



Crystal Dive Working Internship Program (WIP)

Overview

The Crystal Dive Working Internship Program (WIP) is designed for SSI Divemasters and Instructors seeking hands-on experience at one of the world's busiest and most respected SSI Dive Centers. Whether you're looking to boost your employment prospects or develop leadership and operational skills, this intensive 10–14 day program offers a unique opportunity to work alongside one of the most experienced teams in the world.

The WIP also serves as a pre-assessment platform for potential employment at Crystal Dive. Interns who demonstrate strong performance and a positive attitude may be considered for future job openings. On completion of the program, participants receive a professional reference, which can greatly enhance their diving career prospects.

Supervision

Throughout the program, you will work under the direct supervision of experienced Instructors and Divemasters. You'll observe our team in action, try tasks for yourself, and receive ongoing coaching and feedback to help you grow and improve.

Special Considerations

All interns must have the following essential dive gear:

Dive computer (or a timepiece and depth gauge)

Compass

Surface Marker Buoy (SMB)

It's also highly recommended to have a copy of the local dive site maps.

As an SSI Professional, you're expected to exhibit role model behavior at all times, positively representing both yourself and Crystal Dive with professionalism and enthusiasm around guests and staff.

Prerequisites

To qualify for the Crystal Dive Working Internship Program, you must:

Be an active-status SSI Divemaster or Instructor with a valid SSI Pro number

Hold personal Diving insurance

Be in good health and fit to dive (e.g. no ear infections or physical limitations affecting dive activity)

Hold a valid visa that covers the full duration of the internship

General Info

During your internship, you'll rotate through five core roles, each providing insight into the daily operations of a successful dive center. These roles are:

Land Duties

Office Operations

Surface Cover (Boat Duties)

Dive Guiding

Scuba Review Instruction

You'll begin by shadowing experienced professionals, then gradually take on responsibilities yourself with supervision and support from our team. This hands-on approach ensures that you receive meaningful feedback and guidance throughout the internship.

Land Duties

Land-based operations are a fundamental part of the dive center's day-to-day logistics. You'll assist with:

Boat preparation

Equipment counting and basic maintenance

Gear room organization

General operational tasks, which vary daily

These responsibilities are vital for the smooth running of dive activities and introduce you to the backbone of dive logistics.

Office Operations

In the office, you'll receive training on:

Our internal booking and scheduling systems

Course paperwork and documentation procedures

Customer check-ins and communications

Preparing boat manifests and managing logistics

Interns always work under the guidance of office staff and will be gradually given more responsibility to build confidence and competence in front-of-house roles.

Surface Cover (Boat Duties)

Surface cover is a key safety role in our operations. Responsibilities include:

Performing roll calls at the pier and dive sites

Giving pre-dive briefings to divers

Tracking dive group times and maximum depths

Assisting divers with equipment and water entry/exit

Identifying and reporting any equipment issues

Coordinating with instructors and Divemasters

Supporting emergency procedures if needed

Ensuring all gear is accounted for upon return

This role helps build a strong sense of responsibility and awareness of dive safety protocols.

Dive Guiding

This is a highlight of the internship and a chance to fine-tune your Divemaster skills. You will lead groups of up to four certified divers, and be responsible for:

Dive briefings and environmental awareness

Equipment checks and setups

Underwater navigation and group control

Ensuring diver safety and satisfaction

Your confidence, environmental sensitivity, and leadership will all be put into practice and developed further in this role.

Scuba Review

At Crystal Dive, Scuba Reviews are offered to divers with fewer than 60 logged dives or those who haven't dived in the past 6 months. These sessions are also open to anyone wanting to refresh skills before joining a fun dive or course.

You'll conduct:

A short theory recap

Equipment setup guidance

Pool-based skill reviews, including buoyancy, trim, and other personalized requests

As a Divemaster, you'll demonstrate key scuba skills and help participants rebuild confidence in a supportive environment.

Why Join the Crystal Dive WIP?

This internship is more than just experience—it's your chance to:

Work with one of the most experienced dive teams in the world

Receive professional mentoring and feedback throughout

Obtain a reference to enhance your diving CV

Potentially be offered a job with Crystal Dive, based on your performance

By immersing yourself in every aspect of a busy dive operation, you'll come away with not just new skills, but a deeper understanding of what it takes to succeed as a dive professional.