

# Hiring Process

It takes approximately 3 to 4 weeks, sometimes less, to onboard with us. Once onboarded, you are available to interview with current and future families!

## 1 Submit an Application!

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We review new applications daily, and onboard new candidates weekly. Don't wait to meet your dream family!

## 2 Schedule your Zoom Call

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After submitting your application, you will schedule a 15-minute zoom call during which we ask questions to learn more about your personality, experience, and expertise. Don't be nervous! We provide you with tips for success.

*Zoom call requests are subject to approval.*

## 3 Additional Documents

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We may request additional documentation such as an updated resume, or additional references via email. Please reply to all email communication within 36 hours to ensure a speedy onboarding process!

*Add [hr@stemnannies.com](mailto:hr@stemnannies.com) to your email account's contact list to ensure you receive all communication.*

## 4 Calling References

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We begin calling your references and ask you to notify your references that we will contact them shortly.

## 5 Second Interview

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After we speak with 2 professional references, we may invite you to a 2nd interview that is 45 minutes to 1 hour. Again, we provide you with tips for success!

## 6 Speak with Four References

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After we speak with four childcare supervisors, directors, or nanny clients, we may make an offer of representation.

## 7 Joining the Team

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We will secure standard onboarding documents including a paragraph about yourself, and three photo options to show our families.

## 8 Onboarding Call with a Placement Coordinator

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After you submit your onboarding Documents, you will complete a 30-minute call with a Placement Coordinator who will work to match you with a stellar family!