



FINDING A GROOMER CHECKLIST

There is a Process That Goes Along With Finding a Groomer.

*Your first hire needs to be an experienced groomer. **Your first hire should be responsible and willing to grow with you.*** Once qualified, this candidate will be assigned the task of assessing and training your future hires. For additional staff members the ideal “groomer” would be an experienced one, but also a trainable candidate could be a perfect match. So in your search keep an open mind as to whether or not the candidate is trainable. Here are some points to follow when interviewing for a groomer.

- Is the candidate experienced at pet grooming, including haircuts?
- How many years of pet grooming experience and where?
- Is the candidate trainable? (are they seasoned at basic animal handling and bathing)
- Is the candidate a graduate of a grooming school?
- Does the candidate have a portfolio of work consisting of before and after images that you can view online or photos of work that they can send to you to review and assess?
- Is the candidate comfortable with grooming cats, or do they prefer dogs only?
- Remember that ZG managers and trainers will assist in remote screening and assessment.

Advertising for Pet Groomers:

- A simple, exciting ad on Indeed, with a boost in the budget, usually produces decent results. Also searching Indeed resumes using ‘pet/dog groomer’ or ‘pet/dog grooming’ in your search with an upgraded plan allows you to access to experienced people's contact information so you can reach out to them directly.
- Craigs List, under the general category, can also produce good local results

- Share the help wanted listing on Facebook and relevant social media platforms
- Advertise on grooming specific sites such as petgroomer.com
- Stay away from Major Market Newspapers
- Target local, immediate area (such as daily, weekly, community newsletter, etc.)
- When placing ads for subsequent groomers (not your first hire) make sure you also indicate you are “willing to train” (for example: “experienced preferred, but willing to train”) this will increase the response rate.
- Reach out to local grooming schools via telephone or in person
- Visit big box grooming salons to potentially solicit trained staff

What to do With Candidate Leads:

- **Respond to a suitable candidate immediately!** You have competition for qualified staff so act quickly.
- Use all forms of communication available, call the candidate and follow-up with an email or text message.
- Use a friendly, professional tone when screening over the phone and do your best to set up an in person interview/meeting at a public place such as a local coffee shop before ending the conversation. This in person meeting will allow you to share more information regarding the opportunity and to determine if the candidate’s personality and experience will suit you and the job.
- If you meet a candidate that you are interested in hiring, **remember that ZG managers and trainers will assist in remote screening and assessment.** So share your preferred candidates information with us and if necessary we can coordinate a Zoom meeting with you and your candidate.