



Interviewer Guidelines for Newborn Specialist Candidates

These questions are designed to help give you insight into your candidate's experience, personality and approach to newborn care. Feel free to customize it for your use.

1. What do you find most rewarding about your work as a Newborn Specialist?
2. Describe the details of a typical shift. What is the first thing you do? What is usually the last thing you do before you leave?
3. Specifically what duties would you plan to take on?
4. What is your philosophy regarding feeding on demand versus feeding on a schedule?
5. Do you have experience getting a baby on a schedule and what is your approach?
6. What will you be doing when the baby is sleeping?
7. How will you communicate with me/us about the baby's feedings, sleeping schedule, etc? Do you keep a log or do you communicate verbally?
8. What would you expect a baby's typical sleeping and feeding schedule to be at one, two, three and four months of age?
9. What do you see as your primary role with me/us?
10. What are your expectations for me/us?
11. What kind of accommodations would you expect? (Consider showing the candidate where they'd be caring for the baby.)
12. If Mom is planning on breastfeeding:
 - What is your philosophy regarding breastfeeding?
 - What breastfeeding techniques are you familiar with?
 - Specifically how do you work with and support a breastfeeding mother?