

Gauteng

Western Cape

KZN



Information for **FAMILIES**

- Au Pairs
- Homeschool Support
- Babysitters
- Facilitators
- Governesses
- Tutors
- Infant care

... and more!

Our Mission



At Au Pair Extraordinaire, we redefine childcare by providing exceptional, world-class candidates who bring unparalleled expertise and dedication to your family. Our rigorous selection process ensures that only the best and brightest join our ranks, guaranteeing that your family receives care that is truly extraordinary.

We understand that choosing the right caregiver is one of the most important decisions you'll make for your family's well-being and your child's future. That's why we meticulously vet each candidate, going above and beyond industry standards to identify those who are not just good, but exceptional.

Our commitment to excellence means that we handpick only the top 10% of applicants—those who demonstrate outstanding skills, dedication, and a passion for nurturing and educating children. With Au Pair Extraordinaire, you can trust that you're welcoming a remarkable individual into your home, someone who will make a lasting, positive impact on your family's life.

Experience the peace of mind that comes with knowing you've chosen the best. Experience our wonderful Au Pair Extraordinaires.



Our Quality Guarantee

Matching candidates together with families is an incredibly rewarding experience, but it is also a meticulous, precise one. Because we are so confident in our process, we guarantee our permanent placements by offering our clients a guarantee period of up to 6 months. If you feel that the fit isn't perfect at any stage during the guarantee period, we will replace them as a matter of priority at no cost to you.



How it Works

Register for Free

Share your family's needs with us — as specific as you like.



Review Pre-Screened Candidates

We will send you CVs of carefully selected, fully vetted candidates shortly after registration.



Interview & Select

Meet and interview candidates you love.



 Hire! 



Why over 10 000 families have trusted us since 2007...

- ✓ Only the top 10% of candidates pass our industry leading vetting process.
- ✓ Tailored matching process to find your perfect caregiver or educator.
- ✓ Specialisation in neurodivergent educational support.
- ✓ Full transparency on salaries, responsibilities, and expectations.
- ✓ Six-month premium guarantee on placements.
- ✓ Pre and post placement, ongoing support
- ✓ Support with contracts, onboarding, tax and UIF
- ✓ Deep expertise - we understand families, not just placements.

Candidates we offer:

Au Pairs:

Full-time or part-time, an au pair is a parent's proxy. As such, everything related to your children will be handled. On your behalf, they will manage schedules, lifting, appointments, homework, and test prep as well as facilitate fun developmentally stimulating play



Governesses and Executive Au Pairs:

A governess is a highly skilled teacher whose primary focus is on a child's education, development, and overall upbringing. They provide personalised, one-on-one educational support in the home, often becoming a key figure in a child's academic and personal growth, especially for families who prioritise education or choose homeschooling.

An executive au pair blends childcare with professional support to the family. These candidates manage admin tasks, assist with home management or even family businesses during the day — and focus on the children in the afternoons. Perfect for busy households needing flexible, smart support.

Educational and Special Needs Support:

Tutors, special needs facilitators, and homeschool teachers are our fastest-growing area of expertise. We place highly specialised support for neurodivergent (e.g., autism, ADHD, dyslexia, anxiety) and neurotypical children alike.

Whether you are homeschooling a child outside of traditional schooling or need focused academic support, our educational specialists help children thrive through tailored, compassionate approaches suited to each child's learning style.

Newborn and Infant Carers:

Maternity Nurses, Infant Au Pairs, Nannies, and Night Nannies/Nurses: from birth to crawling, specialised care, and support for new moms.

Babysitters:

A babysitter is someone who works for you on an ad-hoc basis after hours.

Babysitters get paid an hourly rate usually between R100-R120 per hour. Please note that the hourly rate increases if you require him or her to work past 12am (usually by roughly R20 per hour).

Salaries:

We will recommend an offered salary based on your budget, requirements, as well as the area in which you live. Please remember that you as the employer will be responsible for paying your employee's salary directly.

****For tutors, homeschool support or governesses, your recruiter will guide you on the recommended salary based on your requirements during your intake consultation - these candidates come with a vast array of skills depending on parents' and children's needs**

The below salaries are au pair salaries and are excluding petrol. These are starting salaries, it is recommended to offer slightly higher to secure high-quality candidates.

Shift	Hours per week	Starting salary per month
Mornings Only	10-15 hrs	R6 000 - R7 000
	15-20 hrs	R7 000 - R8 000
	20-30 hrs	R8 000 - R11 000
Afternoons Only (Peak Hours)	10-15 hrs	R7 000 - R8 000
	15-20 hrs	R8 000 - R9 000
	20-30 hrs	R9 000 - R12 000
Full Day	30-50 hrs	R12 000 - R18 000
	50-60 hours +	R18 000 - R20 000

Important to Note:

Low-Hour Roles (< 15 hrs/week)

- While you can post a 10-15 hr/week role at the lower end of these ranges, you'll almost always attract fewer or lower-experienced candidates - because many au pairs prefer more hours or higher pay to make it worthwhile.
- Slots between 12:00 and 18:00 are in highest demand. Even if it's "only" 10 hrs/week, expect to pay toward the mid-range of the table to secure experienced candidates.

Morning School Runs

- If you need a morning school drop off expect to add an additional R2000pm

Senior/Highly Qualified Au Pairs, Executive Au Pairs and Governesses

- If you require degree-qualified/highly experienced (with at least 3+ years' experience) candidates, add another R2 000 - R5 000 on top of these ranges.

Our Schedule of Fees

Permanent Placements

Standard	Premium
Includes: • 3 month replacement guarantee • Criminal Check • Standardised Agency Interviews • Reference Checks • Childcare Competency Test	Includes: • 6 month replacement guarantee • Criminal Check • Standardised Agency Interviews • Reference Checks • Childcare Competency Test
11% Gross Annual Salary (minimum fee R4000 + VAT)	12% Gross Annual Salary (minimum fee R4500 + VAT)

All permanent placement fees are once-off, and payable before the candidate starts working for you.
All placement fees are exclusive of VAT

Fixed Term Placements

Contract Term	Agency Fee
7 - 11 months	15% of gross salary for the contract term with a minimum placement fee of R4000 + VAT
4 - 6 months	20% of gross salary for the contract term with a minimum placement fee of R3500 + VAT
2 - 3 months	25% of gross salary for the contract term with a minimum placement fee of R3000 + VAT
1 month or less	25% of gross salary for the contract term with a minimum placement fee of R2500 + VAT

Our Schedule of Fees

Babysitters

Contract Term	Agency Fee
Permanent * If you anticipate needing frequent childcare, we can place a permanent babysitter with your family. Additionally, every permanent babysitter placement includes a "back-up" babysitter for added convenience and peace of mind	R3000 + VAT
Once-Off	R350 + VAT

Additional Checks on Offer

Premium Social Media check with comprehensive report of candidate online presence and online behaviours
-R425 (Vat Incl)

TransUnion Credit Check (if they are going to handle money)
-R75 (Vat Incl)

SA ID Verification
-R50 (Vat Incl)

Drivers Licence Verification
-R175 (Vat Incl)

We look forward to finding the perfect fit
for your family

