

# NAVAL DIVER



## DIVER CREED

I will swim faster, run farther, and fight harder from the sea, air and land.

I will fight with all my might, and bravely overcome the enemies in defence of my land.

I will be Bold and Daring with an unwavering “Will Do” attitude.

I will carry out my duty with Honour and Integrity.

I will care for my team mates and I will never leave a fallen comrade behind.

Loyalty, Courage, Integrity and Team Spirit distinguish me.

I am a Naval Diver, Frogman from the Sea.

Hooya!



# RISE THROUGH STRENGTH

Known for their physical and mental strength, the Naval Divers are an elite group of individuals who form the Naval Diving Unit, one of the top fighting forces in the Republic of Singapore Navy.

If you are chosen to be a Naval Diver, you will undergo training that will transform you into a master of the sea, air and land. You will become a distinguished warrior of the deep, capable of executing highly specialised operations as part of the Special Warfare Group, Clearance Diving Group or Underwater Demolition Group

On top of developing your endurance and wit, you will also learn to work with cutting-edge weaponry and equipment on board some of the world's most sophisticated naval platforms. You will be accompanied by brave and loyal teammates, experiencing the Navy family spirit first-hand.

Be part of an elite force that defends our sea lanes. Rise through strength as a Naval Diver.



# OUR PURPOSE

For centuries, maritime trade has been a key component of Singapore's economy and vital to its survival and prosperity. Given Singapore's strategic location, seaborne trade is the lifeblood of our economy and we rely on the sea to import valuable cargo and energy, and to export goods we manufacture. Our port is one of the busiest in the world and our offshore islands along the Singapore Strait host some of the world's largest oil refineries. Threats to Singapore's waters – the borders of a small island state measuring no more than 50km by 27km with no geographic depth – are also threats to the nation and livelihood of Singaporeans. The sea is Singapore's lifeline, our link to the world and our first line of defence.



## The 4 key roles of our Navy



### Ensuring maritime security

The Singapore Strait is one of the busiest waterways in the world – every day, close to a thousand ships ply it. Given its proximity to the country's city centre and critical industries, it is crucial that the RSN ensures that maritime security is never compromised. The Navy maintains a 24/7 presence in Singapore waters, supported by surveillance and sense-making hubs ashore, and works closely with national and regional maritime agencies and navies to ensure that our seas are safe and secure for all.



### Enhancing diplomacy

The RSN contributes to the expansion of Singapore's policy space by making friends and sustaining strong relationships with fellow navies in the region and beyond. Building relationships with friends and partners improves trust and interoperability and makes it easier to tackle maritime concerns and security challenges together.



### Protecting our Sea Lines of Communication

Singapore sits astride the major sea lines of communication in the world. Cut off its access to them and Singapore will immediately be isolated. The RSN plays an important role in maintaining access to these sea lines of communication and deterring and dealing with threats to their closure.



### Securing our peace

In peace, the RSN has to hone and finesse its warfighting capabilities. It has to be ready at all times to answer the call of duty, and work with friends and partners to protect the seas, which are global commons. Should deterrence and diplomacy fail, the RSN will secure a swift and decisive victory for Singapore against any aggressor at sea.



# AN ELITE FORCE FOR MISSION SUCCESS

Upon completion of your training as a Naval Diver, you will join one of the following specialised groups:



## Special Warfare Group

Our Naval divers in the Special Warfare Group are elite soldiers, trained to operate at sea, land and air. Armed with advanced weaponry and supported by a professionally trained team, their expertise in conducting highly complex operations act as a force multiplier for our Navy.



## Clearance Diving Group

Preserving the safety of our vital sea lanes are our Naval Divers from the Clearance Diving Group. As part of the Naval Explosive Ordnance Disposal Unit, our divers work closely with mine-countermeasure platforms to conduct hull checks, as well as clear mines and war relics. Divers are also an integral part of the Accompanying Sea Security Teams, boarding and searching ships that carry highly sensitive materials through our waters.



