

Nick McMullen

Certified People Analytics/Human Capital 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

EDUCATION

Macalester College, St. Paul, MN ————— May 2018

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

EXPERIENCE

Alliance Residential Company, Phoenix, AZ

- **Manager, People Systems & Analytics** ————— February 2020 - Present
 - Oversee administration, maintenance, and ongoing improvement of all people-related systems
 - Administer and improve a quarterly variable pay plan impacting 2000+ employees
 - Consult with operational and corporate leadership on base pay decisions and strategy
 - Utilize a variety of analytical tools to assist with high-level people operations decisions (retention, engagement, compensation, variable incentives, professional development, training programs)
- **Business Data Analyst** ————— January 2020 - February 2020
 - Lead all organizational data science initiatives, with a heavy focus in Talent and HR areas
 - Build out and oversee companywide quarterly bonus program
 - Develop Tableau dashboards as requested by VP of Business Intelligence
- **Talent Analytics Manager** ————— August 2018 - January 2020
 - Oversee Talent Coordinator/Onboarding team
 - Lead administrator for newly implemented ATS (iCIMS)
 - Implement process improvements for Talent Management functions
 - Manage implementation and use of Salary.com CompAnalyst total rewards platform
 - Utilize Tableau & R to provide insights for Talent Management (Recruiting, L&D, Performance)
- **Learning Manager** ————— May 2018 - August 2018
 - Lead data and analytics function for Learning & Development department
 - Conduct learning needs analyses to help guide future training development
 - Oversee internal and external certification programs company-wide
- **Training Intern** ————— Summer 2017
 - Conduct system administration and reporting in Cornerstone OnDemand LMS
 - Analyze training program data to help guide future training decisions
 - Assist 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

Professional in Human Resources (PHR), *HRCI* ————— July 2020 - July 2023
Tableau Desktop Certified Associate, *Tableau Software* ————— Oct. 2019 - Oct. 2021
Leading Accountable Engagement, *Dale Carnegie Training* ————— Oct. 2019

MEMBERSHIPS AND ASSOCIATIONS

Deer Valley USD, Certified Performance Pay Committee, *Member* — January 2020 - Present
WorldAtWork Total Rewards Association, *Member* ————— October 2019 - Present
Emerging Leaders Committee, *Alliance Residential Company* ————— July 2019 - Present
Phi Beta Kappa Honor Society ————— May 2018 - Present