

D'OCEAN PRIVATE HOUSEHOLD GUIDE

Hiring Household Staff in Dubai

AN EXPAT GUIDE

A considered guide to nannies, housekeepers, private chefs, chauffeurs and senior household professionals across Dubai and the GCC.

RELOCATION · ROLE DEFINITION · DISCREET RECRUITMENT

WELCOME

Establishing Your Home in the GCC

Relocating to Dubai, Abu Dhabi or elsewhere in the GCC can be an exciting new chapter for a family.

But establishing a new home involves much more than choosing a property, organising schools and settling into a new working environment.

For many expatriate families and executives, one of the most important decisions is finding the right people to support the household.

A trusted nanny.

An experienced housekeeper.

A professional private chef.

A discreet chauffeur.

Or an experienced Household or Estate Manager.

Finding someone with the right experience is only part of the process. When someone works inside your private residence, character, discretion, communication, professionalism and cultural fit can be just as important as the CV.

At D'Ocean Household Staffing, we help families across Dubai, Abu Dhabi and the wider GCC approach household recruitment with greater structure, discretion and confidence.

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Household planning · Role definition · Candidate fit · Trials · Client responsibilities

The Expat Transition

International relocation often comes with a long list of decisions.

New schools. New neighbourhoods. New professional environments. New routines.

And, in many cases, an entirely new way of managing the household.

This can quickly become overwhelming, particularly for executives and families balancing demanding careers, travel, children and relocation logistics at the same time.

Having the right household support can make that transition considerably smoother. But before beginning a search, it is important to first understand exactly what support your household needs.

One family may require an experienced nanny who can integrate naturally into their children's routine. Another may need a professional housekeeper capable of maintaining a large private residence.

An executive household may require a driver, private chef, personal assistant or Household Manager. Larger residences may require several professionals working together.

There is no universal staffing structure.

The right arrangement depends on your family's lifestyle, residence, expectations, working schedule and preferred way of operating.

The search should begin not with 'Who is currently available?' but with 'Who is genuinely right for this household?'

Why Specialist Support Matters

Many families initially consider hiring household staff independently.

On the surface, the process can seem straightforward: find CVs, speak with candidates, arrange interviews and choose someone.

But household recruitment is rarely that simple. A CV can show where someone has worked. It cannot always tell you how that person will fit into your family.

Personality. Discretion. Communication. Reliability.
Professional standards. Cultural awareness.
Expectations on both sides.

And, importantly, whether the relationship has the potential to remain stable long term.

This is where working with a specialist household staffing consultancy can provide greater structure.

How D'Ocean Supports the Search

D'Ocean does not simply provide families with a selection of available CVs. Our approach is based on understanding the household first.

- The role required
- The family's expectations
- Household lifestyle
- Responsibilities attached to the position
- Preferred candidate profile
- Personality and cultural fit
- Long-term compatibility

We then support clients through candidate search, screening, shortlisting and interview coordination. The objective is to identify someone who can perform the role and fit naturally into the environment in which they will be working.

The Right Professionals for Your Residence

Clear responsibilities create clearer expectations for both the family and the candidate.

Housekeeper or Maid

A professional housekeeper supports the organisation, cleanliness and day-to-day upkeep of the residence. Depending on the household, responsibilities may include living areas and bedrooms, laundry, household organisation and general support around the home.

Private Chef

A private chef may be appropriate for families who value professionally prepared meals within their home. The right candidate depends on the family's preferences, household size, lifestyle, cuisine requirements and working schedule. Technical ability matters, but so do communication and discretion.

Driver or Chauffeur

For families and executives managing demanding work, school, social and travel schedules, a professional driver or chauffeur can provide valuable daily support. Reliability, discretion, professionalism, communication and compatibility with the family's routine all matter.

The strongest role description explains not only what must be done, but how the household prefers it to be done.

Childcare, Service and Senior Oversight

Nanny

Choosing a nanny is one of the most personal household staffing decisions a family can make. Previous childcare experience matters, but so do personality, communication style, professionalism and alignment with the family's expectations and approach to childcare.

Butler

A butler can provide specialised support for private households requiring a higher level of formal household service. Professionalism, discretion, presentation and experience within private residences can be particularly important.

