



NATIONWIDE SEARCHES

Benefits, Costs, and FAQs

Opening your search nationwide for a nanny or private educator ensures your family has access to the absolute best candidates. As one of the first agencies in the US to specialize in this service, we can walk you through the process with tips, guidance, and answer some frequently asked questions.

Benefits of a Nationwide Search

For families seeking an employee with special skills or backgrounds, or who live in areas that are more remote or with a higher cost of living, we often find that limiting the search to a specific geographical region results in a longer and more challenging selection process. By expanding our search to include candidates from around the country, we are able to ensure that you will be presented with the very best people available, not just the best of your neighborhood or city.

Due to the high costs of living in major metropolitan cities, it is especially difficult to find high-caliber candidates who are actively seeking employment. The best candidates go no more than a week or two without being offered a position. We interview thousands of people every year and have found that most of our candidates are excited about the prospect of moving to a new city for the right position.



Costs of a Nationwide Search

While Adventure Nannies does not charge any additional fees for running a nationwide search, there can be additional costs associated. Here are a few examples of costs that can come up during a nationwide search:

Travel and accommodations while trialing candidates

Adventure Nannies requires all US-based families to trial promising candidates for 1 to 7 days prior to extending a job offer. During these trials, families are responsible for airfare and accommodations for each candidate, in addition to paying them the hourly rate for the position.



Relocation reimbursements

Many families offer to cover some or all of a candidate's relocation costs. These costs can include hiring movers, breaking apartment leases, registering vehicles in new states (if the use of their own vehicle is required), travel costs, and, if the position is live-out, temporary housing while they seek a permanent home. We recommend that families discuss these costs with the candidate while drafting their employment agreement and agree on which costs should be covered by the family. We also recommend that families place a 'cap' or limit on the amount of reimbursement and, if providing itemized reimbursements, ask for receipts or proof of purchase. Your placement counselor will be happy to assist you in determining an appropriate relocation budget. In the Adventure Nannies employment agreement template, we provide language around the expectations of longevity of employment and stipulations for a minimum duration of employment and if/when any relocation assistance would be repayable to the family.

Frequently Asked Questions

What if we relocate someone and it doesn't work out?

Trials usually provide more than enough information to both parties for deciding if the fit is right for everyone. We offer a generous search credit policy if your employee leaves their position within the first year. For more information, speak with a member of our client team or consult our referral agreement.

What if the candidate doesn't like the new city they live in?

Our Placement Managers take great care to assist candidates in adjusting to their new locations, and are always on call for them if they are struggling with adjusting to their new lives. Qualities we look for in candidates for relocation searches include adaptability, ability to make friends, an existing network, and an eagerness to research and explore the city.

How do we interview candidates before they trial with us?

Before beginning the trial process, families are welcome to speak with the candidate as many times as they wish before moving forward with a trial. After a virtual interview, most families are excited to meet candidates in-person to see if it is a good fit.

What is the average cost of relocating a candidate?

We have seen families offer to reimburse moving expenses for anywhere between \$1,000 to \$15,000. Families can cap the reimbursement at any number they feel comfortable with, as long as the candidates know that ahead of time.

What if I only want to see candidates in my area?

Adventure Nannies is a nationwide agency that has grown a reputation for specializing in nationwide searches. If you are not ready to commit to relocating a candidate and launching a nationwide search, we recommend reaching out to local agencies to see if they may be able to help you first. If not, we'll be happy to speak with you more about launching a nationwide search.