



S O M M E T N A N N I E S



COLLEGE-EDUCATED CAREGIVERS

MA | CT | VA | DC | VT | NY | MD | DE | NJ | NH | IL



le sommet: /sɔmɛ/noun
the peak, the summit, the pinnacle

ABOUT

Founder, Lydia Thibodeau

Sommet Nannies was founded by Lydia Thibodeau after founding two successful agencies in Boston and Chicago in 2015. Lydia is a highly regarded expert in the childcare industry who takes pride in her ability to make excellent matches between nannies and families.



"Lydia, the Founder of Sommet Nannies, is fantastic. She is warm yet direct, and is able to get to the core of what is needed to make a amazing connections both for families and for nannies. Her approach is practical yet heart-centered, which makes for great matchmaking!"

- Joy C., Google Review

Lydia has presented at the International Nanny Association (INA) conference and has been a contributor in Forbes, the Boston Globe, WGN radio, and the Chicago Tribune. Lydia holds a Bachelor's Degree in Marketing from the University of Illinois at Chicago and resides with her family in Boston, MA. In her free time, Lydia enjoys spending time with her husband and sons, reading, and running.

OUR PROCESS

TRANSPARENT | TRUSTED | BESPOKE

1 First, we will send you a link to fill out our Family Registration form

2 We will schedule a phone/Zoom call to discuss the details of your childcare needs and answer any questions you have about the process

3 We will craft a customized job description and begin the delicate matchmaking and vetting process

4 Based on your specific criteria, we will recruit and personally match you with the candidates most suitable for your position







5 We will coordinate both Zoom and in-person interviews with candidates you express interest in as well as schedule follow-up meetings and a trial day

6 When you are ready to offer your position to a candidate, we will walk you through the onboarding process step by step, ensuring that it's a perfect fit

SCREENING

We hold our candidates to the highest industry standards.

Each caregiver undergoes our intensive vetting process, initially eliminating over 90% of applicants. This ensures that our clients spend time with only the most qualified applicants who are a true fit for their position.

-  Extensive online application and resume review
-  Phone Interview
-  Social media check
-  Comprehensive Zoom video interview with our team
-  Comprehensive background check and Motor Vehicle record check
-  Education background and proven knowledge & experience with children's growth & development
-  Exceptional childcare references
-  Ability to commit to a family long-term (average is 2-5 years)
-  Professional, loving and well-suited demeanor for working with children

TESTIMONIALS

"I only have great things to say about my experience working with Sommet Nannies. As a first time mom, I had a hard time wrapping my head around letting someone else care for my child. The search process for a caregiver felt extremely overwhelming, and I was worried that despite my best efforts I would not find someone properly qualified to take care of my son. Thankfully, I found Sommet Nannies. My husband and I could not be happier with our nanny. She is wonderful and a tremendous help to our family. Our son lights up when she arrives in the morning, and she is clearly invested in his happiness and development. She is organized, engaged, and makes us feel confident that our child is in good hands." - Katie G., Yelp Review

"Lydia was amazing! Our family was in a tight spot and needed immediate help during COVID while it was very hard to find help. Lydia did an amazing job of quickly sourcing, qualifying, vetting and performing reference calls. Not only did Lydia exceed our timeline but she also exceeded expectations on the quality of candidates. Finally, while we had an urgent need Lydia did an amazing job of keeping my wife and I honest and making sure we thought through all of the angles of every candidate. She truly has the best interest of all involved parties at heart vs. thinking about a transaction." - Scott W., Yelp Review

"Working with Lydia at Sommet Nannies was wonderful. We have been through so much in our quest to find a nanny. We tried for over six months to do it on our own using care.com and found the whole process miserable and frustrating. Then we hired Sommet Nannies and they turned the process into something that was actually enjoyable! We are so excited about our new nanny and our only regret is that we wished we had hired Sommet Nannies sooner. Lydia was professional and extremely helpful every step of the way." - Jennifer R., Yelp Review