## Underwater Demolition Group

Our Naval Divers in the Underwater Demolition Group combine their mastery in combat diving skills with their expertise in underwater demolition to preserve the safety of Singapore's vital sea lanes.





## RISE TO EVERY CHALLENGE

# WARRANT OFFICER / SPECIALIST CAREER PATH

You will be trained to become highly specialised Naval Divers. Your professional experience will ensure the RSN is able to achieve its mission of defending Singapore's vital sea lines of communication.

## ACADEMIC QUALIFICATIONS

Diploma, Higher NITEC, NITEC or minimum 1 GCE 'N'-Level pass

## Starting salary

Recruit:  
 \$2,950 (Diploma)  
 \$2,700 (Higher NITEC / 'A'-Levels)  
 \$2,310 (NITEC)  
 \$2,090 ('O'-Level and below)

3rd Sergeant:  
 \$3,960\* (Diploma)  
 \$3,740\* (Higher NITEC / 'A'-Levels)  
 \$3,320\* (NITEC)  
 \$3,100\* ('O'-Level and below)

*\*Includes diving allowance of \$700*

## Additional allowance

Diving allowance: \$700 – \$1,000

## Basic requirements

- Singapore citizen or Singapore PR intending to take up citizenship
- Medically fit (PES B1 and above)
- Normal colour perception with perfect eyesight  
(Can be corrected by Corneal Refractive Surgery)
- Pass Vocational Assessment (Physical, Medical and Psychological)



# SELECTION AND TRAINING FOR WARRANT OFFICERS AND SPECIALISTS

## 1. BASIC MILITARY TRAINING (BMT) (3 MONTHS)

During BMT, recruits learn basic soldiering skills, and build up their stamina and discipline through drills and physical training.

## 2. COMBAT DIVER COURSE (CDC) (4 MONTHS)

NDU trainees will be put through the challenging CDC, which is divided into four phases: Physical Phase, Diving Phase, Basic Seamanship and Water Confidence.

## SPECIAL FORCES QUALIFICATION COURSE (SFQC) (9 MONTHS)

This is where divers are transformed into Special Forces Operators, by going through training such as specialised combat diving, military free-fall, and advanced demolitions, in order to deal with the full spectrum of SAF operations.

## SPECIAL WARFARE ADVANCED TRAINING (SWAT) (4 MONTHS)

In this course, divers are trained in highly specialised advanced diving techniques to operate effectively in the Special Warfare Group.

## CLEARANCE DIVING QUALIFICATION COURSE (CDQC) (2 MONTHS)

Aside from qualifying the diver to execute underwater recovery operations of personnel and sensitive equipment, this course will prepare one to perform ship hull clearance operations and the disposal of naval mines.

## FURTHER STUDIES OR ASSUME NDU APPOINTMENTS

At the end of their training, Naval Divers can pursue higher education through scholarships or take up appointments in one of the following units: Special Warfare Group, Clearance Diving Group or Underwater Demolition Group.



# DARE TO GO FURTHER

As a Naval Diver, these are the career milestones that you may accomplish.

## WARRANT OFFICER / SPECIALIST CAREER PATH

### RANK

#### 3rd Sergeant (3SG) – 1st Sergeant (1SG)



#### Staff Sergeant (SSG) – Master Sergeant (MSG)



#### 3rd Warrant Officer (3WO) – Chief Warrant Officer (CWO)



### APPOINTMENTS

- Junior Diver

- Instructor (Platoon Sergeant)
- UDT Platoon Sergeant
- Clearance Diving Diver
- Explosive Ordnance Disposal Technician
- Special Operations Operator
- Boat Operator

- SAF Sergeant Major
- Master Chief, Navy
- Formation Master Chief
- Chief Instructor
- Squadron Master Chief
- Dive Supervisor
- Formation Senior Medic
- Platoon Warrant Officer
- Team Leader







# DEEPEN YOUR EXPERTISE

As a member of the Naval Diving Unit, you are part of an elite fighting force both within the Singapore Armed Forces (SAF) and beyond. You will get the opportunity to be trained both locally and overseas, earning some of the following badges or tabs:

## LOCAL



### PROFESSIONAL DIVER BADGE

Naval Divers earn this badge after a 16-week Combat Diving Course, specially designed to train SAF military divers.



