

cincynanny *candidate process*

We are so excited to get to know you and help you in your search for a dream job!

1

apply

review qualifications
update resume
gather references
complete application

2

interview

phone connect
reference review
in-person interview
assessments

3

meet

apply for specific jobs
interview with parents
meet the kids

4

accept

verbal offer
final background screen
drug test
work agreement
orientation
start day

qualifications

- Professional childcare employment experience (minimum of 2 years)
- Commit to a 1-year working relationship (at minimum)
- Clean driving record, background check + drug test
- Professional resume, including each job in the last 15 years
- Previous employer + character references
- Pass the INA Basic Skills Assessment
- CPR/First Aid certified, prior to start date
- Reliable vehicle + driver's license
- Non-smoker
- Additional requirements by family



best practice promise.♥

- We coach & advocate for both nannies & families.
- Nannies are treated as an equal partner in the process.
- Nannies are never charged a fee for working with us.
- All jobs are listed publicly on the Jobs Board

CincyNanny encourages families to offer:

- Guaranteed hours
- PTO & paid holidays
- Mileage reimbursement
- Healthcare stipend
- Professional development reimbursement

Families are required to agree to:

- An in-person family assessment
- Clear communication about the role via listing
- A mutual work agreement
- Pay a fair, hourly wage, legally adhering to FCRA laws
- Pay overtime for hours of 40 in a week
- Background screening the nanny before alone with a child

community

play dates | social events | private facebook group



Nannies do not have coworkers, so having a positive, professional community is really a must. The nanny community is healthier and better when we encourage & strengthen each other personally and professionally. It's the reason CincyNanny began in 2009.

Our private facebook group is a way to share ideas, ask questions and meet up with other nannies who live near you. We also host large group play dates and social events for nannies throughout the year!

training

cpr + safety | child development | professional development



CincyNanny hosts in-person training quarterly. Including hosting 'International Nanny Training Day' in Cincinnati with 40 events through the US and internationally. We host 'Safety Day' each August which include CPR/First Aid (the most fun you will have learning this skill ever). We also seek to host professional development with specific focuses" newborn care, household management, presenting yourself professionally, etc.

\$100 referral bonus

Do you know a nanny seeking a job or family seeking a nanny? Share CincyNanny with them and have them mention your name. If they close placement, you get \$100 cash!



We're social!

Give us a follow so you don't miss a training, event or your dream job!