

Find a Nanny (See Chapter 7)

The most important thing you can do is find a reputable child care agency with stellar references. Using internet searches and personal references, find 2-3 reputable nanny agencies (side note: many nannies register with multiple agencies, so you don't need to go overboard and search for a million agencies).

List them here:

Finding a nanny agency is something you should start early on in the planning process. Identify what agency you'll use but be prepared to wait until 3-4 months before your departure to actually start interviewing and make your selection. This is because temporary nannies (those you hire for a few weeks or months) can change frequently, and the agency won't know who's available from their roster until closer to your departure date.

Next, contact the agencies and start asking them questions such as:

1. How do you screen your candidates?
2. How are your costs and fees structured? (do they charge a fee just to find the nanny? Is there an enrollment fee?)
3. How taxes are handled (THIS IS IMPORTANT. Does the nanny agency handle all taxes related to employing a nanny, or are you responsible for them?) ([Read my experience with nanny taxes](#))
4. What happens if the nanny doesn't work out and you need to make a change?

Sample Nanny Interview Questions

1. Tell us about yourself.
2. Why did you decide to become a nanny?
3. Why do you like being a nanny? What challenges you the most about your job?
4. What are the typical ages and genders of the children you've cared for?
5. What's your approach to discipline? What do you do?
6. What's been a challenging family situation and how did you deal with it?
7. How familiar are you with the neighborhood/area where we'll be living?
8. Discuss how you want your children's day to be structured, but allow the nanny to give her own ideas and recommendations too.

Sample Questions for Nanny References

1. How was your experience with this person?
2. Was she responsive?
3. Was she prompt?
4. How did she mesh with the children?
5. Tell me about your child's typical day with her.
6. What were your expectations for her?
7. Did she meet your expectations?

Agency Name	Approx. Cost	Pros	Cons	Notes