

BY MAURICIO GARRIDO, PRESIDENT, AMERICAN SALVAGE ASSOCIATION



“...the ideal Salvage Master must be both a generalist and specialist with an adaptable mindset that allows for out-of-the-box thinking.”

-Mauricio Garrido

## SALVORS: THE NEXT GENERATION

**D**espite advances in technology, safety, and crew training, marine casualties will continue to occur. Therefore, maintaining a ready-to-respond professional salvage capability should be a priority for property owners and underwriters, as well as government interests. Such capability, however, can only be supported by engaging it and ensuring that adequate compensation under fair terms is fed to the service provider so as to allow the reinvestment in equipment but more importantly in people.

Unfortunately, underwriters and re-insurers, the financial end-users of our services, tend to focus on the quarterly bottom line of the premium collected versus claims paid. This chronic tendency often leads to an underestimation of the job at hand and the hiring of alternative “cheaper” options which in the long run could result in a degradation of the professional and dedicated salvage capability.

The challenges faced by U.S. based salvors are not just limited to client misperception, aggressive competition, and not enough work. Those passionate enough to stay in the industry must learn to accept the incongruent model of operating a business which requires heavy speculative investment in expensive resources in the hopes of a job which cannot be forecasted. Such business model would easily result in the rejection of any MBA thesis daring to outline the entrepreneurial viability of a salvage company.

It is interesting to note that while global unemployment has recently escalated to alarming levels, the salvage industry seems to be able to maintain its strength levels adorned with its traditional musical chairing of talent across competing companies. So while retention in the industry may not be a problem, recruitment of new young talent

may indeed prove to be the real challenge facing U.S. based salvors as they strive to formulate long term self-preservation. Maritime academies quickly surface as obvious sources of potential future Salvage Masters. However, why would a graduating third mate join a company whose survival depends heavily on the breakdown of the procedures, rules, and operational doctrine absorbed during the past four years at the academy?

Being a salvor requires a special set of skills, personality and character. To a great extent the ideal Salvage Master must be both a generalist and specialist with an adaptable mindset that allows for constant out of the box thinking. On the job training is a must and the individual must be prepared to live aboard a rollercoaster with an ever changing route where family life, vacation, and scheduling will often take a back seat. Yet without a fresh and constant supply of human resources the significant investments in equipment and technology made by salvage companies could eventually lead to their demise for the gear cannot operate without people.

The salvage industry as a whole must focus on the development of a long-term strategy to create a steady supply of young personnel. Such strategy must be comprehensive enough to entice future professionals to “try it out” and determine if they enjoy the adrenaline rush and troubleshooting requirements surrounding a marine casualty.

More importantly, a recruitment and strategy crafted to support the sustainability of our beloved industry is likely to fail if it is not based upon an aggressive campaign aimed at increasing the visibility of our industry at the household level. It is time for America’s mainstream to learn about salvors and all of the good things we bring to life.

**ML**

[www.americansalvage.org](http://www.americansalvage.org)

### MARINELOG

ISSN 08970491 USPS 576-910

A Simmons-Boardman Publication

345 Hudson Street, New York, N.Y. 10014  
Tel: (212) 620-7200 Fax: (212) 633-1165  
Website: <http://www.marinelog.com>

### Advertising Sales

#### UNITED STATES

**New York Sales Office**  
345 Hudson St., 12th floor  
New York, NY 10014

Roland Espinosa  
Sales Director  
Tel (212) 620-7225  
Fax (212) 633-1165  
E-mail: [respinosa@sbpub.com](mailto:respinosa@sbpub.com)

#### U.S. GULF COAST

Jeff Sutley  
Tel (212) 620-7233  
Fax (212) 633-1165  
E-mail: [jsutley@sbpub.com](mailto:jsutley@sbpub.com)

#### WORLDWIDE

Donna Edwards,  
International Sales Manager  
e-mail: [dedwards@sbpub.com](mailto:dedwards@sbpub.com)

**Marine Log (UK)**  
Suite K5 & K6, The Priory  
Syresham Gardens  
Haywards Heath  
RH16 3LB UNITED KINGDOM  
Tel: +44 1444 416368  
Fax: +44 1444 458185

#### Australia, China, India, Japan, New Zealand and Singapore Representative

Louise Cooper  
Tel: +44 1444 416368  
Fax: +44 1444 458185  
E-mail: [lcooper@sbpub.com](mailto:lcooper@sbpub.com)

#### Korea

Young-Seoh Chinn  
JES Media International  
2nd Fl. ANA Bldg.  
257-1, Myungil Dong,  
Kangdong-Gu  
Seoul 134-070, Korea  
Tel: +822-481-3411  
Fax: +822-481-3414  
e-mail: [jesmedia@unitel.co.kr](mailto:jesmedia@unitel.co.kr)

#### CLASSIFIED SALES

Diane Okon  
Classified Advertising Sales  
20 South Clark St., Suite 2450  
Chicago, IL 60603  
Tel: (312) 683-5022  
Fax: (312) 683-0131  
E-mail: [dokon@sbpub-chicago.com](mailto:dokon@sbpub-chicago.com)