

Snap Care Job Adverts

Promote your SEN Nanny, Buddy, PA or Support Worker Vacancy to experienced and qualified UK and International Candidates



Snap Care is a specialist introductory agency from London, UK. We recruit high calibre Support Workers and SEN Nannies / Mannies to support children, young people and adults with disabilities or additional needs.

In addition to our full recruitment service, we can promote vacancies if clients wish to recruit themselves and need to access suitably qualified and experienced candidates.

Families in New Zealand can now advertise and promote their SEN childcare or care vacancy through our website, database, social media and contacts using the Snap Job Advert service.



Snap Job Advert

We'll help create a great advert for your vacancy and promote it to targeted candidates on our extensive database built up since 2001. We'll promote your vacancy on our website, through our social media and on external advertising job boards.

We'll then send you CVs and usually a supporting statement from interested candidates for you to consider. While we don't play any part in the screening or recruitment process, we will, using our knowledge and expertise, identify and highlight to you, individuals we believe are the more suitable, based on the information you have given us.

Snap Care, Working in NZ

We recently had the privilege of working with our first New Zealand family in Whangaparoa, who successfully identified an SEN nanny through a Snap Job Advert.

We had an excellent response (over 40) from a wide range of applicants; all keen to have the opportunity to work in your beautiful country.

The family were delighted one of those applicants was Dominique...

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Working with Sally at Snap Care has been a total delight. The whole experience has flowed with ease and I felt that the team at Snap Care understood my family's needs and were able to advertise to a targeted number of people who were suited to our role. We were stunned by the response and the calibre of the applicants. We couldn't have hoped for a better result.

Melanie, client. Whangaparoa, Auckland

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I joined Snap's Childcare agency about four years ago. Earlier this year I contacted Snap telling them that I was interested in work abroad. Snap have been amazing in supporting me with the whole process, as less than a month later I received an email from Snap about a job in New Zealand. For me this was a fantastic opportunity as I have always wanted to immerse myself in New Zealand culture. Once I sent my CV over and a detailed cover letter, I was put in contact with the family. I had a Skype interview with the family and we hit it off straight away! I was successful and got the Job. In addition to the family telling me about the new environment that I would be working in, Sally Britton was also an amazing source of support, building a bridge for me, in the UK and the family in New Zealand. New Zealand has always been top of my bucket list and now, I get to experience NZ, not just as a holiday experience but as a once in a lifetime opportunity!”

Dominique, successful candidate. London”

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More About Snap Care

We started in 2001 as Snap Childcare, in 2016, we re-branded as Snap Care to reflect that we support clients with disabilities or additional needs of all ages from babies through to adulthood.

My partner Andrew and I started Snap to address a need to recruit high calibre candidates, people who wanted to make a real difference and to offer more than just the basic care needs. Andrew's daughter Camilla has cerebral palsy and she was our original inspiration.



How it Works, The Snap Job Advert Process:

1. Speak with one of our recruiters via Skype / Online (Facetime, Whatapp etc.)

Our consultants are approachable, professional and knowledgeable and will be pleased to answer any questions you have. Our number is 00 44 20 7729 2200, Monday to Friday, 9.00am to 5.30pm GMT or we are happy to arrange a Skype / Online conversation with you. We will do our best to accommodate any regional time differences.

2. Complete a Vacancy Registration Form

To start the process, complete a [vacancy registration form](#). Once received and we confirm it's a vacancy we can assist with, we'll raise the full invoice fee.

3. Ready to Create your Job Advert:

When payment is received, we'll send you a bespoke job advert created to attract candidates you will be interested in. Once we have your approval for the job advert, we will get started on our search. We'll also send you some recruitment tips and employment information to assist your recruitment.

4. Attracting Candidates to Your Job:

Snap is known in the industry as *the* specialist agency in the UK and candidates regularly check our website for new jobs and that's where your vacancy will be. We'll place additional external adverts as appropriate, at no extra cost (individual advert values \$360.00+). Your job advert will be sent to targeted candidates on our extensive database, built up since 2001 and through Snap's social media platforms.

