



Flexible Care. Trusted Sitters. Peace of Mind for Busy Families.



Nanny Placement Guide

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Welcome

Elite Sitters & Care Co. provides personalized, high-touch nanny placement services for families across Washington, D.C., Maryland, and Northern Virginia. Our process is designed to be simple, supportive, and rooted in your family's unique rhythm.

Every placement is handled with discretion, professionalism, and care — from your first inquiry to welcoming your nanny into your home.

Types of Nanny Placements

At Elite Sitters & Care Co., we know every family's rhythm is unique. Our placement options provide reliable, high-quality support tailored to your home, preferences, and lifestyle. Whether you need consistent weekly care or a dual-role professional, each search is handled with intention, professionalism, and a commitment to excellence.

Full-Time Placement — For families needing 30–50+ hours of consistent weekly care, our full-time nannies bring structure, reliability, and warmth to support your home's daily flow and evolving needs.

Part-Time Placement — Ideal for care under 30 hours per week — such as after-school routines, mornings, or select weekdays — offering flexibility without compromising on quality or consistency.

Nanny / House Manager — Designed for families seeking both childcare and household support, this dual-role professional can manage schedules, errands, and day-to-day operations while providing attentive, high-quality care.

What's Included in Every Placement

Every placement includes the following concierge-level features, each crafted to help you find the right caregiver with ease and confidence.

- **Professionally Vetted Candidates** — All candidates are CPR/First Aid certified, background-checked, reference-verified, and screened for alignment with your family's needs.
- **Personalized Matching** — You receive **2–5 hand-selected candidates** (up to 8 included) tailored to your routines, parenting style, and care expectations.
- **Interview Coordination** — We schedule interviews, manage communication, and support you through each step of the selection process.
- **Optional Trial Period** — A two-week trial is available to experience care before committing long-term, with full agency support throughout.

- **Onboarding Tools** — Includes contract templates, onboarding checklists, payroll guidance, and scheduling tools to ensure a smooth start.
- **Post-Hire Support** — Check-ins, optional mediation, and access to extended replacement options for added peace of mind.
- **Aaniiie Kids Integration** — All communication, scheduling, and document signing are handled through Aaniiie Kids for a seamless, organized experience.

Placement Fees

Our placement fees reflect the time, expertise, and detailed work that goes into each search. Whether you're seeking full-time care, part-time support, or a nanny/house manager, we tailor the process to match your home and lifestyle.

Each placement includes 2–5 hand-selected candidates aligned with your routines and expectations, with up to 8 total candidates included at no additional cost. Additional searches are available for \$200 and include up to 4 more vetted candidates and extended search time if needed.

All referred nannies are CPR/First Aid certified, reference-verified, and pass comprehensive background checks. We coordinate interviews, guide you through each step, and provide a tailored contract and onboarding checklist to ensure a smooth, confident hiring experience.

All placement fees are non-refundable and due in full before the referral process begins. Each search is meticulously tailored to your family's needs, ensuring a seamless match and a high-quality fit for your household.

Placement Type	Description	Commitment	Price
Full-Time Placement	30–50+ hours/week; consistent long-term care	12 Months	\$950
Part-Time Placement	Under 30 hours/week; flexible schedules	12 Months	\$65
Nanny/House Manager	35+ hours per week; childcare & household support	12 Months	\$55
Additional Search	Add up to 4 more candidates	—	\$225

Placement Add-Ons

To elevate your placement experience, we offer a curated selection of premium add-on services designed to provide enhanced support, added peace of mind, and a more personalized transition into nanny care. These options are ideal for families seeking the highest level of service, flexibility, and ongoing guidance.

Add-On Service	Details	Price
New Nanny Support Package – Two Week Option	Two weeks of Daily check-ins, schedule/communication support, early mediation, and The Family & Nanny Success Guide	\$225
New Nanny Support Package – One Month Option	One Month daily check-ins, schedule/communication support, early mediation, and The Family & Nanny Transition Guide	450
The Family & Nanny Transition Guide	A supportive guide for helping families and nannies build a smooth transition and strong long-term working relationship.	\$50
Extended Replacement Window	One replacement within 45 days post-hire	\$350
Post-Hire Check-In & Mediation	60-minute virtual support session anytime after placement	\$100
Contract Review by Agency Owner	Personalized expert review of your nanny contract	\$130
Contract Creation by Agency Owner	Custom nanny–family contract	250

Add-On Service	Details	Price
Payroll Setup Assistance	Optional guidance on legal pay systems	\$75
Personalized Family – Nanny Handbook	Custom handbook outlining routines, policies, and expectations	\$310

Our Placement Process

At Elite Sitters & Care Co., we believe finding the right nanny should feel simple, supportive, and tailored to your family’s unique needs. Our placement journey is designed for busy households who value expertise, discretion, and peace of mind.

