

WELCOME TO **KBC CHILDCARE!**

We are thrilled that you are
considering working with us!



As a nanny agency founded by someone who was a
nanny for years, our goal is to ensure you feel
supported, heard, and truly appreciated.

**Here at KBC Childcare, we believe in building
long-lasting relationships between nannies and
families, and we are here to make your journey as
smooth and rewarding as possible.**

Why Become a Nanny with KBC Childcare?

- ✓ **No Fees for Nannies** – We never charge our nannies any fees to apply or take a commission off your pay. You get the full pay you deserve!
- ✓ **Full Support Throughout the Process** – We're here to help you every step of the way with interview prep, feedback, and more.
- ✓ **Your Privacy Matters** – We respect your privacy. Your personal information is **never** shared without your consent.
- ✓ **One-Time Application** – Apply once and be eligible for all current and future positions—no need to submit multiple applications!
- ✓ **References Handled** – We call your references **once** and take detailed notes, so they won't be repeatedly contacted.
- ✓ **Personalized Job Matching** – We work directly with you to match you with families that fit your skills, needs, and preferences.
- ✓ **Paid Trial Period** – We require a trial period to ensure a great match for both you and the family—**and you get paid for it!**
- ✓ **Contracts for Transparency** – We help set up a detailed work agreement between you and the family covering pay, hours, time off, responsibilities, and more.
- ✓ **Paid Time Off & Job Security** – We recommend that all full-time families provide:
 - **2 weeks of paid vacation**
 - **Paid federal holidays**
 - **Paid sick days**
 - **Pay for short-notice cancellations**
- ✓ **Direct Pay from Families** – You are **hired and paid directly by the family**. KBC Childcare **does not** handle or take any portion of your salary—we simply help set a fair and competitive wage for you.
- ✓ **Long-Term Support & Guidance** – We build lasting relationships with our nannies and are always here to support you in your career.
- ✓ **Need Help with Your Resume?** – We offer a **resume course** to help you create a strong, professional nanny resume. This service is available for **\$49**. To learn more, email contact@kbc-childcare.com.

...Why Become a Nanny with KBC Childcare?

How We Support You

- **Trial Period:** We require a trial period (paid) to ensure both you and the family are a good match.
- **Interview Prep:** We help you prepare for interviews with families, offering valuable insights into the specific roles.
- **Transparency and Communication:** We ensure everything is clear about your responsibilities, hours, pay, vacation time, and any other key details.
- **Job Agreement/Contract:** We help facilitate a work agreement that includes pay, duties, and other important terms.

How to Become a Nanny with KBC Childcare

What Qualifications Do You Need?

- ✓ **Professional Experience** – Must have prior full-time nanny experience or similar professional childcare experience.
- ✓ **Background & Driving Record** – Must pass a background check and have a **clean driving record**.
- ✓ **Age Requirement** – Must be **21+** (unless applying for a date-night sitter role).
- ✓ **Long-Term Commitment** – Should be looking for a **long-term position (1-5+ years)**.
- ✓ **Reliability & Responsiveness** – Must be **timely in submitting documents** and **responsive in communication** with our team.
- ✓ **Professionalism** – Must **attend all confirmed meetings and interviews** in order to move forward in the process.
- ✓ **Strong References** – Must have **3-4 strong childcare references** that can speak to your experience and reliability. We never call them until we notify you and this would be after the zoom interview with our recruiter.

What is a Professional Nanny?

Many caregivers wonder whether their experience qualifies them as a professional nanny. The truth is, **you don't have to have worked with an agency to be considered a professional!** If you have worked with children in a dedicated role, your experience may qualify.

Babysitter vs. Nanny

A **babysitter** provides short-term or occasional care, usually on an as-needed basis. Babysitters are not typically responsible for household tasks, child development, or structured care routines.

A **nanny** is a dedicated childcare professional who provides consistent, long-term care. Nannies take on

a more structured role, often including:

- ✓ Creating and following daily routines
- ✓ Engaging in educational activities and developmental play
- ✓ Meal preparation and light household duties related to the child
- ✓ Assisting with milestones such as potty training or early learning
- ✓ Communicating with parents about the child's progress and needs

What Counts as Professional Nanny or Childcare Experience?