### ADVANCED MILITARY FREEFALL BADGE

This badge is worn by Naval Divers who have successfully completed the Advanced Military Freefall Course, which trains parachutist in high altitude freefall descents utilising oxygen supplement.



### DIVE SUPERVISOR QUALIFICATION BADGE

Given to Naval Divers who undergo the 12-week Dive Supervisor Course, those who have completed the Dive Course may continue with this, to receive training in conducting supervision up to the maximum diving depth, and to perform treatment for diving related operations.



### SPECIAL FORCES TAB

This tab signifies that its wearer is trained to conduct highly complex operations over land, air or sea. Naval Divers must undertake specialised training in operations such as direct action, counter-terrorism, hostage rescue and strategic special operations.



### BASIC PARACHUTIST BADGE

To earn this badge, Naval Divers must complete ground training, as well as execute 5 live descents (3 day jumps and 2 night jumps) with a full combat equipment load – proving their competency in the air.



### RANGER TAB

One of the toughest courses in the SAF, it involves 65 days of intense training conducted by the Commandos. Exceptional graduates will have the opportunity to go for advanced training at the US Ranger School.

## INTERNATIONAL



### US NAVY SEAL BADGE

This coveted badge is presented to Naval Divers who successfully complete the demanding training renowned for producing some of the world's best maritime warriors. Through this course, divers will be trained in conducting a variety of special operations involving air, land and sea.



### US RANGER TAB

Following 61 days of extensive instruction in small-unit infantry combat tactics, Naval Divers may earn this tab from the highly prestigious Ranger School.



### US EXPLOSIVE ORDNANCE DISPOSAL BADGE

Naval Divers who complete their training in constructing, deploying, disarming and disposing high-explosive munitions, which may include chemical weapons and improvised explosive device, will earn this badge, and qualify as explosive ordnance disposal technicians.



### US SPECIAL FORCES TAB

This tab is given to Naval Divers who either complete the Special Forces Qualification Course, or the Special Forces Detachment Officer Qualification Course at the US Army John F. Kennedy Special Warfare Center and School in Fort Bragg, North Carolina.

## OTHER LOCAL AND INTERNATIONAL COURSES

Naval Divers may also earn badges and tabs after participating in specialised local and overseas courses, such as:

### LOCAL:

Singapore Combat Engineers  
Explosive Ordnance Disposal

### INTERNATIONAL:

UK Mine Warfare and Clearance Diving Officer Course  
International Diving Course  
Special Forces Combat Diving Supervisor Course

# GET SET FOR A REWARDING CAREER

Your career with the Navy ensures that you will be well taken care of.

## WARRANT OFFICER / SPECIALIST CAREER PATH

### Employee's Contribution

Lower contribution rate compared to private sector, allowing more take-home pay

### Sign-On Bonus

A lump sum bonus of \$46,000 upon joining as a Naval Diver\*

### Career and Retirement Endowment (CARE) and Naval Diver Care Account

Upon promotion to 3WO by your 12th year of service, monthly contributions will be made into your CARE (10% of gross salary) and Naval Diver CARE (8% of gross salary) accounts to prepare you for your retirement.

### Receive payments of last drawn salary at 3 points in your career:

3rd year of service - up to 10 months  
6th year of service - up to 6 months  
12th year of service - up to 8 months

### Monthly Bounty

Divers who are eligible may receive monthly bounty

### Special Forces Engagement Bonus

Special Warfare trained officers are eligible for special forces engagement bonus

### Further Studies

Divers can pursue higher education through study sponsorships

\*Additional terms and conditions apply. Please contact Navy Recruitment Centre for more details.

