



## ND CAREER PATH

Navy Diver (ND). NDs perform underwater salvage, recovery, repair, and maintenance on ships and submarines; search for and recover downed aircraft; conduct harbor clearance operations; provide assistance to military, federal, state, and local civilian law enforcement agencies in diving operations and procedures; maintain and repair diving equipment and systems; research and develop new diving techniques and procedures; conduct submarine rescue operations; maintain forms, records, correspondence, and files; and perform and supervise recompression chamber operations, hyperbaric treatment for diving and non-diving illnesses, open and closed-circuit Underwater Breathing Apparatus (UBA) diving, saturation diving, surface-supplied air and mixed-gas diving operations, demolition operations, and small arms proficiency.

| YEARS OF SERVICE | RANK/RATE   | AVERAGE TIME TO ADVANCE | COMMISSIONING OR OTHER SPECIAL PROGRAMS | PRIMARY DUTY   | TYPICAL CAREER PATH DEVELOPMENT  |
|------------------|-------------|-------------------------|---|--|--|
| 27-30            | NDCM        | 21.3 Yrs                | CMDCM, MDV                              | FORCM, ISIC<br>CMDCM, Major Staff, SEAT Chair            | <b>10<sup>th</sup> Tour:</b> UWSH, Expeditionary or Training/Special Mission command.<br><b>Billet:</b> FORCM, ISIC<br>CMDCM, CMDCM, Command MDV, SEL, SAT MDV   |
| 24-27            | NDCM NDCS   | 21.3 Yrs<br>17.3        | CMDCM, MDV                              | ISIC CMDCM, CMDCM, Command MDV, Major Staff, SEAT member | <b>9<sup>th</sup> Tour:</b> UWSH, Expeditionary or Training/Special Mission command.<br><b>Billet:</b> ISIC CMDCM, CMDCM, Command MDV, SEL, LCPO, SAT MDV.<br><b>Qualification:</b> CMDCM  |
| 21-24            | NDCM NDCS   | 21.3 Yrs<br>17.3        | CMDCM, MDV                              | CMDCM, SEL, Command MDV, MMDV, SEAT member, LCPO (M1DV)  | <b>8<sup>th</sup> Tour:</b> UWSH, Expeditionary or Training/Special Mission command.<br><b>Billet:</b> CMDCM, Command MDV, SEL, LCPO, SAT MDV, SAT Diver.<br><b>Qualification:</b> CMDCM   |
| 18-21            | NDCS<br>NDC | 17.3 Yrs<br>13.6        | MDV, CWO, SEL                           | Command MDV, MMDV, LCPO (M1DV)                           | <b>7<sup>th</sup> Tour:</b> UWSH, Expeditionary or Training/Special Mission command.<br><b>Billet:</b> Command MDV, SEL, LCPO, LPO, Diving Supervisor, High Risk Instructor, SAT Diver, Team Leader.<br><b>Qualification:</b> DWS/EXW and 2-3 advanced qualifications. MDV Evaluations |
| 15-18            | NDCS NDC    | 17.3 Yrs<br>13.6        | MDV, CWO, LDO                           | MMDV, LCPO (M1DV)  | <b>6<sup>th</sup> Tour:</b> UWSH, Expeditionary or Training/Special Mission command.<br><b>Billet:</b> Company MDV, LCPO, LPO, Diving Supervisor, High Risk Instructor, SAT Diver, Team Leader.<br><b>Qualification:</b> DWS/EXW and 2-3 advanced qualifications. MDV Evaluations      |



