

Culture Book



Philadelphia
Nanny Network



Leading with Impact

Wendy Sachs, Founder and CEO of Philadelphia Nanny Network, has been a trailblazer in the in-home child care industry since 1985. From a time when “nanny” was a budding term, Wendy evolved with every shift in child care, setting the gold standard.

Her influence has reached from Capitol Hill, where she has advocated for the industry and job creation, to national media outlets like the Wall Street Journal, New York Times, and The Oprah Winfrey Show. Not just a businesswoman, Wendy is a nationally recognized child care expert.

Philadelphia Nanny Network team designed the Elite Nanny Program as a unique career pathway for entry-level nannies to gain hands-on experience and experienced nannies to work through a supportive, respectful agency, ideal for those seeking stable agency work and career growth.

Beyond private services, Corporate Sponsored Backup Care is offered, cementing the agency as a versatile child care solution. Wendy also plays key roles in industry associations, as a founding member of the International Nanny Association and a board member of the Association of Premier Nanny Agencies. We are proud to be a WBENC Certified Woman-Owned Business.



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Mission

Philadelphia Nanny Network is dedicated to helping parents and caregivers manage a healthy, realistic and effective work/life balance. Philadelphia Nanny Network will remain a recognized leader in setting Best Practices and as an advocate for the healthy development of children through quality in home child care.

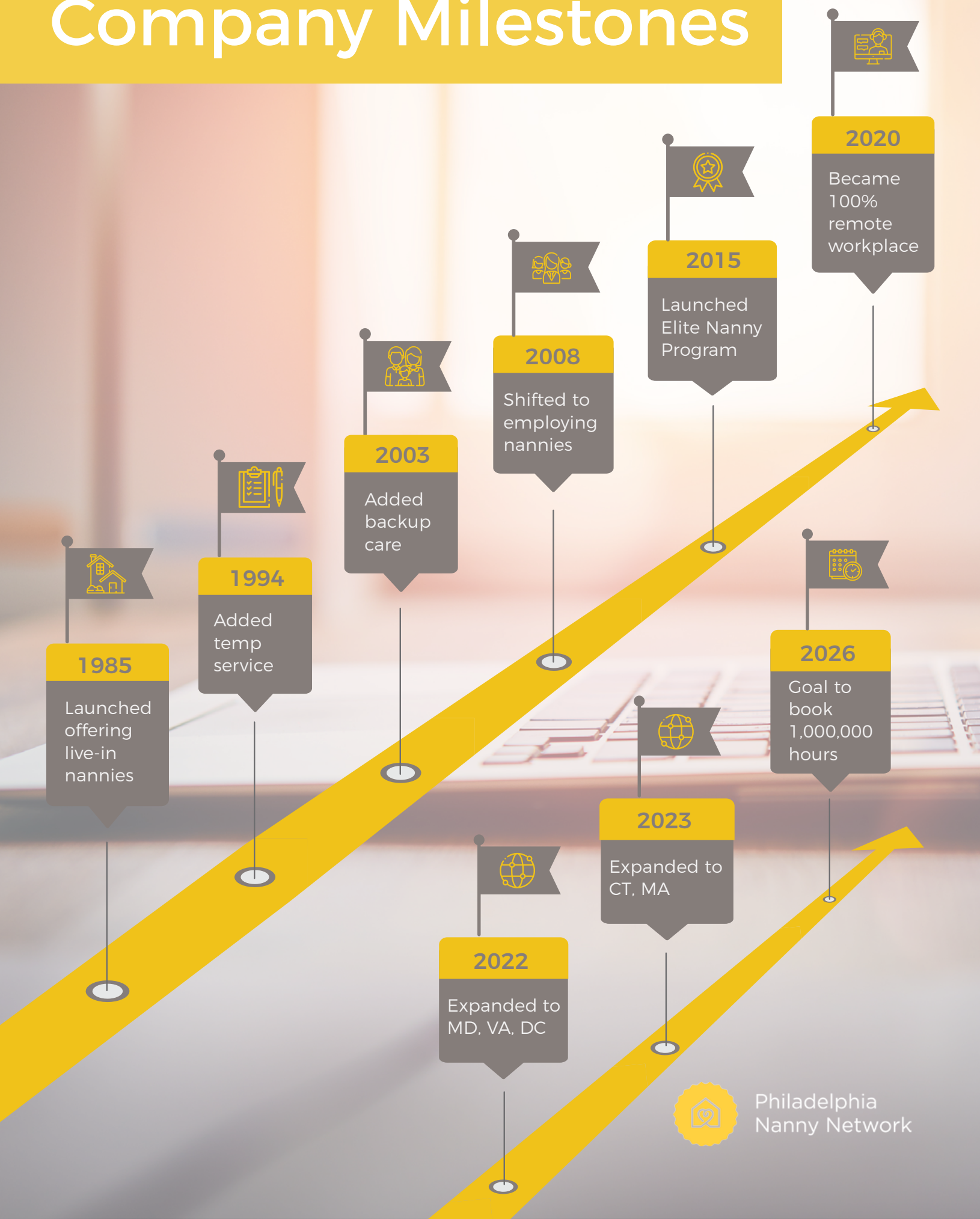


Vision Statement

Philadelphia Nanny Network will remain the preeminent in-home child care agency with growth focused in Corporate Sponsored Backup Care. By maintaining a high standard of excellence, PNN will continue to create productive relationships with clients, corporate employees and child care providers based on trust and confidence. Continuing to carve a path of high standards for Best Practices, PNN will remain a forceful leader in helping everyone in its community to achieve a healthy work/life balance.



