

## PAVILLION AGENCY



Since 1962, Pavillion has been placing the finest professional career Babynurses and Nannies. We pride ourselves on making "The perfect match". In-person interviews, reference checks and criminal background checks insure that we refer only the best! Free trial and replacement periods on all permanent placements.

**Pavillion Group** provides Payroll, Benefits, Tax Compliance/Reporting and Retirement Planning for families at extremely competitive rates. We can consult with families on the most efficient and simplest way to deal with all household payroll issues

With our **White Glove Training** program a family can have one of our expert instructors come to your home, evaluate the staff and recommend whatever additional training is necessary.

## Pavillion Agency

Nannies and Housekeepers - Since 1962

### Babynurses

12 or 24 hour Shifts

Singletons, Twins, Triplets

Preemies

Lactation Consultants

Scheduling

Sleep Training

### Nannies

Live In

Live Out

Vacation, Summer

Permanent

Temporary

## PAVILLION AGENCY

15 East 40th Street

Suite 400

New York, NY 10016

Phone: 212-889-6609

Fax: 212-779-7146

E-mail: [Seth@PavillionAgency.com](mailto:Seth@PavillionAgency.com)

[www.PavillionAgency.com](http://www.PavillionAgency.com)

## PAVILLION AGENCY

### BABYNURSE INTERVIEW TIPS



Inside are some ideas and questions to help you with your babynurse interviews. The interview techniques you ultimately use and your verification of their references will insure you hire the right candidate. References will provide beneficial information about the candidate you are considering.

**Since 1962**

**The Leader in the Field  
of Personal Service™**

**212 889-6609**

# BABYNURSE INTERVIEWING TIPS

## GENERAL

How long have you been working with children?

Why do you like working with children?

How many babynurse cases have you done?

What were the lengths of time for most of your positions/cases?

Do you have any multiple experiences, Twins, Triplets?

Do you have much experience with first time parents? If so, how did you help adjust the baby with its parents?

Did you ever keep a journal for the baby? If not, will you keep a detailed journal if requested?

How comfortable are you giving us detailed reports about the baby and its day?

What did you find the most challenging or difficult working with first-time parents?

## ENTERTAINING THE BABY

Do you read to the baby?

Do you talk to the baby?

Do you sing to the baby?

Do you hold the baby?

Do you believe in letting the baby cry? If so, for how long?

Basinet Vs the Crib?

How old should the baby be before you start with a sleep schedule?

## IF BREAST FEEDING

Do you have any experience with new mother's breastfeeding?

Do you have any experience with pumping and supplemental feedings?

Have you worked on cases where the basinet has been in the room with Mom and Dad?



## SPECIAL NEEDS

Do you have any experience with Premie babies?

Do you have any experience with Monitors?

Do you have any experience with Colic?

Do you have any experience with Sleep Apnea?

Do you have any experience with Reflux?

Do you have any experience with Ear infections?

Do you have any experience with Allergies?

## BEFORE THE BABY COMES

Do you have experience with Baby proofing? Nursery Set Up?

Do you have a list of things you recommend for first time parents?

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