

Nicholas McMullen

Certified Human Resources, People Analytics, and Compensation Leader

Phoenix, Arizona

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TECHNICAL SKILLS

Technical Skills R/RStudio IDE — Tableau (certified) — IBM Cognos Analytics
Cornerstone OnDemand LMS — iCIMS ATS — UltiPro HRIS
Salary.com CompAnalyst — Fuse Universal LXP — Salesforce

EDUCATION

Macalester College, St. Paul, MN May 2018
B.A., Applied Mathematics and Statistics, *magna cum laude*, *Phi Beta Kappa*

EXPERIENCE

WorldatWork Total Rewards Association, Phoenix, AZ

- **Sr. Specialist, Total Rewards Content** Sept. 2020 - Present
 - Lead the Association's people analytics practice
 - Build infrastructure (processes, analyses, relationships) to improve strategic connections
 - Conduct Total Rewards market research to ensure the Association maintains innovative resources
 - Support the selection of top industry experts to be speakers, faculty, and publication authors

Alliance Residential Company (acquired by Greystar), Phoenix, AZ

- **Manager, HR Systems & Analytics** Feb. 2020 - Sept. 2020
 - Oversaw all HR systems, including admin & integrations for HRIS, ATS, Compensation, LMS/LXP
 - Created base pay structure and administered variable pay incentive plan
 - Responsible for ongoing job analysis, evaluation, and compensation consultations
 - Conducted human capital/workforce analytics to evaluate performance and programs
- **Talent Analytics Manager** Aug. 2018 - Feb. 2020
 - Managed Talent Coordinator/Onboarding team
 - Configured and managed iCIMS ATS as lead administrator
 - Implemented new LMS & Salary.com CompAnalyst including data integration, market pricing
 - Conducted human capital/workforce analytics to evaluate performance and programs
- **Learning Manager** May 2018 - Aug. 2018
 - Led data and analytics function for Learning & Development department
 - Conducted learning needs analyses to help guide future training development
 - Managed all LMS functions including reporting, curriculum development, certifications
- **Training Intern** June 2017 - Aug. 2017
 - Conducted system administration and reporting in Cornerstone OnDemand LMS
 - Analyzed training program data to help guide future training decisions
 - Assisted with internal certification management for employees nationwide

MAJOR PROJECTS

Project	Role	Result
Salary.com CompAnalyst rollout	Project Lead	500+ jobs analyzed
LMS migration to Fuse Universal	Lead Admin/Analyst	Engagement +36%
Automation of department billing	RStudio developer	Saved admin 25 hrs./mo.
Development of Tableau monthly stats	Tableau Developer	Saved admin 5 hrs./mo.
System migration of company performance reviews	Lead	Saved \$5000 in fees
Certification Document Migration LMS to UltiPro	Lead	Saved \$11,000 in fees
Past due training reduction project	Tableau developer	40% reduction in 3 mos.

CERTIFICATIONS

Certified Compensation Professional (CCP) , <i>WorldatWork</i>	Nov. 2020 - Nov. 2023
Global Remuneration Professional (GRP) , <i>WorldatWork</i>	Nov. 2020 - Nov. 2023
Professional in Human Resources (PHR) , <i>HRCI</i>	July 2020 - Feb. 2024
Tableau Desktop Certified Associate , <i>Tableau Software</i>	Oct. 2019 - Oct. 2021
Leading Accountable Engagement , <i>Dale Carnegie Training</i>	Oct. 2019

MEMBERSHIPS AND ASSOCIATIONS

Human Resources Certification Institute (HRCI) , <i>Member</i>	Mar. 2020 - Present
Deer Valley USD, Certified Performance Pay Committee , <i>Member</i>	Jan. 2020 - Present
WorldAtWork Total Rewards Association , <i>Member</i>	Oct. 2019 - Present
Phi Beta Kappa Honor Society	May 2018 - Present
Emerging Leaders Committee , <i>Alliance Residential Company</i>	July 2019 - June 2020