The impressions of the squadron pilots plays a large part in the decision process.

## **V. Interview**

Not all pilot applicants will be offered an interview as the hiring process is extremely competitive. Interview invites will go out no less than one month prior to the interview date.

The interview will usually take place on Sunday of the respective drill period.

Dress will be business formal.

The interview board will be comprised of three to five pilots. Questions and interview length will be at the discretion of the board president.

Interviewing candidates should keep in mind that they are ultimately interviewing for a part time position. Having a plan to live in relative proximity to Selfridge with full time employment once your orders have ended is crucial.

The primary and alternate candidates will be chosen and identified prior to the end of the business day they interviewed on.

## **VI. From the Commander**

Let me be the first to welcome you to the opportunity to join the 107<sup>th</sup> Fighter Squadron family. Since 1917, from Normandy to Afghanistan, the 107<sup>th</sup> is a lifelong fraternity of brothers and sisters that have selflessly performed above and beyond to protect our Airmen, Soldiers, Sailors and Marines.

Good luck to everyone! We look forward to building the next generation of attack pilots. Mors Hostibus!

ATTACK!



William "DISCO" Rundell  
Commander, 107FS