

NICHOLAS G. MCMULLEN

nickmcmullen.github.io ◇ www.linkedin.com/in/nicholas-mcmullen

TECHNICAL SKILLS

Programming Languages Software & Tools

R, SQL
Tableau, IBM Cognos Analytics, R-Studio, Excel, GitHub, LaTeX,
Cornerstone OnDemand LMS, MS SQL Server Management Studio
Articulate ID Suite, iCIMS ATS, Ultimate Software HRIS

EDUCATION

Macalester College

May 2018

St. Paul, MN

B.A., Applied Mathematics and Statistics, *magna cum laude*

Phi Beta Kappa

EXPERIENCE

Talent Analytics Manager

August 2018 - Present

Phoenix, AZ

Alliance Residential Company

- Oversee candidate screening/employee onboarding team and one analyst
- Collaborate with executive leadership to develop and strategically analyze KPIs, programs, and process improvements
- Conduct complex data manipulation and analyses on training, talent, and company performance data (logistic regression, sentiment analysis, machine learning/classification techniques)
- Develop and maintain suite of Tableau dashboards on departmental program effectiveness and KPIs
- Co-lead rollout of Salary.com CompAnalyst system to develop organizational salary structure
- Consult with company executives and various hiring managers about appropriate market salaries for internal and external individuals
- Actively participate in the organizational Talent Review process by providing data and consultation to Talent Advisors and executives
- Analyze current processes to create automation and efficiencies
- Collaborate with department heads to establish analytical priorities
- Lead all administrative efforts and ongoing configuration of company ATS

Learning Manager

May 2018 - August 2018

Phoenix, AZ

Alliance Residential Company

- Created and maintained reports in Tableau using LMS reporting, SFTP, and Microsoft SQL Server Management Studio
- Conducted statistical analyses on various company programs to determine effectiveness and ROI
- Assisted in management of company LMS, including reporting, system strategy
- Performed training needs assessments through a collaborative mix of surveys, interviews, and consultations
- Build out the content model strategy, existing and new models, while considering integration into the infrastructure strategy

Training Intern

Summer 2017

Phoenix, AZ

Alliance Residential Company

- Analyzed sales data to determine the impact of a sales training program.
- Constructed and redesigned various online training courses in Rise by Articulate
- Served as an administrator for company LMS, including coordinating and completing employee Knowledge Bank restructuring, certification management, curriculum assignments, and evaluating training effectiveness

MAJOR PROJECTS

Project	Role	Result
Salary.com CompAnalyst rollout	Data Lead	In progress
LMS migration to Fuse Universal	Lead Admin/Analyst	In progress
Associate Journey KPI Strategy/Dashboard Dev	Developer	In progress
Automation of department billing	Developer	Saved admin 25 hrs./mo.
System migration of company performance reviews	Lead	Saved \$5000 in fees
Certification Document Migration CSOD to UltiPro	Lead	Saved \$11,000 in fees
Past due training reduction	Developer	40% reduction in 3 mos.

CERTIFICATIONSTableau Desktop Certified Associate, *Tableau Software*

Expires Oct. 2021

Leading Accountable Engagement, *Dale Carnegie Training*

Oct. 2019 - No Expiry

MEMBERSHIPS AND ASSOCIATIONSEmerging Leaders Committee - Corporate, *Alliance Residential Company*

July 2019 - Present

Phi Beta Kappa Honor Society

May 2018 - Present

HONORS AND AWARDSAlliance Icon Award, *Alliance Residential Company*

February 2019

Rising Star Award, *Alliance Residential Company*

December 2018

George E. Scotten Endowed Prize, *Macalester College Athletics*

May 2018

Senior Speaker, *Macalester College Athletics Banquet*

May 2018

Dean's List, *Macalester College*

Spring 2015 - Spring 2018

David C. Primrose Endowed Prize, *Macalester College Athletics*

May 2017

Valedictorian, *Payson High School, Payson, Arizona*

May 2014