

Getting Work & Leveraging Opportunities

We're going to breakdown the 3 main ways you can get work:

- Opportunities with Freckles
- Opportunities with our partner agencies
- Independent opportunities

Before you go for any of those though you **must** finish your CV and cover letter.

- We've had graduates go for their dream opportunities in the past who haven't completed their CV / Cover letter in advance, rush it and end up not even getting an interview.
- Writing your CV and cover letter under pressure - it will never be as good. You'll have gaps, have forgotten things, there will be typos and mistakes.
- Finish it in advance so that you're tweaking it for the job

Graduate WhatsApp Group:

- We have a graduate only whatsapp group
- It's a broadcast only group (so no pesky replies)
- We share all jobs / weddings / events / festivals / announcements etc. in the group
- When you see something you like / can do; reply directly to the person who messaged (will be a member of Team Freckles)
- You'll automatically be added to the group on graduating (providing you get a merit or higher)
- You can leave at anytime (but we hope you won't) and you can always rejoin

Note:

- If a nanny isn't up to standard then we reserve the right to put you on 'probation' and remove you from the group if we don't feel you can deliver at the standard.
- Example:
 - We had a nanny who graduated a couple of years ago, but we had a complaint about her from another nanny at an event.
 - We removed her from the group, gave her feedback, told her she was on probation until Christmas. We wanted her to focus on her current job and getting herself back to a good place.
 - In January we reviewed the situation, she has rejoined the group and has done a bit of work for us.
 - We always gather feedback and want to make sure she is up to standard.
- Need to be 18+ to work with us and partner agencies:
 - we do make exceptions at times eg. festivals and larger weddings / events

Opportunities with Freckles:

- Festivals
 - Throughout the summer months
 - Still time to join us for this summer
 - 30 at CB Dorset and 15 CB Shropshire
 - Part of a team
 - Blumin good fun!

- Babysitting in tent and / or taking children out and about around the festival
- Work hard / play hard
- All ages 6mo's - 12yrs
- Weddings / Events
 - Generally weekends but some weekdays too
 - Throughout the year
 - Mix of solo work and team work
 - All over the country
 - Great fun - we often take kit / provide set ups
 - High pressure, tiring and well paid (£13 - £17ph)
 - All ages newborn upwards
- Emergency & Temporary work (1 day - 4 weeks max)
 - Mainly in Bath / Bristol and surrounding areas but we do requests from all over
 - Can be anything from 1 day - 4 weeks
 - If you commit, you commit. No flaking / bailing because you get a 'better' offer
 - Great way to get experience
 - Having a car is really advantageous
 - Do pre work before you go into any temp role; e.g. familiarise yourself with general routine at that age, foods they can/can't eat, activity ideas - BE PREPARED
 - All ages newborn upwards
- Permanent positions - this is a new part of the business that we're bringing back

Opportunities with partner agencies:

General info:

- Our partners have an agreement to fast track Freckles graduates to interview BUT you must apply as stated on their crib sheet (we send this to you!).
- The relationship that we have is that they waive any experience requirements of 1 or 2 years as you've completed the course - it's honestly a game changer!
- Crib sheet with how to apply to each agency - we are building an area on the site to access these but before then please email the team to request a copy - if you don't have it
- partner agencies will only consider you if you have a grade of merit or higher.

Traditional nanny agencies:

- All over the UK
- Part time and full time work
- Generally they're long term (3months +)

Summer nanny agencies

- We're building connections with these but companies like; Scott Dunn, Neilson, Peligoni, etc. are great to register with and speak to - we haven't yet got an in but we're working on it!
- We work with Ionian nannies who are based in Corfu and are building to work with more companies for next summer
- Looking at summer months; on yachts, beaches, villas etc. incredible experience

Ski agencies

- Building these all the time
- Currently have partnerships in Europe and Whistler - if there is somewhere you'd specifically like to go then let uds know

- You've got to be organised with these because of visas. France / Europe is harder since Brexit, it can take 6 months. Canada still takes about 3 months.
- A lot of European companies are taking you for 90 days as your 'Europe days', it's a great way to do a season and other things!
- Generally well paid (much better than chalet hosting) but lots of responsibility, hardwork and sometimes you need enough money up front to pay for your rent in advance for the whole season - providing you work well you will make a lot of money and be able to pay this back easily.
- Looks like such a lot of fun!! Many companies will consider you for part of a season too.

