



Nationwide Searches

Benefits, Logistics + FAQs

Benefits of a Nationwide Search

Launching a nationwide search ensures your family has access to the absolute best candidates, not just those who live in your area. Having supported hundreds of families through the relocation process over the past 10+ years, Adventure Nannies will guide you through each step of the interview and hiring process!

Here are a few reasons families pursue a nationwide search:

- To identify candidates who bring specialized qualifications to the role. For example, a second language, a background in specific educational philosophies, or other unique skills that make them an excellent match for your role.
- To identify candidates who bring next-level flexibility and adaptability to support families with a travel-ready lifestyle or specific scheduling needs.
- To identify all-star candidates who are not available locally due to the lack of qualified applicants in high cost of living and remote locations.

Logistics of a Nationwide Search

Here are a few things to expect in your nationwide search:

Trial Interview

Adventure Nannies recommends all families conduct a trial interview with their top candidate(s) for 1 to 7 days prior to extending a job offer. This important step in the interview process is an opportunity to see the candidate in action and to build what we hope is a strong, long-term professional relationship.

Relocation Assistance

To ensure a seamless and quick transition, most families will reimburse some or all of a candidate's relocation costs. Examples include airfare, baggage, shipping costs, and temporary housing (if live-out). In our employment agreement template, we provide language to set guidelines and expectations about any relocation assistance offered.

Frequently Asked Questions

What is the interview process?

After receiving the candidate's profile, families are welcome to speak with applicants as many times as needed before moving forward with a trial interview. Most families feel confident and excited to bring their top candidate(s) out for an in-person trial after two virtual interviews.

What are the costs associated with relocating a candidate?

A relocation assistance package can be anywhere between \$1,000-\$15,000 depending on the nature of the role, the candidate's current location, and the items they will be relocating with. During a trial interview, the family is responsible for airfare and accommodations, in addition to compensating the candidate at the position's listed hourly rate. We are here to help candidates and families prepare for the logistics of trialing, relocating, and creating a relocation package that works well for all parties.

How do you prepare candidates to relocate successfully?

Our Placement Managers take great care to assist hired candidates in preparing to move and adjust to a new location. Qualities we look for in relocation candidates include adaptability, an enthusiasm or connection to your family's location, and proactivity in preparing for their move.

What if things don't go well after the candidate has relocated?

Conducting a trial and having a thorough employment agreement are essential in the interview and hiring process. In the unusual circumstance that the hired candidate isn't a match, we offer a search credit policy through the first year of employment to ensure your family has the support you need.

Can Adventure Nannies introduce me to local candidates?

Adventure Nannies specializes in nationwide relocation searches. We prioritize screening and sharing the right candidates for your role, so openness to both relocation and local candidates is essential when launching a search with us. If you are only interested in meeting local candidates, we recommend reaching out to a local agency as a first step.

We are always available to talk more about the benefits of casting a nationwide net. Please feel free to reach out to hello@adventurenannies.com with any questions!