

## CANDIDATE PROCESS

*Let's simplify things for you! Our team is excited to learn more about you, our job openings, learn what you're seeking in your next role, and find that unicorn family. We've got your back from start to finish – even after you're settled into your new role with the family.*

### 1. Initial Application

*The initial application is your first step towards potentially joining our agency.*

Here are our minimum requirements you can expect:

- Three years of full-time, professional childcare experience
- Eligibility to work legally in the US
- Willing to be paid as a W-2 employee
- Minimum age of 21
- Child and infant CPR and first aid certifications
- Extensive background checks
- Valid driver's license with a clean driving history
- Valid passport and ability to travel internationally
- Additional qualifications (some families may require): Four-year degree or higher (or equivalent in child development fields)

### 2. Agency Interview:

*Video-based interviews to assess potential matches and all about you!*

Criteria we are looking for in exceptional candidates to move forward with:

- Confidence
- Adaptability
- Motivation
- Positivity
- Childcare philosophies
- Specialized experiences
- The goals that drive you
- Your past, present, and future
- A polished and professional appearance.
- Overall "vibe"
- Education or proven knowledge & experience with children's growth & development.
- Pass a thorough communication assessment including oral and written English fluency along with email proficiency.

### 3. Reference Check

*You must provide a minimum of three childcare-related references on your resume.*

We conduct these via Phone to evaluate:

- Childcare Proficiency
- Dependability and Punctuality
- Effective Communication
- Safety and Well-being
- Flexibility and Adaptation
- Interpersonal Finesse
- Initiative and Resourcefulness
- Problem-Solving Skills
- Trustworthiness

### 4. Internet and Social Media Review

*Your online presence plays a significant role in shaping your professional image.*

We review ALL social media profiles:

- Instagram
- Facebook
- TikTok
- Snapchat
- Threads
- Twitter
- Pinterest

### 5. Background Check

*Once candidates receive an offer of employment, they undergo a thorough background check in compliance with applicable laws.*

Investigations include:

- Auxiliary National Investigation
- Criminal Background Investigation
- DMV Driving Record
- Social Security Number Verification
- Global Terrorist Search
- Sex Offender Registry
- Civil Restraining Orders
- National Wants and Warrants
- Education Verification (upon request)
- TrustLine Verification (for California candidates)