

Nanny interview: questions and tips



A warm welcome can help to break the ice and set the stage for a relaxed interview process. Offer your candidate a cup of tea or coffee and take the opportunity to introduce the children so that you can get a brief picture of how the nanny interacts with your children. It is then best to conduct the rest of the interview in private without the children dominating the process. Start off by asking the nanny to introduce herself before moving on to questions relating directly to the job on offer.

- Tell me about yourself
- Tell me about your childhood and any siblings you have
- What made you decide to pursue a career as a nanny?
- How long have you worked as a nanny and have you had any other work experience?
- Tell me about your best childcare job to date and what made it so enjoyable
- Why do you prefer working as a nanny rather than in a childminding or nursery setting?
- In your opinion, what makes a good nanny?
- When considering a job offer, what qualities important in a family?
- Do you see yourself working as a nanny and continuing your childcare education in the long term or do you have other career aspirations?
- We will carry out a detailed background check on the nanny we hire, is there anything that you would like to make known at this stage?
- Do you have a valid, enhanced CRB/DSB check – it is a requirement for this position
- Are your current qualifications accredited?
- Do you hold a full, clean UK driving license and if not, please explain
- Please explain the (gap/short period of employment/change of career) noted in your CV
- Do you hold a current paediatric first aid qualification and if not, are you prepared to attend a course if offered the job?
- What do you see as the greatest risks to the children at this age, in and out of the home?
- If you were confronted with (add scenario) this situation, what would you do?
- What are your views on discipline and how do you deal with bad behaviour?
- What activities would you do with children of this age?
- What are your views on the children watching television?
- What duties are you prepared to do in addition to looking after the children?
- Ask what notice period the Nanny needs to give in her current position
- Advise the nanny of when she can expect to know the outcome of the interview

It is important that you follow up on all references and check the legitimacy of qualifications. An enhanced CRB/DBS check should be an essential part of the vetting process. Following the interview, the prospective Nanny will be keen to know whether or not she has been successful in her application. Either way, it is good to provide feedback and let the Nanny know whether or not she has been offered the job or not, and why.

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