Estate Manager

Larger or more complex residences may require senior household oversight. An Estate Manager may be appropriate where a family needs someone capable of supporting the broader organisation and operation of the residence. The scope should always be clearly defined between client and candidate.

D'Ocean can also source Nannies, Housekeepers, Maids, Private Chefs, Caregivers, Drivers and Chauffeurs, Butlers, Personal Assistants, Estate Managers and Household Managers.

Contracts, Sponsorship and Trial Periods

It is important to distinguish the role of the staffing consultancy from the role of the client.

D'Ocean provides advisory, candidate search, screening, shortlisting and interview coordination. D'Ocean is not the employer, sponsor, manager or supervisor of the candidate.

Once a candidate is selected, the client is responsible for the employment relationship, including:

- Employment contracts
- Visa sponsorship
- Medical tests
- Emirates ID procedures
- Insurance
- Compliance with applicable UAE labour requirements

Trial Periods

Families and candidates may arrange a trial period of up to five days before committing to a longer-term placement. The client pays the candidate directly for each trial day.

An interview can tell you a great deal. A trial can reveal even more.

It gives both sides an opportunity to assess the working relationship, responsibilities, communication style and household environment.

Eligible long-term placements include a 30-day complimentary replacement guarantee, subject to D'Ocean's terms, including a four-week exclusive search period.

A Household Team That Fits Your Family

Hiring household staff should never be treated as simply filling a vacancy.

You are choosing someone who may work inside one of the most private areas of your life: your home.

Before beginning the search, ask:

- What does this person genuinely need to be responsible for?
- What previous experience matters most?
- What personality will work well within our household?
- How much autonomy will they need?
- What level of discretion do we expect?
- How should they communicate with the family?
- What working environment are we offering?
- What would make this arrangement successful for both parties?

The more clearly these questions are answered at the beginning, the stronger the foundation for the search.

Our role is to provide a personalised and discreet recruitment process focused on identifying candidates who align with the household's requirements, lifestyle and expectations.

Frequently Asked Questions

Clear answers for families beginning a household staffing search in Dubai and the GCC.

How do I hire household staff in Dubai?

Begin by defining the role, responsibilities, working environment and type of candidate your household requires. D'Ocean can then assist with search, screening, shortlisting and interview coordination. The client remains responsible for employment and sponsorship requirements.

What types of household staff can D'Ocean recruit?

Nannies, housekeepers, maids, private chefs, caregivers, drivers and chauffeurs, butlers, personal assistants, Estate Managers and Household Managers.

Can D'Ocean help me find a nanny or housekeeper?

Yes. Searches are tailored to the family's requirements, responsibilities, lifestyle, personality preferences and household environment.

Can D'Ocean find private chefs and drivers?

Yes. Candidates are considered according to the role and household environment rather than being introduced simply based on availability.

Does D'Ocean sponsor household staff?

No. D'Ocean is a household staffing consultancy, not the candidate's employer or sponsor. The client is responsible for contracts, visas, medical tests, Emirates ID procedures, insurance and legal compliance.

Can I trial a candidate before hiring?

Yes. A trial of up to five days may be arranged. The client pays the candidate directly for each trial day, and D'Ocean does not charge an administrative fee for the trial.

Completing the Search

What is the difference between direct hiring and using a consultancy?

With direct hiring, the family manages sourcing, assessment, interviews and expectations. D'Ocean provides a structured, personalised process focused on candidates suited to the family's lifestyle and household environment.

Does D'Ocean recruit outside Dubai?

Yes. D'Ocean supports clients across Dubai, Abu Dhabi and the wider GCC, depending on the household's requirements.

What happens if a long-term placement does not work out?

Eligible long-term placements include a 30-day complimentary replacement guarantee, subject to D'Ocean's terms and a four-week exclusive search period.

Begin Your Confidential Search

Whether you are relocating to Dubai, moving to Abu Dhabi, establishing a residence elsewhere in the GCC or improving the way your current household operates, the people you hire matter.

Experience matters. But inside a private residence, trust, discretion, personality, professionalism and fit matter too.

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