

## Tips for Finding a Babysitter or Nanny

The process of finding, screening, and hiring a babysitter or nanny can seem overwhelming. It doesn't have to be. Here are some tips for starting your search.

**1. Identify your priorities.** Before beginning your search, write up a brief description of what you are looking for in a babysitter or nanny. Cover such things as work schedule, job responsibilities, living with you or not, experience and training, salary and benefits, legal status, fluency in English, valid driver's license, and other requirements. Be prepared to compromise on less important issues.

**2. Get the word out.** Ask friends, family, and coworkers for recommendations on prospective childcare providers.

**3. View the [UO Care Provider Listing](#).** View this site for available students and/or staff from the UO community available to assist with your childcare, tutoring, or elder care needs.

**4. Prescreen over the phone.** Call prospective candidates and discuss your expectations and their experience and qualifications to see if they meet your needs and are worth an in-person interview.

**5. Call references.** Contact each qualified candidate's references to verify prior experience and ask about his or her qualifications, strengths, and weaknesses.

**6. Interview the best candidates.** Arrange in-person interviews with potential babysitters or nannies who pass your prescreening. Review potential interview questions located on the second page of this document

**7. Double-check references.** For good candidates, call references again with follow-up questions.

**8. Arrange a second interview.** If you are undecided, schedule a second meeting with the two or three best candidates. You may want to ask the babysitter or nanny to come spend the day with you to see how he or she interacts with your child throughout the day (but you'll need to pay for his or her time).

**9. Consider ordering a background check.** It may sound a bit paranoid, but the reality is that the babysitter or nanny will be spending many unsupervised hours with your child. As a parent, you'll want to be sure that you don't accidentally hire someone with falsified credentials, a bad driving record, or a criminal background.

**10. Make an offer.** Offer the position to your first choice babysitter or nanny candidate.

**11. Try a trial period.** Spend a few days with the babysitter or nanny before making a firm commitment.

**12. Create an agreement.** Create an employment agreement covering all the details of the job, including hours, pay, benefits, and responsibilities.

Here are some typical interview questions for a babysitter or nanny, along with a few specific to the Coronavirus.

- How many families have you babysat for?
- Why do you like working with children?
- How many years have you worked with kids?
- What activities do you do with the children?
- What do you like least about babysitting?
- Do you smoke?
- Do you have CPR and first aid certification?
- Can you drive if there is an emergency?
- What do you think children like most about you?
- What is your proudest babysitting moment?
- What kind of social distancing have you been practicing?
- Do you live with anyone who puts you at great risk for contacting coronavirus?
- Have you worked outside the home recently?
- What have you been doing for fun the last few months?
- If you get this job, do you plan on also finding a secondary job?
- If you take public transit, what precautions are you taking?
- How many people are in your social bubble? Do you feel they are doing a good job following the rules set out by public health officials?
- Are you willing to check your temperature each day before arriving?