



How to Select a Groomer Candidate

Selecting the right groomer is essential to your business's success. When hiring an experienced groomer, focus on finding individuals who meet the following qualifications and demonstrate the right personality to represent your business well.

Groomer Qualifications

1. Lead or First Groomer

Your first hire should be a lead groomer with extensive grooming experience, have a portfolio history of their work, and provide great references (customer and/or employers & other groomers)

2. Experience Requirements

The ideal candidate may have a minimum of two years of provable grooming experience. Verify this through resumes, reference checks, and a basic interview assessment. Candidates must at least demonstrate a solid understanding of canine behavior and a willingness to work independently. Groomers must recognize that individual dogs may vary from typical breed profiles and be adaptable in their approach. Groomers must also recognize that individual customer needs may vary from person to person and be willing to create a customized experience.

3. Communication & Interpersonal Skills

Look for a candidate who has excellent communication skills, both with clients and colleagues, or is willing to learn customer interaction skills from you. A great pet groomer will be able to effectively communicate to the customer the pet's grooming needs, pet limitations, talk about anything that arose during the process, and recap the pet's grooming experience. They should also be able to discuss the pet's future grooming needs going forward and book the next appointment.

They should be good listeners and open to new methods that can enhance their efficiency. A groomer serves as the ambassador of your business, so personality traits such as charisma, positivity, and professionalism are essential. A strong first impression during the interview process can reflect how they will interact with clients and pets.

4. Essential Attributes

Ability to follow directions and work as part of a team

Up-to-date personal grooming tools that are well-maintained

- Reliable, punctual, and dependable with good references
- Flexibility with scheduling and willingness to adapt to new procedures
- Neat appearance and a pleasant, upbeat personality



- Valid driver's license, clean driving record(no DUI's, no reckless driving and speeding tickets in the last 5 years is a recommendation)

Recruiting Groomers

Explore multiple recruitment sources to find suitable candidates:

- Facebook Pet Groomer Groups
- Community colleges
- State and local employment offices
- Online employment website such as Hire Click

Keep the recruiting process ongoing.

Interviewing Process

Conducting multiple interviews will help you assess the candidate's personality, experience, and suitability for the role.

1. Initial Screening:
 - a. Schedule a phone interview to review basic qualifications and assess interest in the position.

2. In-Person Interviews:
 - a. Conduct second interviews back-to-back, if possible, to save time.
 - b. If you operate from home, select a neutral meeting place such as a café or restaurant for the interview.
 - c. Limit interviews to 30 minutes to focus on key aspects such as appearance, enthusiasm, and professionalism.
 - d. Bring the van if possible to allow them to see and explore the workspace.

3. Practical Evaluation:
 - a. The final step should involve a day in the field with the candidate. This can be with you or another member of your team. This provides a hands-on opportunity to observe their interaction with pets and clients, as well as assess their grooming techniques and work ethic.

Selecting the right groomer requires attention to qualifications, personality, and practical skills. With a thorough interview process and a strong recruitment strategy, you can build a high-quality team to ensure the success and growth of your grooming business.