5. Sending Candidate Details:

We'll screen out obviously inappropriate replies and email you the CVs / supporting statements of any candidates who have applied for your vacancy, then it's over to you to carry out the recruitment.

6. Contacting Candidates:

If you're interested in any of the candidates, contact them as soon as you can; good candidates don't hang around for long! The candidates have been advised you will contact them directly so will be anticipating your call or email. We are happy to advise unsuccessful applicants at this stage, but it is only appropriate for you to do so with candidates you have interviewed.

7. Keeping Snap Updated

Let us know if candidates are unsuitable, if you've arranged phone or Skype calls, interviews, trials and job offers within 2 working days, so we can keep the progress of your vacancy up to date. Snap will not target candidates actively engaged in your recruitment process for other roles. (Please note, candidates may receive automated emails when new jobs are posted if their criteria matches that job or independently apply for other vacancies).

Q&A

Q: How long does the process take?

A: Most candidates will need to give 1 month's notice, so realistically, you are looking at 8 weeks; 2 weeks job promotion, shortlisting, employer interviews, reference checking. 4 weeks notice plus 2 weeks to organise leaving their home country. It may be quicker, and if you are in a hurry we can state that on your job advert, but it is best to think 8 weeks and anything less a bonus.

Q: Does the SEN Nanny / Family Support Worker have to live in with us?

A: Not all families can (or want to) offer accommodation. If you can offer temporary accommodation, this helps to get things started. If you don't have the space, perhaps you have a friend or neighbour who could rent you a room?

Q: Is it better to have someone on a live-in or live-out basis?

A: There are pros and cons to both, here's a few to consider:

- **Privacy:** Unless you can offer separate accommodation, you will need to get used to having another adult in your home, it will be their home too.
- **Costs:** Live-in can be less costly, wages are higher for live-out to factor in living expenses. Be mindful though that typically all household bills, food and (soft) drinks are paid for by the employer for live in candidates.
- **Flexibility:** All employees have set hours and days of work but if someone lives in there can be more flexibility. For example, more easily available for babysitting, staying an extra hour while you attend a work function (as agreed in advance!).

Q: What makes an attractive job?

A: Full-time roles are most popular. Wages need to be inline with market rate, of course, the more you pay, the more qualified applications you are likely to get. Candidates are looking at jobs in New Zealand for a lifestyle opportunity, so perks such as use of a car, long weekends to explore New Zealand, even use of a Bach or surfing lesson etc. are helpful. Training opportunities are always popular too.

Q: What experience and qualifications do candidates have?

A: This varies considerably; we work with candidates with many years experience and some who've just started in this type of work. Most candidates are also qualified, but we don't stipulate this as an essential criteria; the right attitude and experience goes a long way! We only work with children, young people and adults with disabilities or additional needs; what they all have in common is they have specifically chosen to work in this field and have a passion for doing so.

Q: Who pays for the airfare from / to the UK?

A: This is at your discretion. Your vacancy can state airfare is the responsibility of the employee, that you pay half or all of it when they have stayed at least 6 months or a year. Of course if you can help with the cost that will be a great perk.

Q: How does the candidate get a work permit / visa?

A: For candidates under 30, they can apply online for a [12 month working holiday visa](#). This is usually granted in just a few days and can be extended for a further 11 months. Candidates can also apply for a 23 month visa from the beginning. This requires medical information to also be submitted.

Q: How long will candidates stay in the job?

A: We promote your job as a long term position, not a stop gap job between travelling, but of course it will be down to the individual and your influence as an employer that will help make a long-term placement. How can you help achieve this? Nurture an environment of open and honest communication, clear and appropriate expectations. Maintain professional boundaries and ensure your SEN Nanny / Support Worker feels valued and welcomed. Like any relationship, it does take time, effort and sensitivity to work.

You can also read more about Snap's work in [New Zealand online](#). If you have any questions, don't hesitate to contact us.

Cost:

Snap Job Advert: NZ\$ 2,400.00

Invoices will be raised once your vacancy registration form has been received and we confirm it's a job we can assist with.

Invoices will be raised in NZ\$ and payable at a New Zealand bank.

Contact Us

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