Company Milestones



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Our Why

We exist because we believe in elevating the quality of life for families and nannies as well as our internal team. Our core purpose is to forge relationships that go beyond the transactional, serving as base of trust and support. We aim to not just fill a job, but to create a harmonious ecosystem where families and nannies thrive and our team is the beneficiary of a job well done. It's not just about providing a service; it's about building a community anchored in respect, growth, and mutual care.





Empowering Employees

Every team member, from our internal staffing, recruiting, and HR teams to our Elite Nanny Program's Staff, Substitute and Now Nannies, play a pivotal role in actualizing our mission. We empower our staff by entrusting them with meaningful responsibilities that align with our core values. It's not just about filling roles; it's about enriching lives. Whether simplifying the nanny search for parents or aiding nannies in career advancement, our collective expertise and dedication make the journey rewarding for everyone involved.



We build and maintain
**trust and
confidence.**



We are
**knowledgeable,
resourceful and
detail oriented.**

We are **sophisticated**
in the way we approach
staffing.

Core Values



We offer an
**efficient,
stress-free
approach** to staffing.

We value a
**healthy work/life
balance** for everyone.



Living Our Values

Every week, the internal team shares experiences from the past week that embodies our Core Values

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Talking to soon-to-be-parents, who heard about us in a mom's FB group where many posts said "we are the ones to call". Ending the call, dad said, "I totally understand why!"

Thanks to everyone that covered for me while I was off. Enjoyed spending time with my family.

Highest nanny payroll ever, took extra care to avoid any sort of error!

At the end of a call with a potential client, she asked if I was the owner. When I told her no, she was surprised because I seemed so knowledgeable!

In just 1 week, we received 21 new Google Reviews - all 5 stars!

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Brand Promise

We promise more than just connecting parents and nannies—we create long-lasting relationships. Our unique Elite Nanny Program offers a career pathway for nannies, setting us apart in the industry. With roots in industry leadership, we bring unmatched credibility and expertise to every interaction. Committed to trust, efficiency, and fair pricing, we're not just enriching lives; we're setting the standard for the child care industry.

"We used Philadelphia Nanny Network to find a full time nanny and for last minute backup care and the service is great. What's most important is that they do a stellar job finding quality caregivers. Our nanny is absolutely incredible, kind and thoughtful; and so wonderful for our kids."



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Core Candidate

Long Term Nanny

Our core candidate for long-term nanny positions is an experienced caregiver with specialized education or training, and several years of full-time nanny work under their belt. They work to support themselves and their families. They excel and thrive on nurturing children while seamlessly managing a household. Committed to building trust and ensuring a stress-free environment, they find joy in positively impacting both children and parents. Their daily motivation comes from the sincere “I love yous” expressed by their nanny-kids and the gratitude they receive from parents for their punctuality, reliability, and thorough preparedness..



Elite Nanny Program

A word cloud representing the survey results. The words are arranged in a circular pattern. The most prominent words are 'nanny', 'caregiver', 'engaging', 'energetic', and 'children'. Other visible words include 'families', 'flexible', 'help', 'willing', 'motivated', 'responsive', 'eager', 'ambitious', 'confident', 'child care provider', 'new people', 'easily make', 'connections with parents', 'can quickly connect', 'enjoyment', 'flexible schedule', 'new childcare experiences', 'finds meeting', 'jump', 'daily', 'confident in any childcare situation', 'parents', 'children of all ages', 'flexibility', 'loves', and 'flexible'. The words are in various shades of gray and blue, with some in a larger font size than others.



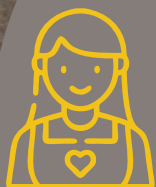
Success Stories

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We used this agency to find a sitter for our 2 kids while we were visiting Philadelphia. The process to request care was very easy and they quickly had us booked with Hannah. She was so great, arrived promptly and our kids instantly felt comfortable with her! She clearly has a lot of experience with kids because even our crazy 3-year old loved her! We would absolutely recommend this service to anyone in the area, and we would love to use Hannah again!



I've been with this company on and off for about 6 months! I work a couple jobs and I'm an actor and the company is extremely flexible and understanding. This company really cares about their employees which is such an amazing feeling! I have never felt taken advantage of or unprepared while nannying- the company gives you everything you need to succeed. If you're looking to have a side job or a full time nannying gig, definitely apply with Philadelphia Nanny Network!



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Team Achievements



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Team has grown the company at a
pace that was awarded:



Fastest Growing
Company in 2023



International
Nanny Association
Meritorious Award



Association of Premier
Nanny Agencies
Innovative Award

A wooden house-shaped toy is positioned on the left side of the page, resting on a wooden surface. The house has a triangular roof, a chimney on the right side, and several square windows. The background is a solid yellow color.

Privileges & Perks

- Competitive compensation
- Paid Time Off
- Paid Holidays
- Tiered Healthcare Support
- Retirement Plan - Simple IRA, Company Match Program

Recognition & Growth

- Opportunity for bonuses
- Opportunity for advancement
- Nannies can promote from Now Nanny to Substitute Nanny to Staff Nanny
- Entry-level nannies acquire experience to enhance their resume aiming for higher-paying positions
- Internal office team members have opportunity for promotion and job growth





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