



## Adventure Nannies Glossary

**Babysitter** | A babysitter is someone who is paid occasionally to watch another family's children for a set amount of time, often in the evenings. Babysitters are often friends of the family or neighbors and do not typically have any formal childcare training or experience (although anyone who is working as a babysitter should have up-to-date infant and child CPR and First Aid certification for the safety of all parties.)

**Career Nanny** | A career nanny is a nanny who has been working professionally as a nanny for 5 or more years and has dedicated themselves to continuing to be a nanny for the foreseeable future, with no plans to change professions. Some career nannies invest in their training and development to continue fine-tuning their skills and staying up to date on child research and philosophies, which we strongly encourage of anyone working as a professional nanny, but some career nannies do not. The term 'career nanny' means simply that someone has been working as a nanny for a significant amount of time.

**Fully-staffed** | A fully-staffed home can consist of any number of staff, including but not limited to housekeepers, executive housekeepers, household managers, personal assistants, a chief of staff, gardeners, private chefs, drivers, and security details. In many fully-staffed roles, the nanny will be working on a team with other nannies and most of their direct interactions will be with a lead nanny or a household manager, not with the parents (sometimes referred to as 'principals') directly as often as a smaller-staffed home.

**Governess** | A governess role in Victorian times was similar to a private educator role. Governesses were considered a specialized subset of nannies who would work in private homes and teach school-aged children their core subjects in addition to the finer arts, such as musical instrument instruction, horseback riding, and more. Governesses would prepare meals for children but were generally considered not to be responsible for additional childcare duties. While the term 'governess' is still used with more frequency in Europe, it is generally considered an outdated term in the United States.

**High Profile |** High profile is generally a designation that a family is known in the public eye for their accomplishments in the performing arts, sports, tech, or public interest. Families operating in this sphere often have more stringent requirements for discretion and privacy, as the safety of their family, home environment, and children is more likely to be compromised. A nanny, NCS or private educator working for a high-profile family will likely have additional security requests both during the interview process and throughout their employment. For example, they may be asked not to share any identifying information about their employers (including their identity, where they live, where they are traveling to, ages of children, etc) with anyone, including members of their immediate family and/or partners. Some may undergo a specialized security screening or be enrolled in a defensive driving course, while others may not be permitted to bring a personal cell phone or other electronic devices that track GPS when working or traveling with the family.

**Household Manager / Estate Manager |** A household manager is generally responsible for the day-to-day management and upkeep of a residence (for families with multiple residences, this position is often referred to as 'estate manager'.) Household manager roles do not typically involve childcare, although they occasionally include managing a nanny or team of nannies, assisting with scheduling children's activities, and drop-offs / pick-ups.

Household managers often oversee finances, ensuring bills are paid on time, correspondence, planning events, gatherings and parties, and coordinating other household employees or third-party vendors such as gardeners, chefs, drivers, plumbers, electricians, contractors, and others. Household managers also often oversee household shopping, deliveries, and manage the calendars of their principals.

Depending on the size of the home or estate, household managers may also be asked to prepare and plan meals, assist with tidying the home, pet care, family laundry, and other duties.

**Live-in |** A live-in role means that the nanny will be living in housing provided by the family, either on working days ('live-in while working') or as their primary residence ('live-in'). This can mean either a room within the family's home or a room or apartment on the family's property, such as a guest or carriage house. Families often offer live-in arrangements partially as a benefit to the nanny and partially as a benefit to the family. Live-in arrangements have become increasingly popular during COVID-19 as a safe way for the family and nanny to quarantine together, and to ensure that nannies can

continue to work in various stages of shutdown. Families are discouraged from offsetting a nanny's hourly rate when providing housing, as doing so can create a complicated legal situation in regard to tenancy. As a live-in nanny, it is critical to have an employment agreement that details any utilities you are responsible for paying, if any, when other members of the household or staff may need to access your living quarters and what type of advance notice is permissible, and how long you will have to vacate the premises if your role ends.

**Live-out** | A live-out role is a role where the nanny will be living off-site. In most cases, the nanny is responsible for their own housing costs and gets to choose their own housing situation. In some cases, nannies who are relocating for the position are offered a housing stipend or relocation reimbursement to assist with the initial costs of securing a long-term apartment.

