

Nick McMullen

nicholasgmcullen@gmail.com • [LinkedIn](#) • [Website](#)

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. Open source R programming enthusiast.

EXPERIENCE

Manager, Total Rewards

November 2022 - Present

Tanium

- Lead merit and equity compensation cycles including budgeting, advising, project management, pay equity analysis, data operations, technology configuration, and creating executive summaries
- Evaluate, benchmark, and approve jobs for external posting and make compensation recommendations to Chief People Officer for internal transfers and promotions
- Maintain compensation data integrity in HRIS including pay grade assignments, job leveling, and individual employee data
- Administer monthly cash bonus recognition program including collecting and vetting submissions, obtaining executive approval, and submitting files for payroll processing

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

- Led a team of Talent Coordinators through period of rapid growth, streamlining processes and efficiently onboarding over 2000 employees across 25 US states
- Administered quarterly incentive program for 2500 operations employees, collaborated with top executives, business intelligence, and payroll on bonus calculations, approval, and payout
- Implemented Salary.com CompAnalyst and benchmarked all company jobs, inaugural member of company compensation committee
- Calculated and processed monthly recruiting fee billing
- Configured, maintained, and improved learning management and applicant tracking systems

Learning and Development Intern

May 2017 - August 2017

Alliance Residential Company

- Developed, revised, and published virtual learning materials in a learning management system
- Analyzed sales training program for impact on closing leases
- 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

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

2018

Macalester College

St. Paul, MN

Phi Beta Kappa inductee

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