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|------------------|--|---|---|--|---|
| 12-15            | NDC<br>ND1                                       | 13.6 Yrs<br>7.5   | MDV, CWO, LDO                           | MDV,<br>1 <sup>st</sup> Class<br>Diver<br>(M1DV) | <b>5th Tour:</b> UWSH,<br>Expeditionary or Training/Special<br>Mission command.<br><b>Billet:</b> LCPO, LPO, Diving<br>Supervisor, High Risk Instructor, SAT<br>Diver, Team Leader.<br><b>Qualification:</b> DWS/EXW and 2-3<br>advanced qualifications. MDV<br>Evaluations |
| 9-12             | ND1<br>ND2                                       | 7.5 Yrs<br>3.4  | STA-21, OCS, MECP,<br>LDO               | 1 <sup>st</sup> Class<br>Diver<br>(M1DV)         | <b>4th Tour:</b> UWSH,<br>Expeditionary or Training/Special<br>Mission command.<br><b>Billet:</b> LPO, Diving Supervisor, High<br>Risk Instructor, SAT Diver, Team<br>Leader.<br><b>Qualification:</b> DWS/EXW and 2-3<br>advanced qualifications                           |
| 6-9              | ND1<br>ND2                                       | 7.5 Yrs<br>3.4  | STA-21, OCS, MECP                       | 1 <sup>st</sup> Class<br>Diver<br>(M1DV)         | <b>3rd Tour:</b> UWSH,<br>Expeditionary or Training/Special<br>Mission command.<br><b>Billet:</b> WCS, LPO, Diving<br>Supervisor<br><b>Qualification:</b> DWS/EXW and 2-3<br>advanced qualification   |
| 3-6              | ND2<br>ND3                                       | 3.4 Yrs<br>1.2  | Naval Academy,<br>NROTC                 | 2 <sup>nd</sup> Class<br>Diver<br>(M2DV)         | <b>2nd Tour:</b> UWSH, Expeditionary or<br>Training/Special Mission command.<br><b>Billet:</b> WCS, Training PO.<br><b>Qualification:</b> DWS/EXW   |
| 1-3              | ND2<br>ND3                                       | 3.4 Yrs<br>1.2  | Naval Academy,<br>NROTC                 | 2 <sup>nd</sup> Class<br>Diver<br>(M2DV)         | <b>1st Tour:</b> UWSH,<br>Expeditionary or Training/Special<br>Mission command.<br><b>Billet:</b> WCS, Training PO.<br><b>Qualification:</b> DWS  |
| 1.2              | RTC (3<br>months) ND<br>“A” school<br>(6 months) | ND3<br>Advanced to<br>E4 upon<br>completion<br>of ND “A”<br>School & 6<br>months TIR<br>as an E3. |   |  | Recruit Training and all schools or<br>training events required to be<br>completed prior to reporting to their<br>first operational command   |



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### Notes:

1. The ND rating is comprised of three tiered NECs. Each NEC represents increasing levels of knowledge and responsibility. A or C school is required for attainment of each NEC.
  - a. M2DV - Second Class Diver (Apprentice Skill set)
  - b. M1DV - First Class Diver (Journeyman Skill set)
  - c. MMDV - Master Diver (Master Skill set)
2. Diving Warfare Specialist (DWS) Qualification:
  - a. NEC M2DV - IAW COMNECCINST 1414.3F, ND personnel with NEC M2DV will have 24 months to complete initial DWS qualification upon reporting to their first command after graduation of Second Class Dive School.
  - b. NEC M1DV - IAW COMNECCINST 1414.3F, ND personnel with NEC M1DV must renew DWS qualifications within 18 months of reporting on board.
  - c. NEC MMDV - IAW COMNECCINST 1414.3F, ND personnel with NEC MMDV are considered permanently DWS qualified.

### Considerations for advancement from E6 to E7

- Prospective E7 ND's must be a First Class Diver NEC M1DV.
- Must successfully complete a minimum of 12 months in a LPO leadership position. The time between the evaluation end date and the date of the promotion board should be added to the calculation for time successfully served in the milestone position.
- Must have the core and 2 advanced qualifications IAW Qualifications (pg. 5).

#### Prospective E7 ND's (by order of precedence):

- Should have the core qualification and 3 advanced qualifications IAW Qualifications (pg. 5). At least one advanced qualification must be a diving supervisor qualification.
- Many duty types offer the potential to attain NEC's and warfare designations outside of DWS. ND's should take advantage of these opportunities to stay competitive for advancement (EXW, AW, SW, DOS, RSO, MTS, etc).
- Should have a minimum of 3 years of diving experience in NEC M1DV.
- Should have continued professional development, i.e. attending military schools, college courses, completing correspondence courses, PME/SEJPME, certifications, etc. Sailors earning their qualifications and academic achievements.
- Tours in varied geographic locations ARE considered career enhancing.
- Should have Command level involvement, ie Command collateral duties (DAPA, CLF, ACFL, CMEO, 3MC/3MA, CFS, Career Counselor (Command or dept/div) ect), FCPOA, Sailor 360 and MWR involvement.

### Considerations for advancement from E7 to E8

- Group 1: Must have NEC MMDV (Master Diver) to be eligible for advancement to E8.
- Group 2: Diver First Class (NEC M1DV – Group 2 only).
- Must have documentation of attendance to Master Diver COI A-443-0019.
- Must have completed at least 12 months as a Leading Chief Petty Officer (LCPO).
- Master Diver (NEC MMDV) Highest Priority for selection.
- Must have completed at least 12 months as a Leading Chief Petty Officer (LCPO). (Duty as an MDV is LCPO time).