**Nanny** | Similarly to babysitters, nannies are hired by families to care for their children - however, there are several key differences between nannies and babysitters. A nanny is hired on an ongoing basis (either part-time or full-time) with a consistent schedule and clear responsibilities. Because nannies spend more regular time with children, nannies often become more involved in the development of the children in their care and assist in keeping the household running smoothly. While babysitters provide basic care and fulfill the need for an adult to be present in the home, nannies are expected to have a stronger knowledge of developmental stages, experience with planning activities and preparing meals, and up-to-date infant and child CPR and first aid certification. A nanny's role extends to all tasks related to the children, and can include children's laundry, meal planning and prep, and keeping the children's areas of the home and other common spaces tidy.

**Nanny/Family Assistant** | A nanny/family assistant has the same duties and responsibilities that a nanny does, and also has additional tasks related to the household that are not child specific. This type of role is often requested by families with school-aged children who are trying to create a full-time schedule to attract a stand-out candidate, or by families who have two working parents. A family assistant's duties vary greatly from family to family, but often include meal planning and prep for the entire family, light cleaning, grocery shopping or ordering, running errands such as dry cleaning or car servicing, organizing projects in the home, pet care, family laundry, helping to coordinate and set up for parties or events, scheduling and organizing third-party household support such as housekeepers, gardeners, electricians, pool services, and other vendors, and helping plan and book family travel. A nanny/family

assistant role is ideal for a nanny who is interested in moving towards household or estate management, or towards a career as an executive assistant.

**Newborn Care Specialist** | (as opposed to Night Nanny or Night Nurse) Newborn care specialists are trained specifically to take care of infants from 0 days to 12-24 weeks old (when a typical nanny would step in). They are expected to understand and be trained in the fundamentals of sleep conditioning, breastfeeding or chestfeeding, swaddling techniques, common newborn illnesses and infections, how to speak with parents about postpartum mood disorders and recognize the symptoms, provide the family with a detailed schedule, list of requirements for the nursery, and generally take care of all things infant-related.

Newborn care specialists are not trained medical professionals and cannot diagnose illnesses or prescribe anything (including over-the-counter or homeopathic remedies) for infants. This is an important distinction and also the reason that the terms baby nurse or night nurse are no longer industry standard. Newborn care specialists commonly work either overnight shifts anywhere from 8 to 12 hours in length, and they often also provide 24-hour care 1-7 days per week, usually with a 4-6 hour break in the middle of the day, and/or in a rotational schedule with other NCS.

**On-call** | Some families will request 'on-call' hours to ensure their nanny's availability whether or not the family needs or asks them to work. The industry standard is that nannies are paid for their on-call hours, whether they are requested to work during them or not. In some states, families may legally pay a lower hourly rate (i.e. half the normal hourly rate or minimum wage) for on-call hours when the nanny is not asked to work, however this is not legal in all states. It is important when working on an employment agreement that includes on-call hours to have a clear written understanding of your responsibilities when being paid to be on call - for example, how soon are you expected to arrive at the home if you are called in, or how much advance notice should the family provide if you will be working during an on-call shift?

**Overnight rates** | In some cases, typically with young children or with parents who travel frequently without their children, families will ask nannies to work overnight. While the children are generally sleeping, it is important that a responsible adult is present to ensure their safety and to help the children go back to sleep if they wake during the night.

**Private Educator** | Private educators are commonly hired to facilitate full-time schooling or to supplement full-time schooling within the family's home or in a designated space

designed to be the family's 'classroom'. A private educator provides a rich, individualized, and engaging educational plan for a family's child(ren) to foster their lifelong love of learning. They can research and plan curriculum tailored to their students, or carry out a curriculum chosen or provided by the family. A private educator's main objective is to bring the classroom to life for their students!

Private educators come from a variety of backgrounds and not all private educators are alike! We work with educators who have been trained and have experience in many progressive educational models, both those with extensive classroom experience and those who have solely worked in the domestic, private educator space. In the past, we have placed educators with backgrounds in Montessori, Reggio Emilia, unschooling, and Waldorf (to name a few!) Oftentimes, families will hire both a nanny and private educator as both roles go hand in hand in a holistic educational model.

