

NASHVILLE *Agency* NANNY



WWW.NASHVILLENANNYAGENCY.COM

NASHVILLE
NANNY AGENCY

FAMILY | HOME | BALANCE | WORK | LEGACY

EST. 2014



we believe
in YOU
HAVING IT
ALL



Rachel Adkins

FOUNDER & OWNER

Rachel created Nashville Nanny Agency in 2014 with the goal of being Nashville's first modern household staffing agency. She recognized the need in our growing city to help the thousands of families who have moved here in the last decade grow their villages and support systems.

When she's not introducing families to their dream nannies, Rachel enjoys spending time with the loves of her life - her husband, two sons, and a rambunctious golden retriever. She is an avid road-tripper and loves reading, cooking, and entertaining family and friends.

Testimonials

"I can't praise Rachel and Nashville Nanny Agency enough for making the nanny finding process so seamless! We had been recommended Nashville Nanny from a coworker who said Rachel would take care of everything. I had been dreading starting the process of trying to find a nanny who would be flexible with my weird work schedule, have lots of experience, and be a sweet soul who would play a huge role in helping raise our daughter."

- Megan J.,

Every candidate we met was incredibly impressive and a dedicated career nanny. We quickly landed on the perfect fit for our family & our daughter absolutely adores her! Can't thank Rachel enough."

- Darcy P.,

We had the easiest and best experience working with Rachel to find a nanny for our 6 and 3 year old. after meeting and getting to know us, she intuited the right fit for our family and she was dead on! We're so thankful!

- Betsy P.

This was our first experience with a nanny agency and we highly recommend Rachel! She took the time to understand our family's needs and priorities. There wasn't a detail that went unnoticed throughout the entire search process from beginning to end. She understood the high-end expectations and privacy that we were looking for, and she found the perfect fit for our family! She continues to followup and ensure our family is satisfied. We are grateful for Rachel and The Nashville Nanny Agency!

- Erica H.,

Nashville Nanny Agency helped our family find the greatest gift: a wonderful, loving, energetic nanny for our son. We are first-time parents, and we knew we needed help establishing a new rhythm and routine as a young family. Rachel showed us so much thoughtfulness and care as she got to know us as a family before beginning her search for our nanny. She asked all the right questions and helped us establish a vision for who this person might be, what they might value, and more. Rachel recruited the absolute perfect nanny for our family. Our nanny is such an effortless fit and keeps our family organized and well loved. I recommend Rachel at Nashville Nanny Agency to young families around us, as well. This is the best investment we have made as a family!

- Chelsea O.

let's build your dream team.

Placements We Make

01

Nanny

A nanny's responsibilities will vary based on each family's individual needs, but a nanny's number one concern is the health, safety, and well-being of the children.

02

Family Assistant

Consider our family assistants your second set of hands. They can help run errands, meal prep, keep the home tidy and stocked, and take care of your children.

03

House Manager

The primary role of a House Manager is to manage the staff, organize staff schedules, manage budgets and payroll, and oversee home maintenance.

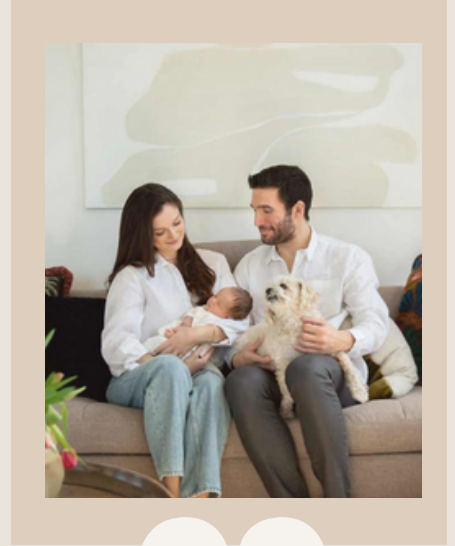
Screening

We are *very* picky about the candidates we represent.

Each applicant has to go through our intensive vetting process, initially eliminating 90% of those that apply. This ensures that our clients do not have to spend any time sifting through applications or contacting references.

- Extensive online application and resume review
- Phone interview
- Social media check
- In-person, phone, and/or Zoom interviews
- Comprehensive background check and Motor Vehicle record check
- Education or proven knowledge & experience
- Exceptional references
- Ability to commit to a minimum of 1 year for all long-term positions
- Compassionate, well-suited demeanor

With the largest pre-screened candidate pool in the Nashville Area and the most comprehensive referral network,
consider us your local experts.



