

Cambridge

NANNY
GROUP



Welcome Parents to the Cambridge Nanny Group

Providing the most Dedicated and Caring Nannies

What do celebrities, Fortune 500 company employees, and industry leaders have in common? Cambridge Nanny Group. We are the childcare solution for a new generation of parent. We take pride in placing the most experienced and dedicated nannies. Our expertise rests in our ability to help identify and understand the needs and goals of each family. Cambridge Nanny recruits candidates nationally and refers for placement only candidates who can enhance and enrich your child's life.

Contact us and speak with one our highly experienced Nanny Placement Specialists at 773-856-5525 or info@cambridgenannygroup.com

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Affiliations/Memberships



2011

Cambridge Nanny is a proud member of the International Nanny Association (INA) and the Association of Professional Nannies (APN). We are licensed and an accredited with the Better Business Association. We also sponsor the Professional Nanny and Caregiver Network who's mission is to promote and achieve professionalism in the nanny industry. The organization provides education and expertise in child development as well as networking opportunities for Nannies to share best practices.



The Cambridge Nanny

Childhood should be a time of wonder and awe and with a great nanny assisting you, you and your children's lives can be immeasurably richer. That's why we are dedicated to recruiting the most dedicated and caring nannies. Individuals who have the credentials, compassion, and experience in households of substance. This is what sets Cambridge Nanny Group apart.

The Selection Process

Using the best recruitment methodologies we are able to attract the best and brightest - highly experienced career nannies, college graduates, teachers, and empty nesters. . After a thorough family interview you will be presented with those candidates who best suit your family's individual needs.

We screen Nannies for characteristics such as honesty, consideration, pride in work well done, intelligence, motivation, reliability, neatness, and promptness. Our nannies must possess warm, loving, patient and nurturing personalities.

To ensure we find the best possible caregivers, we conduct a rigorous screening which includes psychological assessment and behavioral interviews. This is why Cambridge Nanny leads the industry by providing the most selective, comprehensive and detailed screening process.

Peace of Mind

Cambridge Nanny takes the worry out of designing your own Nanny/Family contract. Our extensive "Terms of Employment" agreement outlines every aspect of the nanny/family relationship. This serves as an important tool in setting expectations and encouraging open communication.

We believe in respecting the privacy and confidentiality of our clients at all times. To ensure the confidentiality of our clients it is mandatory for all applicants registered with our agency to sign non-disclosure/privacy agreements.

Choose the Best

Why we are leading the industry

- 1. Experience Counts**
Our staff consists of highly trained and experienced staffing professionals.
- 2. Comprehensive Screening Process**
With the industry's most rigorous and comprehensive screening process, you can be assured that Cambridge Nanny will provide you with the highest quality of candidates. Our methodologies allows us to accept a very small percentage of applicants so you're only meeting the best.
- 3. Background Checks**
We verify each nanny's educational background, work history, child care experience and speak with previous teachers, employers and personal references. Before a nanny is placed in your home a criminal and Department of Family and Children Services background check is conducted. Drivers license verification will be checked if applicable.



Monthly Newsletter

Each Nanny and family will receive a monthly newsletter that includes a guide to the city at its best. We've dug up loads of family-friendly activities that include exhibits, fairs, festivals, movies, dance, theater, and special events. Many activities are free or require a nominal fee



| <p>Things to Know</p> <p>Examples of duties and Responsibilities</p> | <p>Daily duties</p> | <p>Light housekeeping duties</p> | <p>Child Development duties</p> |
|---|--|--|--|
|  | <ul style="list-style-type: none"> Indoor Play Outdoor Play Bathing Feeding Dressing Entertainment Arranging Play-dates Helping with homework Outings, activities, tasks Reading Carpooling | <ul style="list-style-type: none"> Children's laundry Keeping children's rooms tidy Shopping and errands Preparing children's meals and snacks Keep kitchen clean after meal preparation Tidying up toys | <ul style="list-style-type: none"> Cognitive skills Motor skills Language skills Reading Skills Social Skills Potty Training |

Frequently Asked Questions

Cambridge Nanny is dedicated to providing families with the best possible nanny for their needs, and many of these issues will be addressed more-in-depth during the nanny selection process. Below are some answers to common questions.

How much should I pay my Nanny?

Families can expect to pay a salary range from \$400 to \$1400 per week for full-time positions, depending upon the experience, education, duties and responsibilities. All salaries must be agreed upon between nanny and family, including gross and net pay, who pays taxes, etc.

What must I provide for my Nanny?

Home environment free of all safety and health hazards. Accurate description of duties and responsibilities. Paid Holidays. 1 to 2 weeks paid vacation per year.

What is the work schedule?

Families should expect a typical work schedule of Monday - Friday or Tuesday - Saturday for full-time positions. All nannies are given 2 days off per week. Some families require alternative days off, and this should be discussed prior to the nanny accepting the position.

What are the hours?

Families generally expect nannies to work 45-60 hours per week and additional hours should be compensated in time or money. Nannies must commit to minimum of one year.

Do I need to provide health insurance?

No. Although it's not strictly required many families opt to contribute toward the cost of the nannies health insurance and some families pay for it in full.

Can I hire a part-time nanny?

Absolutely. This arrangements works well for working parents or a parent who stays at home or a stay at home parent who needs a helping hand. Parents of twins or multiples especially helping hand. Be sure to ask your Nanny Placement Specialist about "Nanny Share" options.



Training for Nannies

All Cambridge Nannies are required to attend a training session prior to the commencement of their contract. Sessions are held one Saturday each month and should be attended as close to the starting date with a family as possible. Topics such as professionalism and child advocacy, child development - Birth to 5 years, age appropriate activities and play, age-specific Issues (e.g., fussiness in babies), appropriate discipline techniques, child nutrition and meal ideas for picky eaters, Positive Communications between Nanny and family.

All nannies are required to receive first aid and CPR training.

Contact Us

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