Professional Childcare Experience | (as opposed to "childcare experience")

Professional childcare experience is defined by Adventure Nannies as paid experience you have received at or above the age of 18 caring for children who are not related to you.

Examples of professional childcare experience include:

- Full-time nanny, teacher, or teacher's aide positions
- Ongoing travel and temp positions with the same family
- Full-time experience working in an early childhood center or daycare

Examples of childcare experience that are certainly good to have, but that will not be considered 'professional experience' at Adventure Nannies, include:

- Occasional babysitting gigs
- Volunteering in a church, gym, or other free childcare setting
- Caring for children you are related to (i.e. younger siblings, your own children or grandchildren, step-children, nephews and nieces) or that your significant other or partner is related to.
- Working as a lifeguard
- Any babysitting positions held before the age of 18

Relocation Position | Adventure Nannies has been offering relocation positions for the last 10 years and, if we dare to say, we've gotten pretty darn good at sorting through the logistics with both families and candidates. Any position that states the family is 'open to relocation' simply means that the family is prioritizing finding the best fit for their family over finding someone within a 20-minute commute. Relocation does not

necessarily mean that the position will be live-in - in many cases, the family will provide temporary housing to give their new employee time to find and move into an apartment or house of their own, or provide a housing stipend long-term as you adjust to changes in cost of living after you've relocated. Families often cover a portion or all of a candidate's relocation costs, and Adventure Nannies will assist you in calculating your own relocation expenses when you are in trialing stages with one of our families!

**Rotational Position** | Rotational positions are worked in tandem with a team of additional nannies and are sought after by families who are seeking some level of round-the-clock care for their children. These positions can be live-in, live-in while working, or live-out, and the schedules are a mixture of days on, or working, followed by days off, or not working. Some families will schedule rotational shifts to be 10 to 14 hours per day, while other families ask for 24-hour availability while on duty and pay the nanny for all hours worked. There is typically a small overlap during the shift change to allow the nanny completing their shift to communicate with the nanny beginning their shift. Many nanny teams also collaborate on shared materials, such as online calendars or Google documents, to ensure they are setting the other shift up for success (and to ensure they won't need to jump in during their days off!)

**Stay At Home Parent (SAHP) vs Work From Home (WFH)** | A stay-at-home parent and work-from-home parent both spend the majority of their day in the home - however, a work-from-home parent will generally be working in a separate room in the house and the nanny or private educator will have full charge of the children during that time. Relationships with SAHPs are often more collaborative as the employee and parent are often sharing a space for many hours of the day, or 'dividing and conquering' to ensure the children's needs are met while other errands and household duties are performed.

**Travel Nanny** | A travel nanny is a professional nanny who is hired by a family to accompany them during a trip and to create developmentally appropriate location-specific activities for their children while ensuring the children are cared for and safe while traveling. Travel assignments can last anywhere from 2 weeks to 6 months or longer. The travel nanny is often also responsible for packing the children's items, supervising them while in transit, light errands when required during the trip, and stepping in for morning, meal, and evening routines. Travel nannies who receive more than \$2,100 in gross pay from a single family must declare the income and pay taxes on the full amount. If you are placed by Adventure Nannies, we will assist the family in setting up domestic payroll for your length of employment.

Trial Interview | The goal of a trial is for both the family and the nanny to determine whether or not it's a good fit. For the family, this means seeing how adaptable the nanny is, how they interact with the children, how they respond to feedback, and how their overall 'vibe' fits in with their family and the responsibilities of the role. For the nanny, this means getting to know the children, observing their relationships with both parents and other siblings, fine-tuning the role, and learning more about the family dynamic and the home environment. A trial is a 'working interview' and are not meant to be substitutions for childcare and most families opt for a 2-4 day trial whenever possible. A trial interview is a great place to bring a pre-planned craft or cooking project, a new game the family can learn together, or a trip to a park or museum. It is a chance to showcase how a candidate will interact within the family's home, and to observe the children's personality and behavior.