"Lydia, the owner/founder of Sommet Nannies is fantastic. She is warm yet direct, and is able to get to the core of what is needed to make an amazing connections both for families and for nannies. Her approach is practical yet heart-centered, which makes for great matchmaking!" - Joy C., Google Review

"I experienced the most excellent service as a candidate working with Sommet Nannies. The women on this team care deeply about their candidates and families and they are committed to making excellent matches. I cannot recommend them highly enough."
-Sara R., Google Review

INVESTMENT

Engagement Fee:

A \$500 engagement fee is required to initiate your search

Placement Fee Upon Hire:

20% of your new hire's projected annual income

All of our placements include:

- 90-day replacement period
- Candidate's Online Application Review
- Phone interview
- Reference check and validation
- Social media screen
- Video interview and thorough resume review
- All 50-State background screening
- Sexual misconduct record check
- Department of motor vehicle driving record check
- Social security verification
- Residency history search
- Nanny employment agreement template
- Infant/child CPR and First Aid certification verification
- Ongoing support throughout your relationship

FAQs

1

WHAT MAKES SOMMET NANNIES DIFFERENT?

In addition to several years of professional full-time childcare experience, all of our candidates are college-educated. Our team specifically seeks candidates who have backgrounds in Early Childhood Education, Elementary Education, and Early Childhood Development. In addition, we have access to candidates you won't find anywhere else and take all the guesswork out of screening your caregiver.

2

WHAT IS A 'REPLACEMENT PERIOD'?

Our replacement period is 90-days from the nanny's start-date. If the relationship has proven not to be the right match during the first 3 months, we will reactivate your search to find a new nanny for your family at no additional cost. Our current replacement rate is **4%**. Given that, it is very rare that a family has to take advantage of the replacement period at all.

3

HOW LONG DOES IT TAKE TO FIND THE RIGHT NANNY?

We recommend you allow a minimum of 6 - 12 weeks for a thorough search. While many of families we work with find their perfect candidate within the first one or two interviews, this time-frame allows the freedom to interview as many potential caregivers as you wish.

4

WHAT ARE THE RESPONSIBILITIES OF A NANNY?

A nanny's responsibilities will vary based on each family's individual needs, but a nanny's number one concern is the health, safety, and well-being of the children. They initiate age-appropriate activities, play-dates, prepare nutritious meals, and perform child-related light housekeeping duties.

5

HOW MUCH CAN I EXPECT TO PAY A NANNY?

In your consultation with our team, we will assist in offering industry-standard advice on competitive pay rates for the background of the candidate your family is seeking. Each compensation package varies based on the family's needs and the nanny's experience and education level. To keep your position competitive in the market, we require families to offer guaranteed hours, paid time off, and in some cases a healthcare stipend.

RESOURCES

Payroll/Taxes/Insurance

[HomeWork Solutions](#)

[GTM.\(Worker's Compensation Insurance\)](#)

Night Nurses/Overnight Newborn Care

[Chicago Family Doulas](#) (Illinois)

[Nightingale Nurses](#) (Massachusetts)

[Boston NAPS](#) (Massachusetts)

[Boston Area Doulas](#) (Massachusetts)

Sleep Training/Coaching

[Sleep Solutions by Christine](#)

[Little Pumpkin Sleep Solutions](#) (Washington DC, Maryland, Virginia).

Prenatal/Postpartum Support and Classes

[Chicago Family Doulas](#) (Illinois)

[Doulas at Life Spark Team](#) (Washington DC, Maryland, Virginia)

[Nurture by NAPS](#) (Nationwide)

[Boston Birth Associates](#) (Massachusetts)

[Relief Doula Agency](#) (New Hampshire)

Concierge In-Home Pediatrician Services

[Priority Pediatrics](#) (Chicago)

Postpartum Retreat Center

[BORAM](#) (New York)