

What to Ask a Night Nanny

Your Interview Checklist for Safe, Professional Overnight Care

✓ What are your credentials and training?

- What is your formal training in newborn & postpartum care?
- What is your role; baby only, breastfeeding, siblings, home help?
- Do you have a current Infant CPR/First Aid Certification?
- From where and when was your certificate issued?

Why ask? Titles & credentials aren't regulated and education & scope of work varies.

✓ How much newborn-specific experience is there?

- How many years working with newborns?
- Do you have experience with multiples/preemies or medical needs?
- Can you describe a typical overnight shift?

✓ Can background be verified?

Background checks & references:

- Recent background check
- Multi-state background check
- Excellent references
- License look-up for clinical providers

✓ Are you vaccinated?

Recommended for caregivers of infants under 6 months:

- TDaP
- MMR
- Hepatitis B
- Flu vaccine

✓ Do our philosophies about care align?

Think about & discuss your preferences for:

- Feeding** – Is breastfeeding, bottle or combo feeding a goal? If so how will the caregiver support you?
- Sleep** – Are you working toward sleeping through the night or prefer a baby-led approach to sleep? (*Either way, caregiver should understand safe sleep*)
- Education** – Would you like the caregiver to be prepared to educate, or prefer them to be more “hands-off”?

Why ask? Aligned expectations & values make great partnerships!