

Aaron Keuper

Technical Sourcer / Recruiter

Senior IT Domain Expertise

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Professional Summary

Technology professional transitioning from senior hands-on IT operations back into talent acquisition, with prior agency experience in technical sourcing, recruiter support, and contingent staffing. Completed an intensive three-month sourcing and recruiting training program with NetPolarity and subsequently worked full-time as an Agency Technical Sourcer supporting Intel, Lab126/Amazon, Microsoft, and Google. Later supported technical sourcing and recruiter workflows for Chase, Intel, Lab126, Oracle, and Indeed through The Judge Group, with additional contingent/temp staffing experience through Kelly Services. Brings more than a decade of subsequent hands-on enterprise IT experience and seeks a remote Junior Technical Sourcer, Technical Recruiter, or recruiting re-entry role with a path toward full-cycle recruiting.

Recruiting & Technical Strengths

Technical Sourcing & Recruiting

Technical candidate sourcing • candidate research • agency staffing • recruiter support • contingent/temp staffing • pipeline development • requisition support • enterprise account support

Technical Domain Expertise

Microsoft 365 • Entra ID • Intune • Active Directory • Exchange Online • Windows Server • endpoint management • networking • Wi-Fi • identity and access management • SaaS administration • IT support • systems administration • infrastructure operations

Communication & Delivery

Candidate communication • stakeholder communication • documentation • training • knowledge transfer • project coordination • vendor management • remote collaboration • escalation management

Prior Recruiting & Staffing Experience

Agency Technical Sourcer

NetPolarity / Jul 2013 - Mar 2014

- Completed an intensive three-month sourcing and recruiting training program before moving into full-time agency technical sourcing.
- Sourced technical candidates for major enterprise accounts including Intel, Lab126/Amazon, Microsoft, and Google.
- Built candidate pipelines for specialized technology requisitions and supported recruiters by identifying candidates aligned to technical and business requirements.

Staffing / Recruiting - Contingent Workforce

Kelly Services / Apr 2014 - Jun 2014

- Supported recruiting and hiring for contingent and temporary manual-labor positions in a high-volume staffing environment.
- Gained direct experience with fast-turnaround candidate identification, qualification, placement coordination, and contingent workforce operations.

Technical Sourcer / Recruiter Support

The Judge Group / Jul 2014 - Sep 2014

- Supported technical sourcing and recruiter workflows for enterprise client accounts including Chase, Intel, Lab126, Oracle, and Indeed.
- Combined candidate sourcing responsibilities with recruiter support, helping identify and move qualified technical candidates through active requisition pipelines.

Professional Experience

Director of IT Support (Director of IT & Systems)

1440 Multiversity / Scotts Valley, CA / Aug 2024 - Jul 2025

- Administered Microsoft 365, Entra ID, Active Directory, Exchange Online, Intune, Google Workspace, and Apple Business Manager across user lifecycle, identity, security, endpoint, and collaboration services.
- Served as primary technical escalation and vendor/MSP point person, combining hands-on systems administration with executive communication, documentation, training, and cross-functional coordination.
- Managed a \$550K campus network modernization, provisioned 32 Juniper switches, coordinated cutover, and expanded Wi-Fi coverage from 95 to 115 access points.
- Reduced annual IT operating expense by approximately \$99,000 through contract, licensing, budget, forecast, and vendor analysis without reducing operational capability.

IT Manager / Systems Administrator

Pyramid Global Hospitality - Chaminade Resort & Spa / Santa Cruz, CA / Aug 2015 - Aug 2024

- Administered Microsoft 365, Active Directory, Entra ID, Intune, Exchange Online, Windows endpoints, Kaseya VSA, and property infrastructure within a centralized enterprise IT organization.
- Supported business users, executives, vendors, contractors, and hospitality operations across endpoint, identity, networking, conferencing, payment, and line-of-business systems.
- Project managed a \$750K fiber backhaul modernization and an Aruba-to-Ruckus wireless migration expanding coverage from 65 to 115 access points.
- Led training, escalation, vendor coordination, project communication, and end-user support throughout major technology changes.

Help Desk Supervisor

BioReference Laboratories / Campbell, CA / Jan 2015 - Aug 2015

- Supervised Help Desk operations and escalations supporting approximately 75 internal users and 300 distributed phlebotomists, clinicians, sales, and marketing personnel.
- Administered Active Directory, workstation imaging, printers, VPN access, endpoint deployment, and remote support.

Systems Administrator (Temporary)

Central California Alliance for Health / Scotts Valley, CA / Oct 2014 - Dec 2014

- Provided Help Desk and project support for approximately 2,000 internal users across a two-building healthcare campus in a regulated Medi-Cal environment.

Additional Technology Experience

Chrome Support Specialist & Trainer (Contract)

Milestone Technologies - Google Chrome Help Desk / Oct 2012 - Jun 2013

- Supported consumer, SMB, and school Chromebook customers and trained and mentored new Chrome support specialists.

Computer Systems Support

Fire Department of the City of New York (FDNY) / Brooklyn, NY / 2010 - 2011

- Supported encrypted mobile workstations used by Fire Inspection and Arson Investigation teams.

IT Manager / Trading Systems Support

Team Trading / VCM Trading / New York, NY / 2007 - 2009

- Supported traders, executives, and approximately 500 distributed day-trading students across business-critical trading and conferencing systems.

IT Manager

Barkley Trading / New York, NY / 2005 - 2006

- Supported 25 traders across three branch offices; additional capital-markets support engagements included A.B. Watley and E*TRADE Capital Markets.

Education & Professional Development

Calbright College

Human Resources Talent Acquisition / Recruiting and talent acquisition professional development

Calbright College

Certificate, Human Resources Learning & Development, 2025 / Training design, adult learning, knowledge transfer, and employee development

Kingsborough Community College

Coursework in Physical Training, 1998 - 2002

Remote Work Setup

- Dedicated professional home office / 1 Gbps fiber Internet / Multi-monitor workstation / Professional audio/video conferencing setup