



CLEARANCE DIVER

STRENGTH IN DEPTH

WHO WE ARE

Clearance Divers are highly trained Diving and Explosive Ordnance Disposal specialists whose capabilities are applied at home and abroad in support of Mine Countermeasures Operations, Explosive Ordnance Disposal, Improvised Explosive Device Disposal, Battle Damage Repair, and Force Protection.

HOW TO APPLY

The Clearance Diver (CL DVR) occupation is open to all members of the Canadian Armed Forces (CAF) with or without a dive qualification. Anyone wishing to become a CL DVR must undergo a Voluntary Occupation Transfer (VOT) or Component Transfer (CT).

A Clearance Diving Officer (CLDO) is a Sub-Specialty of the Naval Warfare Officer occupation. Naval Officer Professional Qualification (NOPQ) qualified Regular Force NWO Officers wishing to become Clearance Diving Officers are to submit a request through their Chain of Command.

Note: Suitable candidates will be invited to attend the Clearance Diver Assessment Centre (CDAC). Only selected candidates will be invited to attend the CL DVR/CLDO training.



PHASE 1: SCREENING

REGULAR FORCE NCM

- o Basic Military Qualification for Reg F NCM
- o Any MOSID
- o Operational Function Point Qualified in current occupation
- o 48 months of continuous service, or 36 months of continuous service for combat arms applicants, by 31 December of the competition year
- o Minimum Grade 10 or equivalent secondary school education, including:
 - Grade 10 Applied Math or equivalent; and
 - Any Grade 10 science course including Biology, Chemistry or Physics
- o Preferable, Secondary school graduation certificate, including:
 - Grade 12 Applied Math or equivalent; and
 - Any Grade 12 science course including Biology, Chemistry or Physics
- o Valid medical category for the CL DVR occupation (312225) and a Shallow Water Diving Form (DND 2939) declaring the applicant fit for shallow water diving
- o Valid FORCE test
- o Meet the CL DVR Physical Fitness Evaluation standard (administered through local PSP)
- o Not be under remedial measures, including a monitoring period, which extends beyond the closing date of the competition listed in the CANFORGEN
- o Have sufficient time remaining to retirement age to be able to complete the initial engagement of four years

If you meet the eligibility criteria:

- Review current CANFORGEN (see CL DVR Recruiting webpage)
- Submit a Notice of Intent (NOI) <http://esquimalt.mil.ca/fdu/Training/howtobeCD.htm>
- Upon submitting an NOI, applicants should continue with Phase 2 of the application process. You do not need to wait for reply from CL DVR recruiting before continuing with the next phase.

RESERVE FORCE NCM

- o Basic Military Qualification for Res F NCM
- o Any MOSID
- o Operational Function Point Qualified in current occupation
- o Minimum Grade 10 or equivalent secondary school education, including:
 - Grade 10 Applied Math or equivalent; and
 - Any Grade 10 science course including Biology, Chemistry or Physics
- o Preferable, Secondary school graduation certificate, including:
 - Grade 12 Applied Math or equivalent; and
 - Any Grade 12 science course including Biology, Chemistry or Physics
- o Valid medical category for the CL DVR occupation (312225) and a Shallow Water Diving Form (DND 2939) declaring the applicant fit for shallow water diving
- o Reserve Force applicants must apply to component transfer to the Regular Force as a Clearance Diver
- o Valid FORCE test
- o Meet the CL DVR Physical Fitness Evaluation standard (administered through local PSP)
- o Not be under remedial measures, including a monitoring period, which extends beyond the closing date of the competition listed in the CANFORGEN
- o Have sufficient time remaining to retirement age to be able to complete the initial engagement of four years

NAVAL WARFARE OFFICERS

- o Basic Military Officer Qualification for Naval Warfare Officers
- o Valid medical category for the CL DVR occupation (312225) and a Shallow Water Diving Form (DND 2939) declaring the applicant fit for shallow water diving
- o Naval Officer Professional Qualification
- o Initiated D-Level request for CLDO through Chain of Command
- o Hold a Dive Supervisor qualification
- o Valid FORCE test
- o Meet the CL DVR Physical Fitness Evaluation standard (administered through local PSP)
- o Not be under remedial measures, including a monitoring period, which extends beyond the closing date of the competition listed in the CANFORGEN

PHASE 2: APPLICATION

All CL DVR applicants must complete the following:

- o A VOT / CT application form (see CANFORGEN)
- o Include the following with the VOT application form to B/WPSOs:
 - Member Personnel Record Resume (MPRR), not EMEA version
 - If they are not located on your Pers file, provide the front and back copies of all academic transcripts, including high school and post-secondary (unofficial transcripts are accepted)
 - CL DVR Selection physical fitness evaluation results
 - Shallow Water Diving Form (DND 2939) declaring the applicant fit for shallow water diving
- o Note: Applicants unable to meet the deadline due to operational reasons

may request an extension via their B/WPSO.

