

D'OCEAN PRIVATE HOUSEHOLD JOURNAL

Building an Exceptional Household in the GCC

EDITION ONE

Practical insights for families, executives and family offices
building exceptional homes across the Middle East.

RELOCATION • HOUSEHOLD STRUCTURE • TRUSTED STAFFING

WELCOME

A New Way of Living

Relocating to the GCC is an exciting milestone.

Whether you're moving to Dubai, Abu Dhabi, Riyadh or Doha, you're not simply changing your address - you're building a new way of living.

Choosing the right property is only part of the journey.

The people you invite into your home will have just as much impact on your family's daily life.

The right household team creates stability.
They protect your time.
They understand your routines.
And they allow your home to operate effortlessly
behind the scenes.

Unfortunately, many families underestimate how important these early decisions are.

This guide shares the same advice we would give during a confidential consultation with a client preparing to relocate to the GCC.

INSIDE THIS EDITION

Household structure · Role definition · Candidate
compatibility · Onboarding · Long-term success

Before You Hire Anyone

One of the most common mistakes families make is recruiting too quickly.

After securing a property, many immediately begin searching for a nanny, chef or housekeeper.

The better approach is to step back and understand how your household will actually function.

Ask yourself:

- How many people will live in the property?
- Will you entertain regularly?
- Will staff live in or live out?
- Are there young children or elderly family members?
- How much privacy does your family require?
- Will your household need someone to coordinate suppliers, contractors and maintenance?

The answers to these questions will determine who should be hired first.

For larger homes, an experienced Household Manager or Estate Manager often provides the strongest foundation. They help organise the household before the rest of the team arrives, creating structure from day one.

THE RIGHT STRUCTURE

Think Beyond the Job Title

One of the biggest misconceptions is believing every household needs the same staff.

No two families are alike.

A couple relocating from London may prioritise a highly organised Housekeeper who can oversee the day-to-day running of the home.

A family relocating with young children may place greater value on an experienced Nanny or Governess.

Another family may spend most of their time entertaining guests and therefore require a Private Chef and Butler before expanding the rest of the team.

The right recruitment strategy always begins with understanding your lifestyle - not simply filling positions.

FINDING THE FIT

Experience Matters. So Does Compatibility.

An impressive CV tells part of the story.

The person behind it matters even more.

When introducing candidates, we look at more than previous employment.

We consider professionalism.

Communication.

Presentation.

Reliability.

Discretion.

And whether their experience aligns with the expectations of a private household.

Where references are available, we can provide them to clients, who are welcome to speak directly with previous employers or ask us to assist with the reference process.

Finding the right person is about much more than matching experience with a job description.

It is about finding someone who naturally fits your household.

SETTING THE STANDARD

Why the First Month Matters

Hiring great people is only the beginning.

The first few weeks often determine whether a placement becomes a long-term success.

Simple preparation makes a significant difference.

- Provide clear expectations.
- Explain household routines.
- Introduce family preferences.
- Allow time for everyone to adjust.

Many successful households also schedule a short weekly meeting with their senior staff member or Household Manager.

Fifteen minutes each week can prevent misunderstandings and ensure everyone remains aligned.

COMMON CHALLENGES

A Few Mistakes We Regularly See

Every relocation is different, but some challenges appear again and again.

Families often:

- Recruit before defining the role.
- Expect one person to perform several specialist positions.
- Focus only on experience while overlooking personality.
- Leave household routines undocumented.
- Delay setting expectations until problems arise.

Avoiding these mistakes from the beginning creates a smoother transition for both the family and the staff.

A THOUGHT WORTH REMEMBERING

The Right People Change Everything

The most successful households are rarely the ones with the largest teams.

They are the ones with the right people.

A trusted Housekeeper.

A reliable Nanny.

An organised Household Manager.

A discreet Butler.

Professionals who quietly support your family's lifestyle every day.

Luxury is not measured by the number of staff you employ.

It is measured by the confidence that everything is taken care of - even when you never have to think about it.

People Before Positions

At D'Ocean Household Staffing, we believe successful recruitment begins with understanding people before positions.

Every family is different.
Every home operates differently.

Our role is to take the time to understand your household, your lifestyle and your expectations before introducing carefully selected candidates.

Because exceptional household staffing isn't about filling vacancies.

It's about helping families build trusted, long-term relationships with the people who support their home every day.

LOOKING AHEAD

In the Next Edition

In the next edition of The D'Ocean Private Household Journal, we'll explore:

The 10 Most Common Hiring Mistakes UHNW Families Make - and
How to Avoid Them.

LET'S START THE CONVERSATION

Relocating to the GCC?

If you're planning a move to Dubai, Abu Dhabi, Riyadh or anywhere across the GCC, we'd be delighted to discuss your household requirements in complete confidence.

EMAIL	info@doceanhouseholdstaffing.com
WEBSITE	www.doceanhouseholdstaffing.com

Exceptional household staffing is not about filling vacancies. It is about building trust around the way your family lives.