



Zach Keen

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With a calm demeanor and the ability to see the big picture, Zach Keen has a consultative approach with his clients and candidates, which often leads to brainstorming sessions to see what both parties truly need in their careers and businesses.

Zach joined Lucas Group in 2018 as a Senior Partner in the Accounting & Finance practice. With a focus on contract and contract-to-hire positions, he expertly pairs top A&F talent with leading employers throughout the Houston metro area. Zach is incredibly passionate about sales and leadership. An entrepreneur at heart, he never backs down, even during challenging situations. By maintaining a high work ethic, he treats coworkers as valued, internal customers and is meticulous with the quality of his work—a trait that both his clients and candidates have come to appreciate.

Prior to Lucas Group, Zach spent three years in staffing with Randstad USA as a Business Development Manager. While there, he had more than 100 placements and was the top-ranking business development manager hired during 2017-2018. Before beginning his staffing career, Zach sold oil and gas equipment for nearly five years. His robust experience in both sales and staffing, together with his tenacity and selflessness have allowed him to develop a long track record of successful placements.

Zach holds a bachelor's degree in music with a concentration in marketing from the University of Texas at San Antonio and an MBA in management from the University of Houston – Downtown. He has performed at Carnegie Hall with the Kingwood College Choir as well as played guitar and bass on the main stage at New Orleans Jazz and Heritage Festival. Zach enjoys spending his free time with his wife and children as well as playing bass in local bands and playing classical guitar.