All CLDO applicants must:

- o Contact their local Personnel Selection Office to schedule a suitability interview
- o Request a CLDO D-Level training through their chain of command
- o Complete a CL DVR Selection physical fitness evaluation
- o Complete the Shallow Water Diving Form (DND 2939) declaring the applicant fit for shallow water diving



PHASE 3: SELECTION

Applications will be reviewed and competitive candidates will be invited to attend the CDAC where they will undergo a variety of job-related exercises designed to measure several distinct skills or abilities required of CL DVR and CLDO in training and on operations.

Applicants should ensure they are physically and mentally prepared to attend this final selection phase. Candidates will be assessed through:

- o Physically and mentally challenging activities
- o Written tests
- o Interviews
- o Phobia testing

Upon completion of the CDAC, candidate files will be evaluated using a board process to determine suitability for the Clearance Diver Occupation or employment as a Clearance Diving Officer. Not all candidates who complete

the assessment centre will move on to the next phase of selection. Those who are found suitable will be contacted to conduct their final medical assessments at the Canadian Forces Environmental Medicine Establishment (CFEME) in Toronto (typically in March). Medically approved NCM candidates will have their files forwarded to DMCPG 5-3 for the final phase of selection. On completion, selected candidates will receive VOT/CT offers to join the Clearance Diver Occupation (typically in May). Upon acceptance of their offers, members will be posted to their nearest Basic Training List (BTL) as untrained Clearance Divers to commence training on the next available course. Clearance Diving Officers will be advised of their selection status by the RCN and will receive course loading messages, as applicable, through their CM.

Note: If selected, candidates who are not qualified will be loaded on the next available CAF Dive Course (Ship's Diver or Combat Diver) which must be completed prior to attending Clearance Diver Training.

PHASE 4: TRAINING

The Clearance Diver Course is approximately 11 months long and takes place primarily in Victoria, BC. Candidates will receive instruction on the necessary skills and specialties required to perform in operational environments including:

- o Training on multiple types of diving equipment
- o Operating Hyperbaric Recompression Chamber
- o Underwater demolition, Basic EOD (CMDB), IEDD Assistant Op
- o Underwater tools
- o Underwater sonar and navigation equipment
- o Diving support equipment
- o Early in their careers, Clearance Divers and Clearance Diving Officers will attend the Advanced Conventional Munitions Disposal course (6 months, Destin, Florida, USA) and will have the opportunity to challenge the IEDD Operator course (11 weeks, CFB Gagetown)



HOW TO PREPARE FOR CDAC

There will be diving on the CDAC. If you are selected to attend, you will be provided with a pre-instructional package which will cover topics related to diving that are needed on the CDAC (e.g., diving signals, diving equipment, and diving terminology).

There will be a number of physical exercises on the CDAC:

- o **Treading Water.** You must be able tread water for at least two minutes with your hands out of the water. The “eggbeater” technique is the most favourable to accomplish this task.
- o **Long Swim.** You must be able to swim for up to 4 km in the ocean with fins.

- o **Ruck March.** You must be able to conduct a loaded march carrying 45kg for 5km in under 60 minutes.
- o **Carry.** You must be able to lift and carry objects up to 35kg. This can include carrying awkward materials such as dive gear or dive tanks.
- o **Mobility.** You must be able to adopt challenging positions (e.g., kneeling, prone).
- o **Dexterity.** You must have fine motor skills (e.g., to assemble dive gear or conduct maintenance/repairs).

