



# **A Successful Career – Inspiring the Next Generation of Women in the Maritime Industry**

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# And you may ask yourself, "Well, how did I get here?"

*Once in a Lifetime by the Talking Heads*

- Grew up on the water – Sailor and Swimmer
- Afforded many opportunities in education
- No exposure to maritime industry in High School despite living close to a major world port.





# California Maritime Academy

- 1976 - First Year Women Admitted
- I started in 1984, 10 women in my class
- Enrollment of women in the Deck License Program still about 10%
- Never thought I would go to sea – focused on maritime law and management.
- I was offered the sea-going job that everyone wanted, so I decided to take it.



CAPT. BOB GRAY - TAKING T.S.G.B. TARDU'  
PANAMA CANAL IN 1987





## Graduation Day - 1988




- Sailed Able Seaman for 1 year
- 3/M and then 6 years 2/M
- Fleet downsized – no promotions
- Sought other opportunities in Terminals, Offshore Moorings and HQ between shipping assignments





# COLUMBIA RIVER PILOTS



- 1996-2019
- First Woman Pilot
- First Not "From the River"
- Association was directed by the Legislature to Diversify
- Two Track Program
- Contributions to the Association



## **In Addition to Piloting.....**

- Served for 9 years on the Regulatory Commission (Oversight)
- Served as Administrative Pilot
- Chaired the Training and Professional Development Committee
- Active in the Harbor Safety Committee
- Represented the Association to the Legislature, Regulators and Media
- Improved internal business operations and management practices



## Days and NIGHTS on the River





# San Francisco Bar Pilots



- I didn't know it, but this was the job I spent my career preparing for.....
- 55 years old, knee injury and had to make a choice.
- Able to bring a unique mix of piloting, management and regulatory experience to the Association.

# External Factors that Made My Career Possible

- Exposure to the Maritime Industry (better late than never!)
- Public and Private Sector Diversity Initiatives
- Opportunities provided by Employers and Pilot Associations
- Strong Mentorship and Role Models (All were Male)
- Strong Training and Professional Development Opportunities
- Support from Family and Friends to Pursue “Non-Traditional” Career



# What I Brought to my Training Program

- Strong and Focused Work Ethic, Accountability and Perseverance
- 8 ½ years of Shipboard Maritime Experience (post CMA) enhanced by Shoreside assignments
- An understanding of water, wind and current
- Willingness and ability to do better than average and a desire to learn
- An ability to get along and work well with men
- Experience working with high levels of stress and consequence



# Suggestions for Pilot Organizations Considering Non-Traditional Candidates

- Successful trainees become successful pilots. The training program “makes” the pilot.
- There is more than one way to train a pilot. What do other Pilot Organizations do differently?
- Two track, longer and flexible training programs do work. The right candidate with less experience might be the better long-term hire.
- Qualified Diversity Candidates Enhance Pilotage Associations.

