

adventure nannies

NEWBORN CARE SPECIALIST SEARCHES

Our Process

1

Fill out our family application for your newborn care specialist search.



2

After a 15-30 minute call to discuss your family's needs and how Adventure Nannies can support you in your search, we will send you our Referral Services Agreement. Once this is signed and your launch fee has been paid, your search is officially launched!



3

We write a job description for your family, send it to you for approval, and then reach out to our network of fully-vetted newborn care specialists to see who is available and excited about the opportunity.



4

We will introduce you to newborn care specialists who meet your family's needs. Most families review 1 to 3 newborn care specialists before making a final decision.



5

Your placement counselor will assist you in scheduling interviews with candidates and provide you with interview guidelines. Most NCS interviews are between 1-2 hours long, and the NCS will often have many questions for you about your home environment and goals for your newborn. Since NCS typically book 3-6 months in advance, we encourage you to schedule interviews swiftly!



6

After making a final hiring decision, we will run a background check and educational verification on your candidate, ensure their CPR certification is up-to-date. Most NCS use their own contract and a 25%-50% deposit to your NCS is considered an industry standard. Your final payment will then be due. Unless you have another preference that you have discussed with us in advance, we will charge your card on file the following business day.



7

Your placement counselor will remain in touch with both your NCS and your family leading up to, and after, your newborn's arrival to ensure that everything is going well (and launch a long-term nanny search if you like!)



Frequently Asked Questions

How long will my search take?

Many newborn care specialists book 3–6 months in advance – so we recommend starting your search as soon as you find out your family is expecting to ensure candidates will be available!

How do you vet your newborn care specialists?

The newborn care specialists we work with predominantly come from Newborn Care Solutions, a science-based NCS training program that is the only accredited and CACHE-certified training program available in the United States. After an initial interview with our recruitment director, we collect references from past NCS roles and conduct an Internet screen before introducing them to any of the families we are working with.

Since I don't have a baby yet, is there a trial period?

There is not a trial period for NCS searches due to the advance notice required to find a wonderful NCS! Some families choose to fly their top candidate out to meet them in person before signing their official agreement to form a stronger personal connection before the baby is born.

What if things don't go well after hiring an NCS?

Since a newborn care specialist is a temporary hire who will primarily be caring for your infant, we have found that any issues that pop up can usually be addressed with clear communication and feedback. Due to the temporary and immediate nature of NCS placements, there is no search credit policy.

Can you help me find a local NCS?

For a search as skilled and specific as an NCS search, we recommend looking outside of your zip code for the perfect candidate! Most NCS will either be working in the infant's room or in a nearby room with a monitor, with a separate room for them to rest and recharge during their off hours.

What is a newborn care specialist's typical hourly rate?

Newborn care specialists set their own rates, which are typically between \$30 and \$50 per hour depending on the schedule you desire (overnight shifts, 20-hour shifts, etc.) Many newborn care specialists have higher rates for multiple infants or for providing awake care.

Frequently Asked Questions

What types of benefits do you recommend offering?

Since newborn care specialists are temporary employees, many families opt not to provide any healthcare benefits.

How do you find your candidates?

Our newborn care specialist candidates are predominantly graduates at different levels of the Newborn Care Solutions training program. We have audited many of the courses ourselves and formed relationships with the NCS community through continuing education events, speaking at conferences, and developing close relationships through other students and the NCS community.

How do I handle taxes for my employee? Are they an employee or contractor?

The family is the employer and is responsible for withholding. While some newborn care specialists are set up as their own LLCs to pay directly as independent contractors, based on ever-changing state and federal laws about independent contractors, we advise families to either hire newborn care specialists as domestic employees or refer to your own legal counsel before opting to hire a newborn care specialist as an independent contractor. For more information, we'll be happy to introduce you to industry experts and payroll partners at HomeWork Solutions.