

Karen Schaper

President of Schaper Associates, INC

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ABOUT Our Founder

Karen Schaper founded Schaper Associates Inc. in 2001 after 14 years of experience as a recruiter, trainer, manager, and co-owner in the recruiting business. Karen is passionately dedicated to finding Top Talent in the marketplace, helping them grow their businesses, and showing them how to take their careers to the next level. She developed a team of recruiting professionals who share her philosophy that *your career is your biggest asset*.

Prior to 1987, Karen received a Bachelor's Degree from Kean College in Physical Therapy and worked as a physical therapist from 1986-1994. She continued to work part-time as a physical therapist after joining Dow Tech in 1988.

NOTEWORTHY ACCOMPLISHMENTS

Provided temporary staffing solutions for a major energy services organization, which resulted in the placement of 12 Project Managers within a four-month period of time in multiple geographic locations.



York International's **#1 provider** for over 5 years.

Exclusively managed multiple retained search projects for one of the nation's leading energy service companies, which resulted in over 30 placements that helped foster significant organizational growth.



Placed **1000s** of talented individuals **nationwide** and in **Canada**.

Led national search campaigns for two of the nation's largest manufacturers of HVAC equipment. These projects resulted in the placement of 20 exempt level professionals in a very short period of time.



Noresco's exclusive provider for over 5 years under Ted O'Brien, former President of Noresco when owned by ERI.

Completed a recruiting project for a mechanical HVAC service company that involved the recruitment of over 18 Sales & Service Managers in various locations throughout the United States.



History of performing multiple placements for Trane, CSUSA, and Carrier Enterprise... just to name a few.

Became the top vendor for staffing solutions for one of the largest HVAC manufacturers, resulting in 95 placements within one year.



Partnered with a venture capitalist firm and **successfully placed a highly visible CEO for a start up HVAC company in eight weeks!**

Provided 10 high performance energy solutions business development sales professionals in a 90 day period for a critical project.