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"Nashville Nanny Agency made our search effortless. They found a candidate that is well qualified and loves our son as much as we do."
- Hallie

working together

Our placements include

01

Candidate's application
review & in-person or
Zoom interview

02

Background screening,
driving records, social
media search

03

At least 3 previous
employer/reference
checks

04

Scheduling of
interviews and
interview questions

05

Professional
Employment Agreement
Template

06

Ongoing support
throughout your
placement

07

In-depth client
consultation to discuss
your family's needs

08

90 day replacement
period

09

Tailored job description

08

Dedicated guide
throughout the entire
hiring process

Investment

Engagement Fee

Each of our searches begins with a \$500 registration fee, which covers a portion of our associated costs with onboarding your family and beginning recruitment for your role.

Full-Time Nanny

For full-time, live-out nanny searches (40+ guaranteed hours per week) including nanny/family assistant hybrid roles, our final placement fee is 12% of your employee's annualized gross earnings

Unique Searches

For unique searches, including live-in, ROTA, part-time searches, or other unique requirements for your nanny (including specific educational background or additional languages spoken), our placement fee is 18% of your employee's annualized earnings

Domestic Staffing

For family assistants, household managers, and other domestic staffing roles, our placement fee is 18% of your employees' annualized earnings.

Our signature process

TRUSTED | INNOVATIVE | STRATEGIC

1

Get In Touch

Once you share your immediate needs with us, we'll hop on a call to get to know your family in a little more detail and answer any questions you may have before getting started!

2

Recruitment Is Underway

After you've signed our agreement and paid our initial fee, we will craft a job description and begin spreading the word about your family far and wide. We rely on our expansive referral network of caregivers, as well as following other traditional recruitment strategies.

3

Meet & Greet

We'll begin introducing you to candidates who have completed our vetting process with flying colors, and help you arrange interviews with your favorites.

4

Become Our Next Success Story

Once you've found your match, we will walk you through the final steps of hiring and onboarding your new employee and continue to provide support to your family as you start your journey with your new employee!

FAQS

Q1. What makes Nashville Nanny Agency different?

We have access to candidates you won't find anywhere else and we take all the guesswork out of the screening process. From your weekly schedule and duties to family philosophies, we match you on every level with highly qualified candidates.

Q2. How long does the process take?

We recommend you allow at least 4 weeks for a thorough search. While many families we work with find their perfect candidate within the first one or two interviews, this time allowance affords the freedom to interview as many potential people as you wish.

Q3. How do you find your candidates?

They typically find us! We keep relationships with candidates we have worked with in the past, they tell their friends, their friends tell their friends, and so on. Because we like to cast a wide net, we will also recruit specifically for your position. When you work with us you get to take advantage of the exclusive network we've built over the years.

Q4. Is your agency vetted?

We are! The nonprofit organization, [Association of Premier Nanny Agencies](#), vets and supports nanny agencies around the world. Since the nanny agency industry is largely unregulated, APNA members (such as Nashville Nanny Agency) undergo a rigorous review of all documents, materials, and agreements to ensure they are operating ethically and within the law.

Resources

Payroll/Nanny Taxes

[HomeWork Solutions](#)

[HomePay](#)

Night Nurses

[Nashville Baby Boss](#)

[Newborn Nurse](#)

CPR Training

[Precious Hearts CPR](#)

Babysitters/Backup Care

[Sitting Made Simple](#)

Counseling

[Ready Nest Counseling](#)

Meal Delivery

[Vibrant Meals](#)

[Happy Belly](#)

LET'S KEEP IN TOUCH

Contact Details

PHONE

(615) 933-9745

EMAIL

info@nashvillenannyagency.com

SOCIAL MEDIA

 [Instagram](#)

 [Facebook](#)



A proud member of APNA, the Association of Premier Nanny Agencies, and is committed to maintaining a strict code of business ethics. Membership is extremely selective, is limited to a handful of agencies that have undergone extensive screening, and is awarded to the agencies considered to be "the best of the best."



As members of the International Nanny Association, we agree to abide by INA's Commitment to Professional Excellence and Recommended Practices.