

Nick McMullen

Compensation and Total Rewards Leader

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SUMMARY

Analytically-inclined, people-oriented HR practitioner with experience supporting executives and front-line teams as a strategic partner. Skilled in compensation program design and management, people analytics, and HR operations and technology. Passionate about leading people. Open source R programming enthusiast.

EXPERIENCE

Manager, Total Rewards

November 2022 - Present

Tanium

- Lead cash merit and stock compensation review cycles
- Develop and propose annual compensation budgets to executives
- Write and execute compensation project and communication plans
- Advise HRBPs, Talent Acquisition, and management on compensation matters
- Evaluate, benchmark, and approve compensation amounts for new and existing jobs
- Approve compensation amounts for internal offers
- Maintain company job architecture and functional career frameworks
- Conduct annual pay equity analyses
- Participate in annual Mercer Comptryx salary surveys and maintain up-to-date market reference points
- Ensure compliance with evolving state and local pay disclosure regulations
- Administer monthly cash bonus recognition program

Compensation and Analytics Lead

December 2021 - November 2022

People Partner

January 2021 - December 2021

Posit PBC

- Advised top executives on strategic execution of initiatives and sensitive employee relations matters
- Led salary reviews with executives and made compensation recommendations
- Designed cash long-term incentive structure and executed program rollout
- Implemented a job benchmarking process integrated with Radford and CompAnalyst survey data
- Built proprietary compensation calculator in Shiny for job pricing and pay transparency
- Created a workforce metrics dashboard for company executives to have a live view of key data including hiring, internal movement, and turnover
- Led HRIS and ATS data integration project
- Researched, designed, and implemented a semi-annual employee engagement survey
- Led monthly manager meetup development calls
- Administered employee onboarding and compliance training program

Manager, Talent Analytics and Systems

May 2018 - September 2020

Alliance Residential Company

- Directly managed a team of Talent Coordinators responsible for screening and onboarding employees
- Administered quarterly incentive cash bonus program for 2500 site and operations employees
- Implemented Salary.com CompAnalyst and benchmarked all company jobs
- Established internal compensation committee with a team of HR executives
- Configured, maintained, and improved applicant tracking system and learning management system

Learning and Development Intern

May 2017 - August 2017

Alliance Residential Company

- Analyzed sales training program for impact on closing leases and presented findings to executive team
- Developed, revised, and published virtual learning materials in a learning management system
- Managed pool and HVAC certification program and compliance reporting
- Restructured company knowledge bank in the learning management system

Preceptor

August 2016 - May 2017

Macalester College

- Held weekly office hours and graded papers for Introduction to Statistical Modeling and Calculus II

Teaching Fellow

January 2016 - August 2016

Exploration Summer Programs (EXPLO at Yale)

- Wrote and delivered business and marketing curriculum to high school students

Teaching Fellow

May 2015 - August 2015

Breakthrough Collaborative (Summerbridge San Francisco, SF UHS)

- Delivered mathematics and debate curriculum to middle school students

EDUCATION**Master of Science (in progress), Program Evaluation & Data Analytics**

Expected July 2024

Watts College of Public Service and Community Solutions, Arizona State University

Phoenix, AZ

Bachelor of Arts, magna cum laude, Applied Mathematics and Statistics

2018

Macalester College

St. Paul, MN

Phi Beta Kappa

PROFESSIONAL CERTIFICATIONS**Senior Professional in Human Resources (SPHR)**

2023 - Present

Human Resources Certification Institute (HRCI)[Credential](#)**Certified Compensation Professional (CCP)**

2020 - Present

WorldatWork[Credential](#)**Global Remuneration Professional (GRP)**

2020 - Present

WorldatWork[Credential](#)**SKILLS AND SELECTED COURSEWORK****Technology and Data**

- SAP SuccessFactors, BambooHR, Greenhouse, UKG, iCIMS, Mercer Comptryx, Radford, CompAnalyst, RStudio, Tableau

Selected Coursework

- Bayesian Statistics, Survival Analysis, Probability and Mathematical Statistics, Differential Equations