Step 1: Virtual Meeting With the Agency Owner

Your placement begins with a brief virtual meeting with Jacael, the agency owner. During this call, you’ll receive an overview of what it means to hire and manage a nanny—including family expectations, household dynamics, and how to build a strong nanny–family relationship. We also review placement timelines and next steps before your search officially begins.

Step 2: Family Intake & Account Setup

You’ll complete our detailed intake form, where we learn about your values, lifestyle, scheduling needs, and care philosophy. This information forms the foundation of your personalized search. At this stage, you’ll also add your payment method in Aaniiie Kids to activate your placement package and begin the search process.

Step 3: Curated Candidate Presentation

Within the agreed-upon timeframe (based on placement type), you’ll receive 2–5 hand-selected candidates who align with your expectations and caregiving approach. We can provide up to 8 candidates before an additional search fee applies—ensuring quality, not quantity, guides your match.

Step 4: Onboarding Essentials

Once you’ve identified your top candidates, you’ll gain access to our trusted payroll service recommendations, onboarding checklist, and customizable contract templates. These tools help you confidently and compliantly bring your nanny on board.

Step 5 (Optional): Trial Period With a Prospective Nanny

Families may choose to schedule a trial shift to experience the nanny's care in action before committing to a long-term agreement. Trials begin at **\$32/hour with a four-hour minimum**.

Step 6: Official Hire

After selecting your nanny, you'll finalize your contract, set up payroll, and welcome your caregiver into your home. Add-on services—such as extended onboarding support, schedule adjustments, or post-hire mediation—can be added at any stage.

Nanny Trial Period (Optional)

Optional trial shifts allow families to experience a nanny's care style, communication, and overall fit before committing long-term. Trials begin at **\$32/hour** with a **four-hour minimum**.

The **\$32/hour trial rate** applies only to this step and includes the nanny's time, agency fees, and full administrative support. **All trial payments are processed directly through Gancy**, ensuring secure, streamlined billing.

Families may schedule one or multiple trial shifts within the agreed timeframe. During the trial, you'll be able to observe how the nanny interacts with your child(ren), adapts to routines, and supports your household's rhythm. This step provides clarity, confidence, and alignment before finalizing your nanny hire.

Our Nanny Placement Timeline

At Elite Sitters & Care Co., every nanny search is managed with the precision, care, and discretion you'd expect from a luxury placement service. Once your intake form is complete and your placement fee is secured, we begin a curated matchmaking process—carefully aligning each candidate with your family's schedule, values, and lifestyle.

Most families receive **2–5 thoroughly vetted candidate referrals within 15–30 business days**. However, we do **not** wait until the end of the timeline to present candidates. Instead, we send strong matches **as soon as they are identified**, allowing families to begin interviewing throughout the search period. This rolling-referral approach ensures momentum, flexibility, and the opportunity to meet exceptional candidates as they surface.

Throughout the process, our team provides transparent updates, personalized guidance, and unwavering support—ensuring your placement experience feels organized, intentional, and stress-free from start to finish.

Refund & Cancellation Policy

At Elite Sitters & Care Co., we take great pride in offering a personalized, hands-on placement experience rooted in care, discretion, and professionalism. Because of the time, expertise, and resources invested into every search, **all placement fees are non-refundable once your payment and completed intake form are received**. At that point, your placement officially begins, and our team immediately starts sourcing, vetting, and preparing candidates for your review.

Each placement includes **up to eight (8) thoroughly vetted candidates**, hand-selected to match your family's needs and values. If more than eight candidates are requested, an additional search fee will apply. Once even **one qualified candidate** has been referred, the placement fee is considered fully earned.

In the rare event that we are unable to present **any** candidates within the agreed-upon timeline, you may be eligible for a **partial refund**. This refund is partial—not full—because significant time, labor, and expertise are invested at the start of every search. From crafting your customized job posting to recruiting, screening, and conducting outreach, these early stages require substantial resources regardless of whether a candidate is ultimately presented.

