

A CHOICE NANNY  
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## OUR SCREENING PROCESS

Our screening process begins when we bring candidates into our office for an in-person interview. We do NOT send applications in the mail or conduct phone or internet interviews. Candidates must complete the application in the office so that we know they are doing the work themselves and that the identification matches the candidate.

When we have completed the interview, we check references: childcare, other employment, and personal. We do this by telephone, using a questionnaire that has been designed to both elicit information about the nanny and to corroborate information the nanny has given on the application. Once the references have been completed and are positive, we consider the nanny to be "referable" and begin to refer her (sometimes him) to appropriate families.

Upon point of hire we do our background investigation. It takes about 3 - 5 business days to complete and, of course, your hire is dependent on a good report. The background investigation includes Social Security verification, driving record, criminal background checks, national sex offender's registry, and the national criminal records overview.

All candidates must have a minimum of one year of referable child care experience, legally able to work in the United States and be at least 18 years old.

If you have questions, or would like to set an appointment for your free consultation, please feel free to give us a call.

A CHOICE NANNY – ARLINGTON  
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