Super Yacht agencies

- Building these all the time
- This summer we've got a nanny going out to Ionian nannies and she'll be working on super yachts from there; different family each week vibe, so we think this may work well as an alternative to getting you onto yachts
- General about super yachts:
 - Work hard, play hard
 - Nannying on super yachts is niche and competitive - but you can get it!!
 - You may need to get some additional yachting qualifications before you can go - it depends on how long you're going for but the yachting agencies will help you with this
 - Having a good photo on your account is essential - it's still a pretty old school / shallow industry
 - You need to be prepared to move very quickly. It's a lot of HNW individuals and they all wanted it yesterday!
 - You need to remain polite at all times - it really will test you but is incredibly well paid and LOTS of fun!!

Other

- Building relationships with international nanny agencies; if you want to nanny abroad
- Looking at expanding opportunities in the US - Camp America, New York summers etc.
- Sharky & George - if you're creative and / or super energetic then being a party host with S&G is a great option - well paid and fab for extra cash at weekends / holidays

Key things:

- Register with the agencies EVEN if you can't see your dream job there. So many jobs get filled before they hit the jobs pages
 - E.g. Jade did 4 weeks as a nanny in LA because she registered with the partner agency and regularly got in touch to remind the nanny agency she was there. The job came in and the owner messaged Jade straight away. For the owner it's faster - she didn't have to write a job description or advertise it, she sent one message and it was filled
 - You need to be the person they think of!
- Register with lots of agencies particularly if happy to live in
- You have to do the work - Freckles are here to support you but we cannot get the work for you
- If you have any questions / are struggling / need a hand then reach out;
 - eg. Lucy Fortescue got in touch asking for help with a payrise and what is fair / she worth
 - Anisha needed a contract

- Hannah called because she needed advice on how much to charge herself out for, for a week

Independent Opportunities:

Getting work on your own is absolutely possible and a great idea. We provide a standalone contract and payroll service so if you find a nanny family on your own we can support you with making sure everything is set up correctly. It's also a brilliant way to pick up experience which helps with your applications to nanny agencies / ski / super yacht work and everything else.

When going independent you will need to consider things like the hourly rate you're going to set for yourself, your availability and be very diligent at keeping on top of your commitments. It's not okay to accept something and then forget / double book yourself / cancel because something better has come up.

Register on the [Bubble App >>](#)

- Bubble is an online childcare app. It works in a similar way to Uber and AirBnB where it links supply with demand and then babysitters / families are reviewed. It's a great place to start getting work as it's really flexible and is predominantly evening work.
- Maximise your profile by adding your DBS, paediatric first aid certificate and arranging to have a screening call with a member of the Bubble team - it will enhance your profile.
- Take advice from others and set a fair but lowish rate to begin with so that you can build up work, experience and reviews, you can then increase your rate. Average on here is £9.50 but ranges between £7 and £12. I would suggest you're around the £8 / £8.50 mark, depending on any other previous experience.

Advertise via [Lowicks >>](#)

- This is a fairly new community on instagram - you have to request to follow them
- I think they charge per advert now, but often nannying opportunities advertised on there which you can respond to
- It's great in London

Register with [Next Door >>](#)

- Lots of parents are on here.
- You can set your radius for nearby and advertise your services
- Make sure you set up email / app notifications so that you know when someone has messaged you and you can respond quickly
- Remember - being reliable and responsive is key to building an excellent reputation for yourself

Put up a flyer / notecard

- I know this sounds old school but I promise you it works. Pop up a flyer or notecard in your local pub, village hall, garden centre, cafe etc. Try not to overthink it, it doesn't have to be fancy or perfect. Make sure it includes your name, contact number, general availability and

any essentials you have (like DBS, JNC and first aid). Pictures can help so add one if you have a good one.