## FLEXIBLE BENEFITS SCHEME

An annual lump sum allowance will be disbursed to you so that you have the flexibility in using the money as and when you need it.

First 6 years of service: \$600 per year  
7th to 12th year of service: \$800 per year  
13th year of service onwards: \$1,000 per year



# OUR DIVERS IN THEIR WORDS



**CWO ONG SIANG THAI**

Commanding Officer, Frogman School, Naval Diving Unit

Growing up, I have always loved water sports such as swimming and snorkeling. Little did I know that my love for the water would lead me to a life-long career as a Naval Diver. What drew me to a career with the Naval Divers was the sense of great honour and prestige to be part of this elite group.

I became the first Chief Warrant Officer to assume a Commanding Officer appointment in the RSN. This would not have been possible without the development opportunities provided by the RSN and the excellent leaders who have groomed me to be the person I am today.

As the Commanding Officer of Frogman School, I ensure the highest level of training standards of all young servicemen who join us as Naval Divers. This is important because we have a crucial mission of ensuring that Singapore's territorial waters are secured. We train hard so that we are able to react to any mission tasked to us.

One of the most memorable missions I participated in was the search operation during the 1997 SilkAir crash. I recall fighting against rough tides and murky waters and at the same time, I saw true selflessness amongst my peers who worked tirelessly throughout the challenging operation. It inspired me to give my best, and reminded me why I chose to serve.

I would say, being in the Navy has brought out the best in me. Just commit yourself and it will bring out the best in you too.

## 3WO XU XIUDE

Senior Diver, Naval Diving Unit



Diving has always been my passion. I was particularly intrigued by the complexity of military grade diving equipment and maritime special operations, and decided to take the leap of faith as a Naval Diver. When you do something you love, work never feels like work.

As a Senior Diver, I am responsible for the performance and motivation of the junior divers under my care. For me, it's not just about identifying the strengths of each individual member, but seeing how each member can play on one another's strength to function as a strong unit.

My unit provides maritime special operation solutions to the Navy, by conducting search, locate and recovery of underwater mines. I have been involved in a few high key national events such as the DPRK-US Singapore Summit, National Day Parade and Formula One race, where we conducted underwater security screenings to ensure there were no suspicious explosive devices. Essentially, we ensure Singapore's safety and security.

I truly believe that there is no other career that enriches your life as much as serving as a Naval Diver. There will be tough times, but tough times don't last, tough men do.

## SSG TAN HONG YU ALVIN

Communications Specialist, Naval Diving Unit



I began my journey in the Navy as a Communications Expert on board the Missile Corvette, before taking the plunge to become a Naval Diver. I've always liked challenges, and since joining Naval Diving Unit (NDU), every day has been an adventure.

My most recent adventure was attending the US Ranger Course. As part of the course, I executed missions high in the mountains, accomplished waterborne operations and survived out in the deserts. It was indeed a challenging two-month course that tested my physical stamina,

mental strength, leadership skills and tactical fundamentals. However, I thoroughly relished this experience of training with the best and fittest soldiers from around the world.

Being a Naval Diver, most of the tasks are physically demanding, but I always managed to pull through with the support of my superiors and peers. I have found my best friends in the Navy, people whom I can trust with my life.

At the heart of serving as a Naval Diver, it is important to remember the role of being in the RSN. The RSN is charged with the important mission of defending Singapore's waters and we cannot afford to fail. Be prepared for challenges that will come your way, and you'll find out what you are really made of.

# WE ARE THE NAVY FAMILY


Beyond the various operations and exercises that the RSN undertakes, what makes the RSN so special is its closely-knit Navy Family spirit.

Through exciting missions, we grow as individuals and as a unit; working together to defend our maritime nation.

Rise through strength and be part of our Navy Family.







[www.navycareers.gov.sg](http://www.navycareers.gov.sg)

1800-278-0000

[navycareers@defence.gov.sg](mailto:navycareers@defence.gov.sg)