

adventure nannies

LONG-TERM NANNY SEARCHES

Our Process

1

Fill out our Family Application with as much information as you feel comfortable sharing to help our team prepare for your search! From there, we'll reach out to schedule an initial call so that we can get to know your family and determine if we will be a good fit for partnering with you on the search. Please be prepared to talk about your family, schedule and compensation, ideal candidate, and any experiences you've had with other domestic employees in the past.



2

After the call, we'll send over our Referral Agreement for you to review and sign. Once it's completed and our launch fee has been collected, your search has officially begun!



3

We write a job description for your family, reach out to our extensive network of vetted candidates, and bring in new candidates from across the United States who match the qualifications of your position.



4

Within a week of beginning your search, you will begin to review candidates selected specifically for your position. We encourage you to speak with these candidates or give detailed feedback about what doesn't stand out about those candidate profiles so we may fine-tune our search parameters.



5

When you spot the candidate of your dreams, your placement counselor will walk you through our Interview Guidelines, assist you in scheduling interviews or trials, and be on-hand at every step of the way to advise you with the next steps. All of our candidates are actively searching for that perfect match with a family, so we encourage you to be prompt about scheduling these interviews. As we often say, good candidates go quickly!



6

After making a final hiring decision, we will assist you in preparing an employment agreement, run a background check and educational verification on your candidate, ensure their CPR certification is up-to-date, and navigate the final offer. Your final payment will then be due. Unless you have another preference that you have discussed with us in advance, we will charge your payment method on file the following business day.



7

We will remain in touch with both your employee and your family to ensure that the training process goes smoothly, and can offer additional resources including emergency contact forms, training guidelines, assistance with your state's tax laws, and communication resources.



Frequently Asked Questions

How long will my search take?

We recommend families get started on their search at least 6 weeks before their ideal targeted start date. Our process can be shorter or longer (our average is currently between 6 and 8 weeks), depending on the responsiveness of your family, availability of qualified candidates, and your geographic location.

What can I do to expedite the search process?

We have found that clients who are able to communicate clearly and quickly throughout the search achieve the best results! Your feedback during your search is vital to ensure the candidates we are screening and presenting are exactly what your family is looking for. It is also important to clearly communicate expectations and guidelines in your candidate interviews and employment agreement, create a plan for training, and provide plenty of opportunities for feedback and open communication.

Is there a trial period?

During the interview process, we encourage families to have a paid 1 to 7-day trial interview with their prospective candidates in order to make the best hiring decision possible. This is even more important when a candidate would be relocating just to join your family!

What if things don't go well after hiring my employee?

We make every effort to help you make the right hiring decision the first time around. However, for peace of mind, we offer a search credit towards a future search if things don't work out with your employee within the first year of employment.

I only need an employee for a few months, what are my options?

We recommend using our travel and temp services for placements shorter than 6 months. For more information or for help determining which placement makes the most sense for your family, contact us at hello@adventurenannies.com.

Where are you located?

As one of the largest nationwide agencies, Adventure Nannies has 15 employees who live all over the US and Canada. Our staff works remotely and from wherever their adventures may take them! We work with families and candidates across the United States and beyond!

Frequently Asked Questions

What is an AN candidate's typical hourly rate?

AN candidates are typically seeking \$30-40+/hour, guaranteed full-time hours, and overtime compensation (when applicable per state law). Because our applicants are reviewing opportunities across the country, we do not typically see their ideal compensation goals change dramatically due to cost of living in one location. Similarly, at Adventure Nannies, having a candidate as live-in is considered a benefit to both candidate and family and we do not see candidate's compensation goals altered with this set up. We are happy to talk more about this with you!

What types of benefits do you recommend offering?

We always recommend employers put themselves in the shoes of their employee when determining what types of benefits to offer. It has become industry standard to offer the following minimum benefits package: paid sick/vacation days, holiday pay, medical insurance coverage or reimbursement, and/or relocation assistance. Remember that a happy, healthy employee is a long lasting one!

How do you find your candidates?

Our largest source of candidates is through referrals. Many candidates apply to our agency because of our reputation for working with adventurous, active, and innovative families like you! We also reach out to universities, job boards, and exercise creative recruitment strategies to find the perfect candidates for your family.

How do you screen your candidates?

Our interview process, which takes 10-15 hours per candidate, includes two agency interviews, an in-depth internet screen, collecting glowing references from the candidates most recent employers, and completion of a full candidate profile. We are screening for experience, personality, professionalism, and tech-savviness during our agency vetting as we find these are the qualities that matter most to our clients! Once a contingent offer of employment has been made or when a candidate has been invited for a trial interview, a thorough background check will be completed per applicable law.

Frequently Asked Questions

What other household duties do nannies typically perform?

In addition to childcare, a nanny's household duties may include: keeping the children's areas organized/tidy, pitching in to the overall cleanliness of the household (light housekeeping), loading and unloading dishes, running errands, basic meal preparation, and folding/putting away children's laundry. Many families who are seeking more of a focus around assisting, errands, cooking, or laundry call their search a nanny/ family assistant role to better define the larger scope of the position.

How do I handle taxes for my employee?

The family is the employer and is responsible for withholding. For more information, we'll be happy to introduce you to industry experts and payroll partners at HomeWork Solutions.

I have more questions!

Please visit the 'frequently asked questions' section of our Resources page or reach out to our team at hello@adventurenannies.com!

We know that beginning a search for a nanny can be stressful and time-consuming and we are here to support your journey at every step of the way. We look forward to getting to know your family and introducing you to amazing candidates soon!