Our commitment is to provide intentional, high-quality matches. If your needs or preferences shift after the process has begun, we are happy to discuss adjusted timelines, additional services, or alternative options to continue supporting your family.

Family Responsibilities & Legal Employment

Welcoming a nanny into your home is both a personal investment and a professional relationship. As the legal employer, the family assumes certain responsibilities to ensure a safe, respectful, and compliant working environment. We guide you through this process with clarity and care—because a well-supported nanny leads to a well-supported family.

Legally hiring a nanny means you are responsible for managing payroll, withholding and paying appropriate taxes, and complying with federal and state labor laws. This includes paying at least minimum wage, overtime when applicable, and providing a formal offer of employment outlining job expectations, pay rate, schedule, benefits, and household policies.

Families are also expected to maintain a safe, discrimination-free environment and communicate clearly about daily routines, discipline styles, and emergency protocols. Nannies may only release children to individuals pre-approved by the family and must be informed of any allergies, health conditions, or specific caregiving instructions.

To support your success, Elite Sitters & Care Co. provides a customizable nanny contract template, an onboarding checklist, and guidance on setting up ethical, compliant payroll systems.

Hiring a nanny is more than a transaction—it's a commitment to trust, transparency, and professional respect. We're here to ensure you begin this journey with confidence.

Nanny Placement FAQs

Q: How long does the placement process take?

Most placements take **15–30 business days** from consultation to candidate referrals, depending on the role's complexity. Specialized placements may take slightly longer to ensure the best match.

Q: How many candidates will we receive?

You will receive **2–5 thoroughly vetted candidates** initially. If none are the right fit, we provide **up to 8 total candidates** at no additional cost. If more than 8 are requested, an additional **\$200 search fee** applies for up to 4 more candidates.

Q: What qualifications do your nannies have?

All nannies are **CPR/First Aid certified**, have verified references, and pass comprehensive national and local background checks. Many have specialized experience with newborns, multiples, or children with unique needs.

Q: What is included in the placement fee?

Your fee covers candidate sourcing, vetting, interviews, a sample contract, onboarding tools, and personalized support throughout the process—including payroll guidance, communication tips, and hiring resources.

Q: Is there a trial period available?

Yes. We offer optional trial shifts at **\$32/hour with a four-hour minimum**. The Trial Period Support Package is a **\$100 one-time fee**, and all trial payments are processed through Gancy.

Q: What if the nanny isn't the right fit?

If you choose not to move forward after the trial, you may select from the remaining candidates within your initial 8. If none are a fit, you may request **up to 4 additional**

candidates for a **\$250 add-on**, available within 30 days of the trial's start. We kindly ask for **3–4 weeks** to identify a new match.

Q: Do you offer refunds?

Placement fees are non-refundable once the referral process begins. If we are unable to present **any** candidates within the agreed-upon timeline, you may be eligible for a partial refund.

Q: What is the typical nanny rate?

In the DMV area, nanny rates typically range from **\$25–\$40/hour**. We recommend starting at **\$30/hour** for an experienced nanny and **\$35/hour** for a skilled nanny/house manager.

Q: What benefits are recommended?

While not always legally required, offering benefits helps attract and retain high-quality nannies. Common benefits include:

- Paid time off (vacation, sick, personal days)
- Paid holidays
- Guaranteed hours
- Health insurance stipend
- Professional development support
- Mileage reimbursement for work-related driving

Q: Who is the nanny employed by?

Once hired, the nanny becomes an **employee of the family**. We provide tools, templates, and payroll guidance to help you establish a legal and respectful working relationship.

Q: What does having an employee mean for a family?

It means you take on the role of an employer—setting clear work agreements, providing a structured schedule, and following legal employment practices. You are responsible for paying wages through payroll, withholding taxes, and maintaining compliance with labor laws. In return, you gain a professional, loyal caregiver committed to your family long-term.

Have Questions?

Exceptional service begins long before a nanny enters your home. Whether you're exploring placement options or ready to begin, we're here to guide you with professionalism, warmth, and clarity.

To start your placement journey, complete our short registration form or contact us directly. Once we receive your details, we'll schedule a consultation, confirm your package, and begin the process of finding your ideal match.

Email: ftsscontact@gmail.com

Call or Text: 240-681-9221

Let's find the right fit—together.