

# PRESTON COUNTY FIREFIGHTERS ASSOCIATION

IN COOPERATION WITH WEST VIRGINIA PUBLIC SERVICE TRAINING AND  
MOUNTAIN STATE EDUCATIONAL SERVICES COOPERATIVE PRESENT:

# ARE YOU READY FOR YOUR NEXT RECRUIT?

**Saturday | March 22, 2025 | 8:30am-4:30pm**  
**Bruceton-Brandon Volunteer Fire Department**  
**142 Union St | Bruceton Mills WV**

Do you remember when you first came into the fire service?

- ☆ What attracted you?
- ☆ How were you welcomed?
- ☆ How well were you onboarded?
- ☆ And most importantly, how did it make you feel?



Rushing to market for new recruits is not always the best approach to long-term sustainability and growth in your fire and emergency services organization.

First, we need to look inside and get our own firehouse in order before inviting new members into it to avoid creating a revolving door of time, effort and funding-consuming recruitment efforts and equally challenging retention issues.

In *“Are You Ready for Your Next Recruit?”* we’ll take a retention-first attitude to evaluate the type of environment you’re inviting new members into. Does what you’re selling match up to what they’ll see when they peek behind the curtain?

Utilizing facilitated conversation and a series of interactive exercises, this presentation outlines the three major phases of the “Responder Service Timeline: Recruitment, Onboarding, and Retention” to offer a framework for sizing up the health and wellness of your organization’s culture and processes. This critical conversation takes a hard look at personal and organizational leadership and investigates the causes and origins of conflict in the firehouse to outline ways to sustain a thriving workforce.

This highly engaging interaction will uncover opportunities and share best practices for today’s public safety leaders to attract and retain the appropriate quantity and quality of Fire and EMS personnel they need to support the delivery of emergency services in their communities. Together we’ll convert conversation into action to get your organization: *“Ready for Your Next Recruit!”*



Lunch is provided.  
Registration is FREE!  
Scan the QR code or click:

<https://lp.constantcontactpages.com/ev/reg/q92874n>

TIGER SCHMITTENDORF is Vice President of Strategic Recruitment & Retention Services for [First Arriving](#), a full-service marketing and technology team focused on public safety and headquartered in Richmond VA. He served the Erie County NY Department of Homeland Security & Emergency Services for more than 20 years before retiring as Deputy Fire Coordinator in 2018 where he was responsible for coordinating the recruitment, training and mutual aid operations of the county’s 97 fire departments and 6,000+ firefighters. He is an advocate and retention and recruitment essentials trainer for the [National Volunteer Fire Council](#) and developed the Retention & Recruitment Officer Development Course for [MissionCIT](#). Tiger has been an active firefighter with the Evans Center Volunteer Fire Company in Angola NY since 1980, having served as Chief of Training and Public Information Officer. He brings 15 years of success in engineering, marketing, and management to marketing the product he loves: fire and emergency services. Connect via: [tiger.schmittendorf@gmail.com](mailto:tiger.schmittendorf@gmail.com) or [FireRECRUITER.com](http://FireRECRUITER.com).

