

# DISCUSSING COMPENSATION

Discussing compensation can be challenging, tricky, and intimidating! We want to help you to have these conversations with future employers confidently as well as advise you on how to think about your minimum compensation goals as you are applying to jobs. It's a competitive market for top nanny candidates and setting yourself up for success while looking for the perfect fit and the right compensation and benefits package is so important! Please note that all Adventure Nannies families pay legally or on the books and compensation is always listed as gross or 'pre-tax' amount.

## WHEN APPLYING TO JOBS THROUGH AN AGENCY:

- Be realistic about your experience and how it relates to your compensation ask: just because the job description says \$35-45/hour doesn't mean you should be asking for \$45/hour. There are many qualified candidates that you are competing against for any given position. If you don't have the experience or all of the qualifications, certifications, or background to meet the top of the listed range that's OK - that just shows you that there's room for growth in the role as you gain more experience. Families will often not consider interviewing candidates who ask for top dollar, but don't have the experience to match.
- Do the math and your research! What are the overtime laws in the state the family is located? Does this vary if the position is live-in or live-out? Does the role contain guaranteed overtime? Are there other great benefits offered that lessen your total cost of living? How will the cost of living in the area differ from your current cost of living? Is the area the family is in very expensive and you need to ask for a bit more to meet that need?

## DISCUSSING COMPENSATION - IT'S OK!

- Don't be afraid to talk about it - just do it respectfully!
- When is it appropriate to talk about compensation? We typically advise never to speak about compensation during initial interviews. Focus on your skill set and experience, and how you can apply that to the family's role. Ask questions about the family and the position - not about how much you'll be making. That will come later if it's a great fit!
- Frame your compensation goals or hopes around the value you bring to the role based on your experience.
- Do your research! For example, if you are concerned about the cost of living in a city, be prepared to speak to that concern based on data you've found. This also showcases how proactive you can be and how seriously you are considering this opportunity in particular!
- Know the laws and be prepared to advocate for yourself or gently let the family know if they ask inappropriate questions. In many states, it's not allowed for a potential employer to ask what you've been paid in a previous position. We recommend that you do not volunteer this information as it often brings up more questions than it answers and can derail your compensation conversation.

## WHEN SPEAKING WITH A FUTURE EMPLOYER, REMEMBER:

- Every step of the process is part of the interview! Being able to speak confidently and respectfully about your compensation goals is the key to landing yourself the dream job.
- To consider the family's point of view and the things that are most important to them in the conversation – their children!
- To frame your needs in terms of the value you will bring to the role!
- Sounding confident in your skills and what they will bring to the role is highly encouraged! Sounding greedy or defensive, and that you are only focused on the bottom line is a quick way for the negotiation to unravel.
- In a negotiation, both sides need to be prepared to compromise. Know what your bottom line needs are and try to be flexible around other items.
- Don't get lost in the details – if you were hoping to make \$1-2 more per hour but the family is offering \$200 more for healthcare each month than you were anticipating, your net should be the same or, in many cases, even slightly higher.
- Perfect fits are hard to find! Keep this in mind when you are in these discussions and have a clear expectation for what you are willing to accept in terms of family dynamic, expectations around flexibility and schedule, and personality in exchange for a higher compensation package – or what you are willing to bend on in terms of compensation for the right family or for a more desirable, stable schedule.

*If you ever have any questions or need assistance with discussing your compensation with a potential or current employer, a member of our team would be happy to assist you. Please reach out to anyone on our team you've been in communication with, or to [info@adventurenannies.com](mailto:info@adventurenannies.com).*