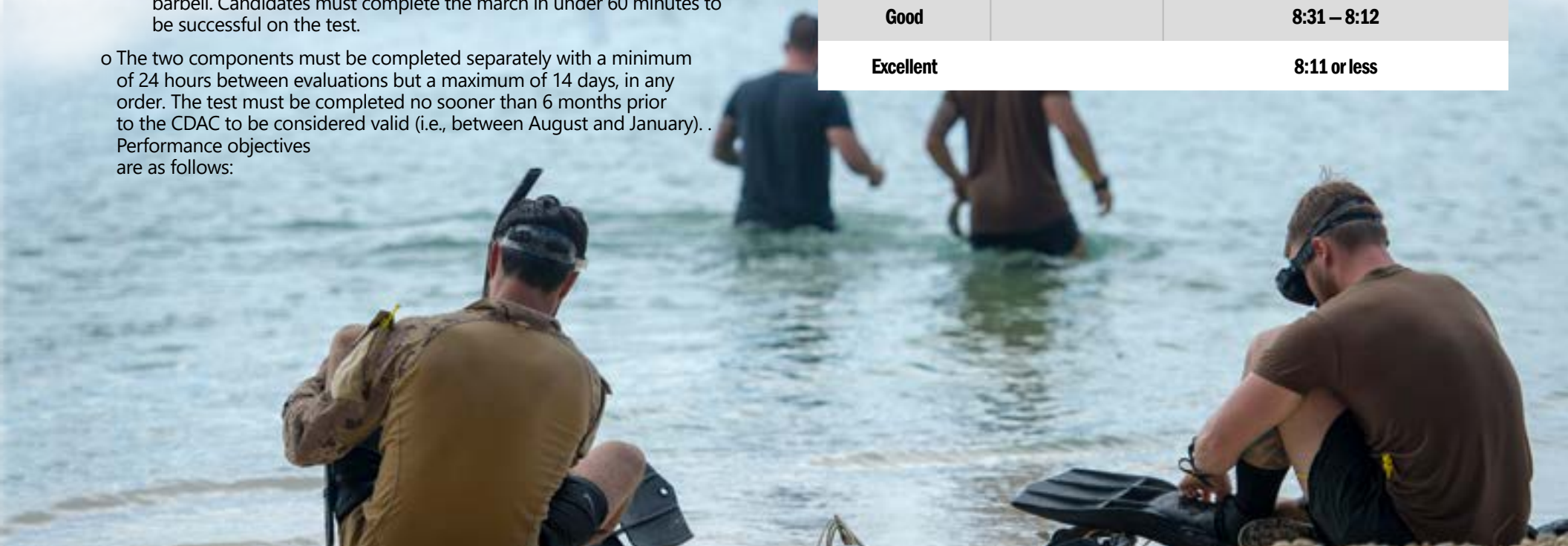


SELECTION PHYSICAL FITNESS EVALUATION

- o Administrated by PSP staff at CAF bases.
- o Designed to capture the movement patterns, energy systems, and muscle groups recruited in the performance of Clearance Diver training, and it is based on realistic but demanding tasks/scenarios. The test has two components:
 - o Water component (approximately 30 minutes) - treading water with hands out of the water for two minutes and thirty seconds, transition to 500 metre swim using the sidestroke technique, with the aim of completing as fast as possible for an overall completion time. Candidates must complete the treading water component to be successful on the test.
 - o Land component (approximately 90 minutes) - a five kilometer ruck march carrying a 35 kilogram (kg) load (no running), followed by a five minute transition/rest period to a modified FORCE circuit which consists of the four tasks of the FORCE evaluation in the same order, without a rest period between the tasks (with the aim of completing as quickly as possible for an overall circuit completion time), followed by a five minute transition/rest period, and finishing by completing as many deadlifts as possible with a 75 kg barbell. Candidates must complete the march in under 60 minutes to be successful on the test.
- o The two components must be completed separately with a minimum of 24 hours between evaluations but a maximum of 14 days, in any order. The test must be completed no sooner than 6 months prior to the CDAC to be considered valid (i.e., between August and January). . Performance objectives are as follows:

Land Component			
Performance level	5KM Ruck March (mm:ss)	FORCE Circuit (mm:ss)	Deadlifts (Repetitions)
Needs Improvement	More than 60:00	More than 6:35	Less than 8
Acceptable	60:00 or less	6:35 – 5:51	8 – 27
Average		5:50 – 5:26	28 – 35
Good		5:25 – 5:15	36 – 46
Excellent		5:14 or less	44 or more

Water Component		
Performance Level	Treading Water (mm:ss)	500M swim (mm:ss)
Needs improvement	Less than 2:30	More than 10:17
Acceptable	02:30	10:17 – 9:13
Average		9:12 – 8:32
Good		8:31 – 8:12
Excellent		8:11 or less



LIFE AS A CL DVR/CLDO

CL DVR and CLDO's fill a variety of roles at home and abroad as well as gain additional qualifications through specialty training.

- o New Clearance Divers and Clearance Diving Officers are posted to a Fleet Diving Unit (FDU) either at CFB Esquimalt or CFB Halifax where they can expect to further develop their skills in:
 - o Mine Countermeasures Diving
 - o Underwater Engineering
 - o Light Salvage
 - o Recompression Chambers Operations
 - o EOD/IEDD
 - o Instructing Ships Divers
- o The FDU's maintain a high Operational Tempo; however, while they do provide support for prolonged missions, most taskings are shorter in duration which provides one of the best work-life balances in the CAF.
- o Upon completion of the QL5A course CI Dvrs and CLDOs are entitled to receive the Clearance Diving Allowance (\$689.00/month; 2021).
- o After gaining experience on the job, CI Dvrs attend the CI Dvr Technician course (QL5B) where upon completion they are designated as Trade Group Specialist 1.
- o Junior members contribute skills, ideas, planning, and problem solving.
- o Less frequent postings.
- o Close knit community with emphasis on working as a team.





**TURN THE TIDE: JOIN
THE RCN CLEARANCE
DIVER BRANCH**