

Why Reputable Household Staffing Agencies Don't Share Candidate Documents Freely

A considered perspective on candidate privacy, client discretion and why responsible recruitment begins before a CV is shared.

A candidate's CV, photograph and identification documents are not marketing materials.

They contain personal information that must be handled with care.

PUBLISHED 24 JULY 2026
DUBAI | UAE | GCC

Candidate information is entrusted, not distributed

When a family is hiring a nanny, housekeeper, private chef, driver or household manager, it is completely understandable that they want to review suitable candidates quickly.

However, a responsible household staffing agency cannot send personal documents to every person who makes an enquiry. There must first be a genuine position and a clear recruitment process.

Candidates trust agencies with private information

Household professionals provide recruitment agencies with a significant amount of personal information during registration. This can include:

- Their CV and photograph
- Contact and identification details
- Employment history and previous employer information
- References, certificates and qualifications
- Salary expectations and visa or employment status

Candidates provide this information because they trust the agency to use it only for genuine employment opportunities.

Sharing documents without proper checks could expose candidates to unwanted contact, identity misuse or having their information passed to others without their knowledge.

Respecting candidate privacy is not an inconvenience. It is part of professional recruitment.

Families deserve the same level of discretion

Families hiring household staff often share sensitive information too. They may discuss their children, home, location, travel schedule, lifestyle, security requirements and personal preferences.

HNW and UHNW households may require an even higher level of confidentiality. A trusted agency should protect the family's privacy just as carefully as it protects the candidate's information.

Discretion must work both ways.

Why the position must be understood first

Before presenting candidates, a professional agency should understand exactly what the family needs. This includes:

- The role, daily responsibilities, working hours and days off
- The location and accommodation arrangements
- The number and ages of the children
- The experience and qualifications required
- The household structure and existing staff
- Communication style, cultural or language requirements
- Salary, benefits and expected starting date

Without this information, sending CVs becomes little more than guesswork. An impressive background does not automatically make someone suitable for a particular household.

The CV is only one part of the decision

A nanny who is excellent with newborns may not be the right match for a family needing support with older children and international travel.

A private chef with strong restaurant experience may not have the flexibility or discretion required inside a private residence.

Professional terms come before complete profiles

Before sharing complete candidate profiles, a reputable agency will normally confirm the position, explain its services and agree on the recruitment terms.

This confirms that the client is genuinely hiring and understands how the process will work. It also allows the agency to invest time in searching, screening and presenting candidates specifically for that household.

At D'Ocean Household Staffing, we do not simply forward a collection of available CVs.

We first learn about the family, the household environment and the expectations attached to the position.

We then identify professionals whose experience, personality and working style are likely to match those needs.

What careful household recruitment looks like

A professionally managed search will normally include:

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| 01 | An initial consultation with the family |
| 02 | A clear job description and employment package |
| 03 | Confirmation of the agency's terms |
| 04 | Candidate screening and permission to present their profile |
| 05 | A carefully selected shortlist |
| 06 | Interviews with suitable candidates |
| 07 | Reference and document checks at the appropriate stage |
| 08 | Support with the final selection and placement |

Not every personal document needs to be shared at the beginning. Sensitive identification documents should only be provided when necessary and through the appropriate process.

A shortlist should reduce risk, not create noise

Receiving 20 CVs does not mean a family has received 20 suitable candidates.

A strong shortlist of carefully matched professionals is far more valuable than a large folder of unqualified or unsuitable profiles.

The purpose of a household staffing agency is not to send the highest number of documents.

It is to reduce risk, protect everyone involved and help the family make the right long-term hire.

At D'Ocean Household Staffing, trust begins before the first interview. That means protecting private information, communicating honestly and managing every search with care.

Begin with a confidential conversation

If you are hiring trusted household staff in Dubai, Abu Dhabi, Saudi Arabia or across the GCC, we can guide you through a professional and discreet recruitment process.

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