

Nanny Search Process + FAQs

Our Process

- 1 To get started, please fill out our [Family Application](#) to tell us more about your search. At the end of the application, you will be prompted to schedule a call with our team.


- 2 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!


- 3 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.


- 4 Our Placement Managers will support you through the interview, trial, and hiring phases of your search. Providing feedback throughout your search ensures that we are screening and sharing wonderful prospective matches for your role. All of the candidates we work with are actively searching for a great fit, so we encourage you to move quickly when you have identified an applicant you are excited about!


- 5 After making a final hiring decision, we will assist you in finalizing an offer of employment, processing the candidate's background checks, and ensuring their CPR is up to date ahead of their start date. We are happy to be as hands on as you would like during the contract negotiation phase.


- 6 We will remain in touch with both your family and your new employee to ensure that the training and onboarding process goes smoothly! We are always available to provide any resources you may need like training guidelines, assistance with setting up your domestic payroll service, recommending bonus and raise structures, navigating hard conversations, and more.



Frequently Asked Questions

How long does the search typically take from launch to hire?

We recommend families start their search at least 6 weeks before their ideal start date. Our process depends on the responsiveness of your family, the availability of qualified candidates, the scope of the role, and your geographic location. Our current average search timeline is 4-to-8 weeks from launch to hire.

Can I do anything to expedite the search process?

Launching a successful search is as much about identifying your perfect applicant as it is about creating an appealing position that draws candidates to apply! Communicating clearly and quickly both with our agency and applicants throughout the search is essential in meeting and hiring a wonderful candidate quickly.

How do you find Adventure Nannies candidates?

Many of the candidates we represent come to us via direct referral and through our engagement with the nanny community at conferences and AN-sponsored opportunities for professional development. To cast a net wide, we also use traditional job boards and other creative recruitment tactics to identify excellent matches for your role. Many candidates apply to our agency because of our reputation for working with adventurous, active, and innovative families like yours!

How are candidates screened and vetted?

Our agency interview process includes an agency interview, collecting references, completion of a full candidate profile, and an in-depth internet screen. Our agency screens for experience, adaptability, professionalism, and tech-savviness, as we find these are the qualities that matter most to many of our clients. Once a trial interview has been scheduled or a contingent offer of employment has been accepted, a thorough background check will be completed per applicable law. You can learn more about [Adventure Nannies candidates and our vetting process here!](#)

Is there a trial period?

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.

What is a typical compensation and benefits package?

Please see our [Compensation and Benefits Guide](#) for up-to-date information on candidate compensation and benefits packages. The hiring family is the employer and is responsible for taxes and withholding. We are happy to introduce you to industry experts and payroll partners at [HomeWork Solutions](#) for more information on domestic payroll. We look forward to working together to create a competitive compensation package that works well for your family and attracts the caliber of candidates you are excited to meet.

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

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.

What if we only need childcare for a few weeks or months?

If you are seeking a nanny for a contract that is 90 days or less, we recommend using our Travel and Temp services. To start this kind of search, please complete our [Travel/Temporary Nanny Family Application](#).

What other household duties do nannies typically perform?

In addition to childcare, a nanny's household responsibilities may include keeping the children's areas organized, pitching into the overall tidiness of the household, loading and unloading dishes, running child-related errands, children's meal prep, and children's laundry. Families who are seeking additional household support with tasks like errands, family cooking, vendor management, or administrative support can launch a Hybrid Family Assistant/Nanny search to meet a multi-talented and qualified candidate.

Where is the Adventure Nannies team based?

As one of the largest nationwide agencies, the Adventure Nannies team is based across the US. Our staff works remotely and from wherever their adventures may take them! We work with families and candidates across the United States and beyond. [Please click here to learn more about nationwide searches.](#)

**We know that beginning your nanny search is an important endeavor
and we are here to support you every step of the way.**

**We are available to answer any questions you may have at hello@adventurenannies.com. We
look forward to introducing you to amazing candidates soon!**