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Prospective E8 ND's (by order of precedence):

- Should make significant contributions to ND rating NEC manning, and professional development. Ex: Selection board participation, Advancement Examination Readiness Review (AERR), ND PQS review board participation, Training Requirements Review (TRR), etc.
- Should have continued professional development, i.e. attending military schools, college courses, completing correspondence courses, certifications, SEJPME I & II and if available the Senior Enlisted Academy (Any Service). If degree is completed, continuing to work toward next degree or some form of professional self-improvement.
- Should have Command level involvement, ie Command collateral duties (DAPA, CLF, ACFL, CMEQ, 3MC/3MA, CFS, Career Counselor, ect), CPOA, CPO Initiation, Sailor 360 and MWR involvement.
- Diver First Class (NEC M1DV – Group 2 only):
- Should have the core qualification and 4 advanced qualifications IAW Qualifications (pg. 5). At least one advanced qualification must be a diving supervisor qualification. More advanced qualifications are considered career enhancing when having an impact on command mission.
- Should have a minimum of 6 years of diving experience in NEC M1DV.
- Tours in varied geographic locations ARE considered career enhancing.

### **Considerations for advancement from E8 to E9:**

- Must have NEC MMDV (Master Diver) to be eligible for advancement to E9).

Prospective E9 ND's (by order of precedence):

- Prospective E9 ND's should have completed a minimum 36 months of service as a Master Diver.
- Should make significant contributions to ND rating, NEC manning, and professional development. Ex: Selection board participation, Advancement Examination Readiness Review (AERR), ND PQS review board participation, Training Requirements Review (TRR), etc.
- Should be excelling in primary duties. Achieve mastery level, Sailors excelling under their lead (SOY/JSOY/BJOY/MAPs, advancements, qualifications, education, self-improvement etc.), documented success as DLCPO, LCPO, and in mentorship.
- Should make significant contributions to Master Diver development: Pre-screener coordinator, Master Diver MDV Evaluator, Pre-screener participant.
- Tours in varied geographic locations ARE considered career enhancing.



## ND CAREER PATH

**Qualifications:** A diverse background across all commands will ensure that a Navy Diver has had the opportunity to obtain a wide variety of qualifications to attain ND's core qualification and advanced qualifications.

**Note 1:** Qualifications are not in order of precedence or priority.

**Note 2:** The qualification/term "Unlimited Diving Supervisor" is not a valid qualification. Each specific diving system or diving apparatus is a separate qualification and should be spelled out that way in designation letters and evaluations.

**Note 3:** The long and abbreviated title was change implemented in 2023. Legacy titles/ abbreviations prior to 2023 are still valid qualifications.

**Note 4:** \* Qualifications: For "Electronically Controlled Close-Circuit Underwater Breathing Apparatus (EC-UBA) Supervisor" and "\*Closed Circuit Oxygen UBA (CC-UBA) Supervisor" a-c listed qualification listed below count as one advanced qualification.

| <b>Core Qualifications:</b> |                          |
|-----------------------------|--------------------------|
| <b>Long Title</b>           | <b>Abbreviated Title</b> |
| Diving Warfare Specialist   | DWS                      |

| <b>Advanced Qualifications</b>  |                          |
|---|--------------------------|
| <b>Long Title</b>   | <b>Abbreviated Title</b> |
| Air Diving Supervisor   | AIRSUP                   |
| Dry Deck Shelter (DDS) Diving Supervisor  | DDSDS                    |
| SSN Lockout Trunk Supervisor  | LOTS                     |
| SSGN Lockout Chamber Supervisor   | LOCS                     |
| DP Diving Supervisor  | DPDS                     |
| Mixed Gas Diving Supervisor   | MGDS                     |
| ROV Intervention Officer  | ROVIO                    |
| ROV Supervisor  | ROVS                     |
| SATFADS Life Support Technician   | LST                      |
| OSF Chamber Support Operator/Life Support Operator  | CSO/LSO                  |
| SATFADS Saturation Supervisor   | SDS                      |
| OSF Dive Watch Supervisor   | OSFDWS                   |
| SCUBA Diving Supervisor   | SCDS                     |
| Special Operations Diving Supervisor  | SODS                     |
| Submarine Rescue Chamber Supervisor   | SRCS                     |
| Transfer Under Pressure Supervisor  | TUPS                     |
| USMC Combat Dive Supervisor Course Instructor   | USMCDS                   |
| *Electronically Controlled Close-Circuit Underwater Breathing Apparatus (EC-UBA) Supervisor |                          |
| a. MK-16 Diving Supervisor  | M16DS                    |
| b. MK-28 Diving Supervisor  | M28DS                    |
| c. EX-28 Diving Supervisor  | E28DS                    |
| *Closed Circuit Oxygen UBA (CC-UBA) Supervisor  |                          |
| a. MODE Diving Supervisor   | MDDS                     |
| b. MK 25 Diving Supervisor  | M25DS                    |
| c. VIPER Diving Supervisor  | VDS                      |