Even if you haven't worked as a nanny through an agency, your previous **childcare experience may count!** You may be considered a professional nanny if you have worked in:

- ✓ **Full-time or part-time nanny positions** (even if found independently)
- ✓ **Live-in or overnight nanny care**
- ✓ **Newborn or infant care (Newborn Care Specialist, night nanny, etc.)**
- ✓ **Daycares or early childhood education settings**
- ✓ **Schools or teaching roles** (teacher, assistant, paraeducator, tutor, etc.)
- ✓ **Camps, after-school programs, or youth mentoring**
- ✓ **Specialized childcare roles (such as working with children with disabilities or unique needs)**

What Does Not Count as Professional Nanny Experience?

⊘ **Caring for family members alone does not count** as professional experience. While personal experience with children is valuable, professional nannying requires **paid** experience with non-relatives.

⊘ **Working for siblings or other relatives is not enough** to qualify. However, if you have **paid experience working with non-family members in addition to family care**, we may be able to count it as part of your overall experience.

If you're unsure whether your experience qualifies, reach out to us! We can help assess your background and guide you on the next steps to becoming a nanny with KBC Childcare. 😊

Step-by-Step Hiring Process

- 1. Apply via Website:** Submit your application through our website or Indeed.
- 2. Log In to Engine Hire:**
 - o You will receive an email with a link to create your Engine Hire profile.
 - o Use your email address as your username and password for the initial login. You can create a new password at this stage.
 - o Follow the instructions in the email to complete your profile.
- 3. Recruiter Interview (Zoom):**
 - o After your profile is completed and approved, we will schedule a Zoom interview with one of our recruiters. This interview is to determine if you are qualified and a good fit for the available positions. **Please be on the Zoom link at the time you schedule and in a quiet area, ready to proceed with the interview.**
 - o If you need to **reschedule**, email **contact@kbc-childcare.com** or reach out to your recruiter as soon as possible. **If you miss your scheduled interview without notifying us, you will have one more opportunity to rebook. If you no-show a second time, we will not be able to move forward with your application.**
- 4. Submit Documentation:** After the Zoom interview, you will be asked to submit your ID, references, and any other relevant certifications through Engine Hire. Be sure to upload these documents as soon as possible.
- 5. Reference Check:** We will contact your references and confirm your childcare experience. If we have any questions, we will reach out to you directly.
- 6. Complete Your Profile:**
 - o **Make sure your Engine Hire account is fully complete, including:**
 - ID Collected
 - References Collected
 - Certifications Collected
 - All Documentation Received – Ensure all the required documentation has been submitted.
 - Profile Picture Updated:
 - The photo should be a neat, clear headshot that is kid-appropriate.
 - The photo should not contain cleavage, graphic shirts, facial piercings, filters, or inappropriate angles.
 - The photo should be a straight-on headshot that looks clean, friendly, and professional.
 - This photo is never shared or posted until you choose which family to apply to. The family will see the photo once you decide to apply to them.
- 7. Family Match:** We will share your completed profile with a family that we believe fits your skills and preferences.
- 8. Interview with the Family:**
 - o The family interview will be conducted via video call (FaceTime, Google Meet, or Zoom) based on the family's preference, unless they request a regular phone call.
 - o Be sure to show up on time and be ready at the agreed time for the interview.
 - o Please ensure your camera and microphone are working if it's a video call.
- 9. In-Person Meet & Greet:** If the interview goes well, we will arrange an in-person meet & greet with the family to finalize the decision.
- 10. Trial Period:** If all goes well during the meet & greet, we'll set up a paid trial period so you can work with the family and assess if it's a good fit for both sides. This is typically 1-5 days and is paid.
You're Hired!: If the trial is successful, you'll be officially hired, and we'll help finalize the work agreement with the family to ensure everything is clear and agreed upon.



NEED SOME HELP?

If at any point you have questions or need assistance, don't hesitate to reach out:

- **Email:**
contact@kbc-childcare.com
or
nannyjobs@kbc-childcare.com
- **Check your spam folder** if you haven't heard from us.
- If you're missing documents, go back and ensure everything is submitted correctly.