- It's much better to do this and get it out there than wait for a perfect postcard graphic to be designed.
- You can put your hourly rate there as well.

Reach out to anyone you've previously worked for / helped

- This is a really underused hack. Reaching out to people who already know you and have used you is a great way to build up your work. Particularly when asking them if they need a hand OR if they have any friends that might need support with their childcare. You'll be surprised at what people come back with!
- E.g. Sophia post JNC on her gap year

Create an account on [Childcare.co.uk](https://www.childcare.co.uk) >>

- This is fairly similar to Bubble but is a website. You can set your profile, rate, and availability.
- For a lot of parents Childcare has provided a terrible experience of unreliable nannies and people wasting time.
- Respond only if you can do the job, respond quickly to any emails / requests that you receive, keep your profile up to date and keep to your word.
- Your profile is representing you so make sure it's representing you well and people don't see it and think 'oh she wasted my time before'

Register with [Nanny Job](#) >>

- Similar to the childcare and bubble but nationwide. You can respond directly to jobs through here too.
- Make sure you keep an eye on your emails so that you can follow up with any requests for an interview etc. Speed is key.

Join local Facebook Groups

- Facebook groups /pages are so powerful
- Join some local to you or in the area that you want to work
- Write a carefully constructed post advertising your services and post with a good image
- Go through posts and comment on them saying 'Hello, I've sent you a DM' on any that look good and send the relevant direct message. This alerts them to look out for it whilst meaning you're not sharing all on the page for all to see.
- Speed is also key here.
- Example:
 - Charlie trained at the beginning of June
 - Graduated on a Friday
 - Had a job by Wednesday
 - She joined FB
 - Joined her local community groups
 - Posted a short advert about herself, her training here and what she was available for
 - Got lots of replies
 - Went for an interview and got a job with a 4yo. Nailed it!!

Post an advert

- If you're a university / college / school student check your university / college / school notice board or emails. See if you can post an advert advertising your services and / or respond to anything you see that works for you.

Set up a profile on School Notices >>

- You do need to have a private school connection with this platform, so ask around if you need to.
- Keep your profile short, share your training and experience.
- Posts last for 3 months so be sure to set a calendar notification to update it!
- You can also respond to any ads for a nanny that you see on there
- E.g. Lucy Fortescue

General:

- Remember you may have to start at the bottom - so be prepared to take jobs that aren't the total dream, be prepared to earn less than you'd like. You have to go out there and grab the opportunities. The world doesn't owe you anything.
- A good tip if you're wanting to earn on a gap year / during a uni holiday etc. is to get a part time job and combine it with another part time job; either nannying or probably more easily with cafe / bar / care work. You have to do what it takes to get your foot in .
- So often people tell me that they want a full time nanny job with a baby and that's it - the thing is those are harder to get as Junior Nanny. Families are less likely to go for you over an experienced nanny. I'm not saying you can't do it, I'm just saying they are much more competitive to get and starting is what really matters. You'll be surprised about what shows up for you once you start grabbing the opportunities.
- Keep on top of your CV and cover letter working documents. Update them every time you've done some more work. It will save you racking your brains when you see your dream job and need to have them ready to go.
- Get references for everything that you can. Trickier with a one night babysitting job but anything more than that ask for a reference. Put a working doc together for your references. Include; reference, name of referee, contact details, ages of kids and a brief outline of your roles and responsibilities - you think you'll remember and I can guarantee you that you won't!!
- Ask for feedback. At the end of every booking / stint ask the family / agency for feedback - take it onboard and go away and work on it. Feedback can sometimes feel hard to take but it's there to stretch and challenge us. If you can't take feedback, you'll find it hard to improve and go places. A good way to ask for feedback is "Thank you so much for having me. I'm always looking to improve so is there anything you feel that I could do better or have done which will make me a better nanny going forward?"
- You will set yourself so far apart from everyone else if you are reliable, polite and have excellent communication.
- Under promise and over deliver.