













Newborn Care Specialist Search Process + FAQs

Our Process

-  To get started, please fill out our [Family Application](#) to tell us more about your Newborn Care Specialist (NCS) search. At the end of the application, you will be prompted to schedule a call with our team. 
-  On our call, we will discuss your family's role and our agency search process. After we connect, we will share our Referral Services Agreement for review and signature. Once signed, your search will officially begin! 
-  We will draft your family's job description utilizing your family application and the notes from our call. Once you have had a chance to review and approve your job description, we will post the position to our job board and recruitment will be underway. 
-  Your Placement Manager will introduce you to applicants who are qualified, available, and excited about your family's role. Most families review 1 to 3 NCS candidates before making a final hiring decision. Since NCS are typically booked 3-6+ months in advance, we encourage you to schedule interviews swiftly with candidates who stand out as a match for your family's position. 
-  After you have selected the NCS who will be joining you, we will share their reference transcripts, help finalize an employment agreement, and process their background check for your records. We are always here as a resource leading up to and during their time with your family, and for any future staffing needs! 

Frequently Asked Questions

What is the difference between a nanny and a Newborn Care Specialist?

A Newborn Care Specialist is an expert in the newborn stage. They support healthy sleep, feeding, and care foundations and are often focused on overseeing overnight care during the 0-24+ week period. While a nanny may bring wonderful infant expertise, they are poised to grow and evolve with the role alongside the child(ren) and family.

How does Adventure Nannies recruit Newborn Care Specialists?

The Newborn Care Specialists we work with are predominantly trained by Newborn Care Solutions, a science-based NCS training program that is the only accredited and CACHE-certified training program available in the United States. Having formed relationships with the nationwide NCS community through hosting continuing education events and speaking at conferences, we are proud to represent such talented individuals!

What is the interview and hiring process?

After an NCS applies specifically for your family's role, we conduct an agency interview, speak with the candidate's references, and conduct an internet screening. Most families review 1-3 NCS candidates before making their final hiring decision. Because our talented applicants are based across the US, you can anticipate conducting interviews virtually. Once you've identified your match, we will help to formalize your employment agreement and process the candidate's background checks as the final step. Though there is not a trial period for NCS placements, some families choose to fly their NCS out for an in-person interview before the baby is born.

What is a typical NCS contract length, schedule, and setup?

Newborn Care Specialists typically support a family for 3-6+ months, though every family has unique care needs. An NCS will work 24-hours or 12-hour overnight shifts. We often see families elect to have a candidate work 24-hour shifts for the first 4 weeks, and 12-hour overnight shifts for the remainder of their contract. For accommodations, the family will usually provide a bed in the infant's room while working, with a separate space for the candidate to rest and recharge during their off-hours.

What is the typical compensation package for an NCS?

Newborn Care Specialists set their rates based on experience, contract length, and schedule with hourly rates between \$30-60/hr. Typical 12-hour overnight rates range from \$400-700/night. Typical 24/7 daily rates range from \$700-1500/day. If the candidate is not local, the family is responsible for covering the candidate's travel to and from your home before and after the contract and providing accommodations. We advise families to hire an NCS as a domestic W2 employee. In this scenario, the family is the employer and is responsible for tax withholdings. For more information about this, we will be happy to introduce you to industry experts and our preferred payroll partners at [HomeWork Solutions](#).

We are always available to talk more about the benefits and process of hiring an NCS. Please feel free to reach out to hello@adventurenannies.com with any questions!