
Hiring a New Nanny? Guidelines and Info

Finding the Perfect Nanny

Whether you are looking for part time, full time or occasional help with caring for your child, there are many important considerations you should be aware of. Some parents use nanny agencies, some use Craigslist, others use word of mouth to find their nannies, but there is no wrong way to look for a nanny. The bottom line is that you don't want just anyone caring for your child, but someone who has appropriate experience and who will keep your child safe, happy, entertained with positive influences and who feels like part of the family.

Finding the right person for your family takes time and patience. It also takes some education on your part. Above all, trust your instincts, don't be afraid to ask questions and pay attention to how your child and family interact with each candidate. Is this the type of person you would be happy to spend the day with? If not, find someone else!

In order to find a nanny who is a good match for your family, you will need to answer some questions and figure out what your needs are. Without figuring out this essential information, it is nearly impossible to have an effective interview as you will not know what qualities to look for in each candidate. Add to this list if need be, but pay close attention to each question and answer as it will help guide you to make the best decision.

In order to help you with this process, we have created the following list for you:

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Do you want a nanny who will be with you for several years? Are you looking for temporary help? Is there a chance you family might relocate in the next few months? Is your child going to go to school soon? What is the time commitment you need from this person?

- Do you need a nanny who can have a flexible schedule? Do you know how many hours you will need the nanny to work every week?

- Do you want the nanny to work when your child is sick? How do you feel about the nanny missing work due to illness?

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Do you like how the nanny speaks to your child? Does she/he get down on the child's eye level when communicating? How does your child respond to him or her? What is your gut instinct about this person?

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What is the nanny's style of discipline? What is your style of discipline? Can you communicate this to the nanny in a concise way? Is it okay for the nanny to put your child in time out? For how long and where? What measures of discipline are okay?

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Is the nanny certified in Infant/Child First Aid and CPR? Does he or she know how to handle common medical emergencies? Does your child have allergies, asthma, seizures or any other medical issue that the nanny should know about? Is the nanny comfortable administering medication? Has he/she done this before?

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Are you knowledgeable about your child's physical and social development? Does your child have any limitations or strengths that the nanny should be aware of?

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What is your child's typical schedule like? What kinds of activities do you want your child to take part in? Can the nanny create a daily schedule of events that help to educate and enrich your child's life?

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What is the nanny's child care experience? Can he or she provide a list of contactable references?

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Does your child have any safety areas of vulnerability (hazardous behaviors) that the nanny should know about? How would he or she handle these types of situations?

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Is the nanny an overall happy and loving person? Will he or she be this way on a daily basis? Is the nanny's energy going to compliment your child's? Does he or she have a good sense of humor? If you have more than one child, how will the nanny handle sibling rivalry?

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What type of foods do you prepare for your child? What types of foods do you like your child to eat and when? Does the nanny know how to provide the same level of nutrition or better?

- Does your child have a specific sleep routine? Will the nanny follow this routine? Do you let your child "cry it out" before going to sleep? Will the nanny be able to?

- Do you want your house to be organized a certain way? Is the nanny okay with managing this?
- Do you need the nanny to keep track of medical and dental appointments and take the children for exams?
- Will the nanny be driving your children? Does he/she have a car? Driver's license? History of accidents or traffic violations?

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What type of salary, hours, job duties and communication do you expect? What does the nanny expect? Do you expect laundry to be folded, light house work, dishes to be put away, toys to be organized? Does the nanny understand and accept these responsibilities?

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Perform criminal background check, driving records check, reference screenings and sexual offender registry searches and verify CPR certification.

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Disclose all relevant information about your family to the nanny as needed for performing child care duties. Have the nanny sign a non-disclosure form if you wish to keep your family lives legally private.